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POLICE SCOTLAND

Keeping people safe

POILEAS ALBA

Police Service of Scotland
Tulliallan Castle,
Kincardine
FK10 4BE

PERSONNEL FILE – SUZANNA AMELIA MCLEOD

PREVIOUS NAMES: Holmes

CURRENT RANK: Detective Chief Inspector

DATE OF LAST PROMOTION: 21 Sep 2009

DATE OF BIRTH: 8th March 1970

PLACE OF BIRTH: High Wycombe, Buckinghamshire

HEIGHT: 5' 8"

HAIR COLOUR: Blonde

BUILD: Medium

DISTINGUISHING FEATURES: None

RELIGION: Church of England (but reported to be agnostic).

CURRENT ADDRESS: ■■■ Drumsheugh Gardens, Edinburgh,

MARITAL STATUS: Married, Husband – Callum McLeod (currently separated)

PARENTS NAMES:

- **FATHER** - Robert Stephen Holmes; DOB: 25th February 1935
- **MOTHER** - Shirley Phillipa Holmes (nee Barnes); DOB: 22nd August 1938

SIBLINGS:

- **BROTHER** - Alexander James Holmes, DOB: 23rd July 1974 (Deceased 1996)
- **SISTER** - Charlotte Alisha Carpenter, DOB: 11th March 1977

FAMILY CONNECTIONS TO CONVICTED CRIMINALS:

- Brother, Alexander James Holmes, convicted of Possession and Distribution of Class A Drugs, 20th August 1994.

EDUCATION HISTORY:

- Rosebank Primary School, Nairn, 1975-77.
- John Gifford Primary School, Gutersloh, North Rhine Westphalia, 1977-79.

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- St Leonards Junior School, St Andrews, 1979-81.
- Rydal School, Colwyn Bay, North Wales, 1981-1987, Gained 3 A Levels at A* and A. English, History and Mathematics.
- University of Nottingham, 1987-1991, Graduated with 1:1 in Criminology.
- Edinburgh University, 1994-1996, Graduated with First Class Master's in Criminology and Criminal Justice.

SPORTS: Judo, Skiing, Scuba Diving, Off-shore Sailing, Tennis, Badminton.

HOBBIES: Listening to classical music, keeping fit, walking.

POLITICAL AWARENESS: Politically astute. No affiliations to political parties.

MORAL STANDING: Reported to have high morals. Nothing detrimental to note.

FINANCIAL ACCUMEN: Financially astute. No mortgage. No loans. One credit card, always paid off by DD monthly.

ANALYTICAL ABILITIES: Highly analytical. Logical mind but can think outside the box. Able to put herself in the criminal's shoes.

PHYSICAL DETERMINATION: Extremely determined. Meets any challenges put to her.

PERIODIC PERFORMANCE AND POTENTIAL SUMMARIES:

- Location: Ferry Road Police Station, Edinburgh
 - Rank: PC
 - Period: October 1994 to March 1996
 - Performance: Outstanding
 - Potential: Recommended for detective work.
- Location: Gayfield Square Police Station, Edinburgh
 - Rank: DC
 - Period: March 1996 to February 1999
 - Performance: Solid performance in first year. Huge potential.
 - Potential: Highly recommended for DS
- Location: Fettes Avenue Police Station, Edinburgh
 - Rank: DS
 - Period: February 1999 to December 2001
 - Performance: Year 1: Immediately fitted into sergeant role. Talented investigator. Year 2: Rated poor. Rebellious. Continually challenges orders. Takes action without approval. Self-opinionated. Overconfident and incompetent.
 - Potential: Reached her potential as a DC.
- Location: Inverness Burnett Road Police Station, Inverness
 - Rank: DS
 - Period: January 2003 to November 2005
 - Performance: Exceptionally talented detective. Outshines everyone on the team but with humility.
 - Potential: Highly recommended for Inspector. Should go far.
- Location: NEDH, Queen Street, Aberdeen
 - Rank: DI
 - Period: November 2005 to September 2009

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- Performance: Outstanding
- Potential: Superintendent. Deserves promoted to DCI immediately.
- Location: Fettes Avenue, Edinburgh
 - Rank: DCI
 - Period: Sep 2009 to Date
 - Performance: Exceptional
 - Potential: At least Chief Superintendent within time left to serve. Should have been promoted two years ago, but chose to stay as DCI.

CAREER SUMMARY:

After gaining an MSc in Criminology and Criminal Justice, McLeod entered the Police Force, starting as a constable where she gained a grounding in front-line policing. She was quickly identified as sharp-minded and moved into detective work. She soon gained promotion to sergeant but her performance dropped off during her period working with DI Ferguson. It is on record that she was treated poorly by her immediate superior and became disillusioned. Rather than leave the Force, she asked for and was granted – with the support of DCI Gordon Spencer – unpaid leave to reflect on her future.

McLeod went travelling for a year, reportedly taking on holiday work roles to fund her travels, whilst visiting Australia, New Zealand, Thailand and India. McLeod spent 3 months in Calcutta, assisting a social enterprise, Freeset, which provides opportunities and training for women to exit the sex trade.

After her break, she returned to service as a sergeant and within two years was promoted to inspector. Four years later, McLeod was given control of the CID team in Edinburgh at Detective Chief Inspector rank. There were numerous fast-track schemes that McLeod could have applied for but she stated a desire to remain hands on with investigative work in preference to taking higher leaderships roles. She has been recommended for promotion to superintendent, and it is hoped that a suitable appointment can be found which will satisfy her needs for close contact with detection work, whilst maximising her talents for the Force.

STRENGTHS: Hard-working, highly effective (best conviction record in Police Scotland), compassionate and caring. Has high moral standards and leads by example. Is a natural coach and mentor, and a talented motivator. Has a mind for detail and has strong intuition. Courageous . McLeod is aware of her shortcomings, and always strives to improve herself by learning lessons. Seems to maintain a healthy work-life balance.

WEAKNESSES: Occasionally takes risks with her personal safety, rather than waiting for back-up. Bends the rules when she believes the rules are unjustified (could be seen as a strength). Record of rule breaking and minor traffic offences (speeding). Can be a little judgemental of others who don't live up to her standards. Easily bored by repetition.

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