Ministry of Justice

The Right Honourable
Shabana Mahmood MP
Lord Chancellor & Secretary of State for Justice

Andy Slaughter MP
Chair, Justice Select Committee
House of Commons
London
SW1A 0AA

25th June 2025

Dear Andy,

STANDING ADVOCATE – RECRUITMENT

I am writing following my letter of 11 December 2024 regarding the campaign to recruit the Standing Advocate; a new permanent statutory office holder who will also be known as the Independent Public Advocate. Following interviews in February, I have selected Cindy Butts, currently Policy & Public Affairs Consultant and - since 2019 - a Lay Member, House of Lords Conduct Committee, as my preferred candidate for appointment. Ms Butts was previously Chair of the Independent Commission for Equity in Cricket (2021- 2024).

The appointments process has been run in accordance with the Governance Code on Public Appointments and the role is regulated by the Commissioner for Public Appointments.

I consider that Ms Butts has the skills, experience, and qualities to effectively deliver both organisational leadership and establish this important new role of the IPA, to deliver vital support for victims of major incidents.

At interview, the assessment panel found that Ms Butts demonstrated a clear passion and vision for the role and the ability to engage people from across a range of backgrounds and viewpoints. They noted her strong evidence of stakeholder engagement, building relationships, decision-making, and organisational leadership. She demonstrated a real focus on, and experience of, advocating for vulnerable groups and is highly competent to undertake the role of Standing Advocate.

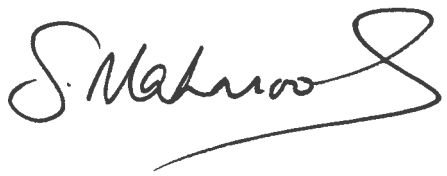
Ms Butts has not declared any conflict of interests or political activity. Confirmation of this, and information about the campaign, including the role criteria, tenure, remuneration, panel membership and campaign timeline are set out in **Annex A**. A copy of Ms Butts' CV is at **Annex B.**

Candidates were informed prior to application that the position was subject to scrutiny by the Justice Select Committee. I understand that a hearing will be scheduled before summer recess, and I will give careful consideration to the Committee's report before deciding whether to proceed with the appointment.

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