



**University Hospitals of  
Derby and Burton**  
NHS Foundation Trust

**University Hospitals of Derby and Burton NHS Foundation  
Trust**

**Appointment**

**Department of Ophthalmology**

**Consultant Ophthalmologist**  
(with a special interest in Paediatrics and Ocular Motility)

**December 2022**

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**SECTION 1:           JOB DESCRIPTION – GENERAL DETAILS**

<b>Title:</b>	Consultant Ophthalmologist
<b>Location:</b>	This post is based at Queens Hospital, Burton, with the potential requirement to work at other sites within the organisation and outreach clinics.
<b>New or Replacement Post:</b>	Replacement Post
<b>Prime responsibility:</b>	Provision of a comprehensive Ophthalmology service for East Staffs and the surrounding areas
<b>Accountable to:</b>	Medical Director – Dr James Crampton
<b>Reports to:</b>	Divisional Medical Director, Division of Surgery  John Williams
<b>Key tasks:</b>	<ul style="list-style-type: none"><li>• Maintenance of the highest clinical standards in the management of the Ophthalmology service</li><li>• To share with colleagues responsibility for the day-to-day management of the service</li><li>• Teaching and training of junior staff, medical students</li><li>• Active participation in both departmental and Trust matters concerning Clinical Governance and audit.</li><li>• Responsibility for ensuring active participation in continuing medical education (CME).</li><li>• To be willing to work flexibly to help fully utilise resources available.</li></ul>

**SECTION 2: PERSON SPECIFICATION**

REQUIREMENTS	ESSENTIAL	DESIRABLE
<b>Qualifications</b>	<ul style="list-style-type: none"><li>• Medically qualified &amp; possess FRCOphth or equivalent</li><li>• GMC registration and a license to practice at time of application</li><li>• Eligible to reside and work in the UK</li><li>• Eligible for entry on GMC Specialist Register or within six months of receipt of Certificate of Completion of Training (CCT) at time of interview and entry on GMC Specialist Register by date of commencement or evidence that the GMC is processing the Specialist Registration application (MUST be provided prior to interview)</li></ul>	<ul style="list-style-type: none"><li>• Training qualification</li><li>• Fellowship in paediatric surgical and medical ophthalmology</li><li>• Relevant Higher Degree or equivalent</li></ul>
<b>Clinical Experience</b>	<ul style="list-style-type: none"><li>• Proven clinical experience in Ophthalmology, with a broad experience of the speciality, minimum of 6 years, 3 years of which should be at speciality registrar level</li><li>• Higher training in ocular motility surgery</li><li>• Ability to carry out squint surgery</li><li>• Experience of and undertaken Clinical Audit, with recently presented findings</li></ul>	<ul style="list-style-type: none"><li>• Ability to carry out high volume cataract surgery</li><li>• Experience of paediatric ophthalmology would be advantageous</li></ul>
<b>Management &amp; Administrative Experience</b>	<ul style="list-style-type: none"><li>• Ability to advise on efficient &amp; smooth running of the Ophthalmology service</li><li>• Ability to organise &amp; manage e.g. outpatient priorities / theatre lists / booking</li><li>• Experience of audit management</li><li>• Ability &amp; willingness to work within the Trust &amp; NHS performance framework &amp; targets</li></ul>	
<b>Teaching Experience</b>	<ul style="list-style-type: none"><li>• Experience of &amp; commitment to teaching undergraduates &amp; postgraduates</li><li>• Ability to innovate &amp; develop new technology/methods where appropriate</li></ul>	<ul style="list-style-type: none"><li>• Evidence of the delivery of high quality teaching.</li></ul>
<b>Research Experience</b>	<ul style="list-style-type: none"><li>• Ability to present information in a clear and concise manner.</li><li>• Ability to analyse publications critically and have basic knowledge of research methods.</li></ul>	<ul style="list-style-type: none"><li>• Peer reviewed publications</li></ul>
<b>Other Attributes</b>	<ul style="list-style-type: none"><li>• Ability to work in a team</li><li>• Good interpersonal skills</li><li>• Enquiring, critical approach to work</li><li>• Caring attitude to patients</li><li>• Ability to communicate effectively with patients, relatives, GPs, nurses, administrative staff &amp; other agencies</li><li>• Commitment to Continuing Medical Education &amp; the requirements of Clinical Governance &amp; Audit</li><li>• Willingness to undertake additional professional responsibilities at local, regional or national levels</li></ul>	

<b>SECTION 3: DUTIES OF THE POST</b>
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### 3.1 Duties & Responsibilities

- i. Provision of Ophthalmology services to the University Hospitals of Derby and Burton NHS Foundation Trust, with responsibility for the prevention, diagnosis & treatment of illness, & the proper functioning of the department;
- ii. Out-of-hours responsibilities, including participation in Consultant on-call rota
- iii. Cover for colleagues' annual leave & other authorised absences;
- iv. Professional supervision & management of junior medical staff, including induction & appraisal.
- v. Responsibilities for carrying out teaching, examination & accreditation duties as required & for contributing to undergraduate, postgraduate & continuing medical education activity.
- vi. Participating in medical audit, the Trust's Clinical Governance processes & in CPD;
- vii. Involvement in research;
- viii. Managerial, including budgetary, responsibilities where appropriate;
- ix. Responsibility for implementing the Infection Control Policies as determined by University Hospitals of Derby & Burton NHS Foundation Trust
- x. Where it is agreed between the parties, work on behalf of University Hospitals of Derby & Burton Foundation Trust, such as domiciliary consultations, or services provided by the Trust for other agencies, e.g. the prison service. *(This excludes work done under direct arrangements between an individual Consultant and a third party, e.g. Category 2)*

### 3.2 Job Plan

The job plan for this post is based on the on the timetable shown below.

The Job Plan will be a prospective agreement that sets out a consultant's duties, responsibilities. It should cover all aspects of a consultant's professional practice including clinical work, teaching, research, education & managerial responsibilities. It should provide a clear schedule of commitments, both internal & external. In addition, it should include personal objectives, including details of their link to wider service objectives, & details of the support required by the consultant to fulfil the job plan & the objectives.

#### **Provisional assessment of Programmed Activities in Job Plan:**

For a full-time contract:

- Direct Clinical Care (inc Admin and On Call): 8.5 PA's on average per week
- Supporting Professional Activities: 1.5 PA's on average per week

*The assessment of 1.5 SPAs for a newly appointed consultant will be reviewed during the annual job plan meeting at the end of the first year of appointment & may, by agreement, be increased if the post holder is required & agrees to take on additional SPA activities.*

**Whilst this is a full time post, this is open to negotiation.**

### 3.3 Timetable

The following provides provisional scheduling details of the clinical activity & clinically related activity components of the job plan. It is expected that the post holder will work flexibly as part of the Ophthalmology team to meet activity demands across all areas of the service.

***NB. This is a typical job plan for the service and the actual job plan will be agreed with the successful candidate***

	<b>Mon</b>	<b>Tues</b>	<b>Weds</b>	<b>Thurs</b>	<b>Fri</b>
AM	<b>0900-1300</b> Laser list	<b>0900-1300</b> SPA	<b>0900-1300</b> Outreach Clinic	<b>0900-1300</b> Clinic	<b>0900-1300</b> Clinic
PM	<b>1330-1730</b> Clinic	<b>1330- 1730</b> Theatre	<b>1330-1730</b> Clinic	<b>1330-1730</b> Admin	<b>1330-1730</b> 0.5 theatre/0.5 SPA

### 3.4 On Call Availability

This post has a 1:9 out of hours on-call commitment to provide an emergency Ophthalmology service. The provision of an on call service in Ophthalmology is currently under review and may be subject to change.

### 3.5 Teaching & Training

The appointee is expected to participate in teaching & training of junior staff in Ophthalmology & participate in medical student teaching programmes. They are also required to supervise junior medical staff within the specialty.

### 3.6 Mentoring Scheme

A mentoring programme is in place to provide newly appointed consultants a confidential source of knowledge, advice and support to help them find their way in the Trust and become effective in their new job as quickly as possible.

## Introduction

The Ophthalmology Department provides a service on the following sites:

1. **Treatment Centre** within the grounds of Queens Hospital where all ophthalmic outpatients and day surgery patients are seen and managed.
2. **Queens Hospital** - All paediatric and in-patient work is carried out at Queens Hospital main site.
3. **Sir Robert Peel Hospital**, (SRP) Tamworth - An outreach outpatient service is provided at this community hospital with clinics in paediatrics, glaucoma, medical retina and some general ophthalmology as well as a high volume cataract theatre.
4. **Samuel Johnson Hospital** (SJH), Lichfield - An outreach outpatient service is provided at this community hospital with clinics in paediatrics, glaucoma and medical retina.
5. **Royal Derby Hospital** – A full range of ophthalmic services are carried out at this site.
6. **Florence Nightingale Community Hospital**, Derby – Diabetic Retinopathy and medical retina clinics.

The Ophthalmology Department at Burton provides a comprehensive ophthalmology service & benefits from excellent support services. We are the principal provider of acute hospital services for the residents of Burton on Trent and surrounding areas. The service at Burton Hospitals serves a population of some 360,000. Ophthalmology is primarily based at the Treatment Centre. Paediatric and in-patient work is carried out on the Main Site. We also provide a range of consultant outreach services in local community settings.

A Primary Care service operates from the Outpatients department accepting direct referrals from GP's and Optometrists.

## Theatres and In-patient Facilities

We currently are able to run two ophthalmic theatres:

- Phacoemulsification
- Zeiss operating microscopes
- Video recording

Medical Retina, Oculoplastics, glaucoma surgery and ocular motility, form most of the remainder with scope for increasing this where appropriate.

## Out-Patient Department (Burton)

The out-patient department at Burton is fully equipped with individual consulting rooms, each with slit lamps etc, laser room, Fundus Fluorescein Angiography and Digital Imaging System including Optos with trained medical photographer back-up, and eye primary care rooms. Rooms are equipped for minor procedures including injections, minor ops, botox.

There are 2 OCT machines which are networked as is Fundus Fluorescein Angiography. Procedures undertaken in the out-patient department include:

- ALT, SLT and Yag laser treatment
- Minor lid surgeries
- Fundus fluorescein angiography/digital photography
- B-scan ultrasonography
- Visual fields (Humphrey visual field analyser)
- Corneal Topography
- Speciality clinics in Diabetes, Glaucoma, Medical Retina, Anterior Segment, Cataract and Oculoplastic disorders, Paediatrics

In addition, there is a full Orthoptic Department with paediatric and adult orthoptic services. The orthoptic department also supports the stroke service including a visual processing disorder clinic for children and stroke patients. The department regularly takes undergraduate orthoptic students from both Sheffield and Liverpool Universities.

There is a robust referral pathway into the Staffordshire Action for Blind People service as well as low vision aid and contact lens services being provided in nearby opticians. There is also an ECLO in post.

**Sir Robert Peel** and Samuel Johnson Hospital are well equipped as out-patient facilities including OCT and visual field analysers which can be used for retinal and glaucoma assessment.

Refraction clinics and a low vision aid service are provided.

### Clinical Audit

The Ophthalmic Department has an active audit programme, and the post holder will be encouraged to undertake clinical audit within their role.

### Optometrist Services

Clinics are covered by sessional optometrists who undertake routine refraction and low vision aid services.

### STAFFING - Consultants (QHB & RDH)

<b>Burton</b>		<b>Derby</b>	
Ms L Lawuyi	Deputy Assistant Clinical Director (QHB) & Medical Retina	Mr J Tildsley	Assistant Clinical Director & Glaucoma
Mr Anil Kumar	Transformation Lead, Medical Retina & Ocular Motility	Miss L Faraj	Deputy Assistant Clinical Director (RDH), College Tutor & Cornea
Mr S Biswas	Glaucoma & College Tutor	Mr P Puri	Medical Retina
Mr R Sharma	Glaucoma	Mr H Rai	Paediatrics & Ocular Motility
Mr S Chawdhary	Oculoplasty	Mr P Richardson	Medical Retina
Mr C Bandyopadhyay	High Volume Cataract Surgery	Mr M Anandan	Cornea
Vacant Post	Ocular Motility & Paediatrics	Miss C Androulaki	Paediatrics & Medical Retina
	Cornea & General Ophthalmology	Mr H Chen	Diabetic Screening
Vacant Post	Glaucoma	Mr R Gandhewar	Vitreo-Retinal
Vacant Post	Medical Retina	Mr L Stevenson	Oculoplastics
		Mr A Brent	Vitreo-Retinal
		Mr T Fung	Vitreo Retinal
		Mr R De Sousa Peixoto	Glaucoma
		Miss R Chen	Glaucoma
		Ms Y Abadalla	Medical Retina
<b>Other Grades</b>	<b>Burton</b>	<b>Derby</b>	
Associate Specialists	1 post	Specialty Doctors	4 Posts
Specialty Doctors	3 Posts	ST2-7	4 Posts
ST2-7	2 Posts	Fellows	3 Posts



## **SECTION 5: General Conditions of Appointment**

### **Appointment**

This is a full time permanent post in Ophthalmology based at the Queens Hospital, Burton, offered on terms & conditions mirroring the National Terms & Conditions, which may be amended by collective agreement from time to time (excluding study leave entitlements - see below). Applicants must hold FRCOphth and possess a minimum of 3 years as a Specialty Registrar (or equivalent experience) in Ophthalmology at time of interview. A Diploma in Ophthalmology is desirable.

### **GMC Registration**

The successful applicant will be required to have & maintain full registration with the General Medical Council with a licence to practice & to fulfil the duties & responsibilities of a doctor as set down by the General Medical Council. Applicants must also be eligible to work in the UK & have demonstrable skills in written & spoken English, adequate to enable effective communication about medical topics with patients & colleagues.

### **Occupational Health**

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

### **Criminal Record Disclosure and Check**

The position is exempt from the Rehabilitation of Offenders Act 1974 (as amended in England and Wales). It is legally permitted to ask for and consider any information relating to unspent (current) and spent (old) criminal convictions, police cautions, final warnings or reprimands which are not protected (or filtered out) by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

Where relevant to the role, the organisation may also ask you to provide any information about any investigations and/or formal action taken against you by a regulatory or licencing body which may have had an impact on your professional registration and/or fitness to practise in your chosen profession. Any information you declare when completing this form will be verified by undertaking a follow-up check with the relevant body.

It will also include carrying out an enhanced disclosure through the Disclosure and Barring Services (known as a DBS check). Enhanced disclosures may also include other non-conviction information which may be held on central police databases, where this is regarded as relevant to the position you are applying for. If the position has, in addition, been identified as a 'regulated activity' under the Safeguarding Vulnerable Groups Act 2006 (as amended by the Protection of Freedoms Act 2012), the enhanced disclosure will also include any information that may be held about you on the children's and/or adults barred list(s).

Failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential & will be considered in relation to an application for positions to which the Order applies.

### **Annual and Study Leave**

The appointee(s) will be entitled to 27 or 32 days annual leave per annum, in accordance with the terms and conditions. Study leave will be considered and approved on a case by case basis.

In order to ensure continuity of clinical activity, all clinical staff are required to give a minimum of 6 weeks' notice of leave requests.

## **Teaching and Training**

A multi-disciplinary education centre and a purpose built post-graduate facility are located both at Queen's Hospital, Burton and the Royal Derby Hospital. The GEM school library is directly linked to the Greenfield Library in Nottingham. Apart from the new GEM program intake, students from Nottingham attend for clinical attachments in medicine and surgery and mid-year attachments in a number of other specialties, as well as for BMedSci project work. The Academic Unit has a high-quality microwave/SHF link for broadcasting operative or endoscopic video live into the post-graduate centres or Medical School lecture theatre, with a return audio feed for interactive discussion during training courses.

## **Research**

The Trust is a research-active University Hospital with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation. Engagement of clinical staff in research covers a spectrum of involvement, ranging from awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to those who win research funding and assume the role of Chief Investigator for multi-centre trials and studies.

## **Health & Safety**

The University Hospitals of Derby and Burton NHS Foundation Trust recognises the importance of ensuring the health, safety and welfare of our employees and fully accepts our statutory obligations both to employees and others who may be affected by our activities. All medical & dental staff under contract to the University Hospitals of Derby and Burton NHS Foundation Trust will be expected to comply with the Trust Health & Safety policies.

## **Exposure Prone Procedures**

The duties of this post require the post holder to carry out exposure prone procedures on patients of the University Hospitals of Derby & Burton NHS Foundation Trust. In order to protect its patients from blood borne virus infections from staff, the University Hospitals of Derby & Burton NHS Foundation Trust requires that the following conditions be met before appointment is made:

- The candidate must consider whether he/she has been at significant risk of acquiring HIV infection. If there has been such a risk the candidate must arrange for HIV testing before accepting the appointment.
- The candidate must provide documentary evidence on immunity to Hepatitis B infection by immunisation or natural immunity. If the candidate is non-immune the University Hospitals of Derby & Burton NHS Foundation Trust will require a blood test to be carried out for Hepatitis B antigen before appointment. The duties of this post are such that no Hepatitis B antigen positive candidate could be appointed.
- Any appointee who is not immune to Hepatitis B, but is carrying out exposure prone procedures, accepts that regular checks on Hepatitis B markers will be carried out by the Occupational Health Service appointed by University Hospitals of Derby & Burton NHS Foundation Trust.

Tests can be arranged, if the candidate agrees, in confidence through the local Consultant Microbiologist or the Occupational Health Service. All costs for testing will be borne by the University Hospitals of Derby & Burton NHS Foundation Trust.

**Data Protection Act**

All staff are expected to adhere to Trust Data Protection and IT security policies and ensure that all patient/personal information is accurate, up to date and that it is kept secure at all times. Staff are under a duty of confidence to keep personal/sensitive information confidential and secure, any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

**Confidentiality**

The Trust requires its Officers to maintain a high standard of confidentiality and disclosures outside the recognised arrangements will be treated as serious disciplinary offence.

<b>SECTION 6:                    Application Information</b>
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Applicants who are unable, for personal reasons, to work full time will be eligible to be considered for the post. Job share applicants are also welcomed. If appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.

Applications to be submitted in the form of:

- **A completed Application Form via NHS Jobs**, giving names of three referees and confirmation that you are on the Specialist Register of the General Medical Council or stating the date at which you were awarded, or expected to be awarded, your CCT (Certificate of Completion of Training or equivalent).

Visiting candidates wishing to visit the hospital should make arrangements with:

Mr James Tildsley, Associate Clinical Director  
Consultant Ophthalmologist  
Royal Derby Hospital  
Uttoxeter Road  
Derby  
DE22 3NE

Ms Lola Lawuyi, Deputy Associate Clinical Director  
Consultant Ophthalmologist  
Queens Hospital  
Belvedere Road  
Burton on Trent  
Staffs  
DE13 0RB  
Tel: 01283 566333, ext 6366

Mr Luke Gregory  
General Manager  
Head, Neck, Eyes & Plastics Business Unit  
Queens Hospital  
Belvedere Road  
Burton on Trent  
Staffs  
DE13 0RB  
Tel: 01283 566333, ext 6308

## SECTION 7: Trust profile – UNIVERSITY HOSPITALS OF DERBY & BURTON NHS FOUNDATION TRUST

University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018 to bring together our five hospitals – in Derby, Burton, Lichfield and Tamworth – to provide the highest quality care to patients across southern Derbyshire and south east Staffordshire.

The University Hospitals of Derby and Burton NHS Foundation Trust is one of the largest employers in the region with more than 12,000 staff and treats in excess of a million patients each year.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:



*Our VISION* is to deliver exceptional care together.



### COMPASSION

*We* show kindness  
*We* behave with integrity  
*We* are thoughtful



### OPENNESS

*We* are inclusive; we respect and value everyone  
*We* collaborate  
*We* actively listen and give and seek feedback



### EXCELLENCE

*We* take responsibility  
*We* continuously learn and grow  
*We* push boundaries and challenge ourselves

**P**utting patients first

**R**ight first time

**I**nvesting our resources wisely

**D**eveloping our people

**E**nsuring value through partnership

*Our PRIDE objectives* are about putting patients first, making sure we get it right first time, investing our resources wisely, developing our people and ensuring value through partnerships.

## Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

### **Freedom to Speak up**

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet

### **Data Protection**

Organisations are required to comply with the General Data Protection Regulations; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

### **Confidentiality**

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

### **Infection Control**

The prevention and management of infection is a key priority for the Trust. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and on-going continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

### **Health and Safety at Work Act**

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

### **Smoke Free Trust**

The smoke free policy applies to staff, patients, resident's visitors and contractors.

### **Trust Policies and Procedures**

All employees are expected to comply with appropriate Trust policies and procedures, to attend the Trust Induction Programme and to comply with mandatory training in relation to these policies and procedures.

### **Further Information**

To find out more about the Trust, please visit [www.uhdb.nhs.uk](http://www.uhdb.nhs.uk)

To find out more about Derbyshire or Staffordshire please visit [www.derby.gov.uk](http://www.derby.gov.uk) or [www.enjoystaffordshire.com](http://www.enjoystaffordshire.com)

## SECTION 8: GENERAL INFORMATION

### General Information

Burton upon Trent is an industrial market town on the River Trent in East Staffordshire, close to the border with Derbyshire and is known for brewing. In 2011, it had a population of 72,299. Burton is 17 miles from Tamworth (27 km), 13 miles (21 km) from Lichfield, and 11 miles (18 km) from Derby.

The town is served by Burton-on-Trent railway station.

East Staffordshire has a population of approximately of 360,000.

Derby is an historic city, which lies at the heart of some of England's most magnificent countryside. The Derbyshire Dales Peak District National Park are only a short drive away, with the spa towns of Ashbourne, Matlock and Buxton within easy reach.

Southern Derbyshire has a population of approximately 570,000 and is well served by rail and road within easy travelling distance of the M1, M5, M6 and M42. The East Midlands Airport is close by.

To find out more, visit [www.derby.gov.uk](http://www.derby.gov.uk) [www.enjoystaffordshire.com](http://www.enjoystaffordshire.com)