



Office of the Police and Crime Commissioner  
PO Box 688  
PE29 9LA  
Tel: 0300 333 3456  
Email: [Cambs-pcc@cambs.pnn.police.uk](mailto:Cambs-pcc@cambs.pnn.police.uk)  
Twitter: /@PCCCambs

Rt Hon Priti Patel MP  
Home Secretary  
2 Marsham Street  
London  
SW1P 4DF

9<sup>th</sup> October 2019

Dear 

**Response to HMICFRS national thematic report – “Leading Lights”**

Under Section 55(5) of the Police Act 1996, as Police and Crime Commissioner I am pleased to provide my formal response to HMICFRS’s inspection entitled ‘Leading Lights: An inspection of the police services arrangements for the selection and development of chief officers’.

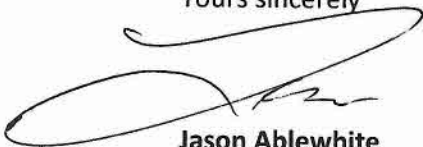
Both the Chief Constable and I welcome the report and are supportive of the focus of the HMICFRS’ recommendations. We note that all of the recommendations are for national bodies and the Home Office, however Cambridgeshire Constabulary will work with those responsible for developing the national policing response to them as required.

In particular, I note that whilst the inspection to appoint Chief Constables was not in scope, the report covers a number of issues relating to the selection, appointment and tenure of Chief Constables. Having undertaken a Chief Constable recruitment exercise last year, I do recognise some of the key points raised in relation to those appointments. I was clear that it had to be a rigorous, open and transparent process, and one which adhered to College of Policing policy and was supported through their expert guidance. Equally important, the selection and subsequent appointment had to be merit based.

I am fully supportive of any recommendations that advocates transparency, fairness and continuous professional development across the range of Chief Officer level posts, all of which should hopefully encourage and support potential candidates from all backgrounds to apply for, be considered for, and remain in Chief Officer posts.

I will take further reassurance from the Chief Constable once the recommendations are in place given that it is for police forces themselves to implement the changes.

Yours sincerely



**Jason Ablewhite**  
Cambridgeshire Police and Crime Commissioner  
cc [PCC@hmic.gsi.gov.uk](mailto:PCC@hmic.gsi.gov.uk)