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ASSOCIATES



BLACKBURN
with
DARWEN
BOROUGH COUNCIL

Public Health Consultant

January 2025

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Letter from the Director of Public Health

Dear Applicant

Thank you for your interest in applying for the post of Consultant in Public Health at Blackburn with Darwen Council. I am delighted that you are considering pursuing your public health career with us at Blackburn with Darwen Public Health as a nationally recognised team for UNICEF Baby Friendly Gold status and an ADPH quality award for improving oral health improvement outcomes. Our demographic has one of the highest levels of children and young people in England is an asset and we are home to Star Academies and business entrepreneurs with global reach. We have well established links with leading academic institutions including the University of Lancashire and Lancaster University to enhance our research and service delivery ambitions and are part of the NIHR Local Authority Research programme.

Our Corporate Plan 2023-2027 outlines the Council's priorities for the next four years and the strategies and plans that help us deliver our priorities. Further details can be found at: Our vision, missions and strategies [Our vision, missions and strategies | Blackburn with Darwen Borough Council](#). As the host organisation of the Cumbria and Lancashire Public Health Collaborative we have a close working relationship with the Population health teams, our neighbouring County Council and unitary local authorities, Integrated Care Board and Partnership and have well established place based partnerships and integrated neighbourhood teams with East Lancashire NHS Hospitals NHS Trust, primary and community care.

Our Health and Wellbeing Board has refreshed our Local Joint Health and Wellbeing Strategy 2023-28 and can be found at: [Health and wellbeing board | Blackburn with Darwen Borough Council](#)

Our latest Public Health annual report 2024 is in video format and highlights the excellent work of frontline Public Health professionals, services and programmes in different settings. The Start Well, Live Well, Age Well theme takes a life cycle approach and focuses on preventative approaches in keeping residents and families well and safe. The annual report is available to view at: [Public Health Annual Report | Blackburn with Darwen Borough Council](#)

We have significant health inequalities within Blackburn with Darwen as well as huge potential and ambition to address the wider determinants of health and have been successful in securing £40M levelling up investments for a skills and innovation hub as part of the £250M Blackburn Town Masterplan. Darwen Town Deal has over £100M investment in growing the local economy and improving the skills and opportunities for children and young people. We are a national Work Well programme area helping residents with a tailored offer of support to return to employment. We look forward to receiving your application on this exciting opportunity to make a huge impact and difference to the lives of our residents in our communities in Blackburn with Darwen.



Abdul Razaq

Abdul Razaq

Director of Public Health



Appointment Timetable

AGREED TIMETABLE	
Informal discussions with Director of Public Health	From advert live to closing date
Closing dates for applications	21 th February 2025
Shortlisting meeting	(Week Commencing) 24 th February 2025
Interview day	(Week Commencing) 3 rd March 2025
Proposed start date	Subject to period of notice





Public Health Consultant Advertisement

Department	Public Health
Terms and Conditions	Permanent Contract, 37 hours per week
Grade	Salary ranges from £88,079 to £96,774 per annum

Do you wish to make a difference in addressing health equity and driving improvements in the health and wellbeing of local communities and providing the best start to life for children and young people? Come and join us at Blackburn with Darwen Council as a well-recognised organisation to deliver excellent Public Health practice.

Blackburn with Darwen has an ambitious £1bn programme of investment across our Local Plan including recent national levelling up £40M allocations and a £250M Town Centre Masterplan. We are a Levelling Up Partnership area and a NIHR Local Authority Research Practitioner supported area. We also have established academic and research links with the University of Central Lancashire (UCLAN) in Preston on our oral health improvement services, race equality, healthy settings and sustainable development. We are an Association of Directors of Public Health quality award 2023 winner for our oral health improvement work. Our trauma informed practice approach is well recognised as a regional exemplar of best practice. Blackburn with Darwen host the Cumbria and Lancashire Public Health Collaborative across one County Council and four unitary authorities.

We have an exciting vacancy within Public Health at Blackburn with Darwen where you will be the public health lead for a broad portfolio covering Start Well, Age Well, wider determinants of health, data and intelligence. This will include overall responsibility for the 0-19's Health Visiting and School Nursing Services, Child Death Overview Panel (CDOP) and Community Genetics, Falls Prevention, Positive Ageing Framework, Mental Health and Suicide Prevention, Joint Strategic Needs Assessment (JSNA), Pharmaceutical Needs Assessment (PNA), academic public health, and oversight of commissioning across all Public Health contracts.



You will be joining a dedicated public health team working across the Council Directorates, with Primary Care Neighbourhoods, ICB partners, our Cumbria and Lancashire Public Health Collaborative and the VCSFE sector. We are looking for an exceptional, driven and passionate individual to join Public Health to drive forward the ambition for achieving longer and healthier lives for all our communities in Blackburn with Darwen.

This position will provide the post holder with an exciting opportunity to work with a dedicated and ambitious Public Health team who have a commitment to improving the health and wellbeing of our local residents. The post holder will report directly to the Director of Public Health. As our consultant you will be pivotal to this work particularly in supporting the delivery of the prevention agenda and through providing public health leadership and advocacy across the local health and care system.

You will have an ability to articulate complicated issues in a way that engages and encourages participation to support the delivery of our emerging programmes. You will have the experience and ability to lead and inspire the team, building great relationships with all key stakeholders across the local system.

If you want to be part of a strong leadership team and want a place that helps you to develop your ideas and follow your passion, and if you have the tenacity, drive and an ability to build interest with likeminded people to develop those ideas into tangible outcomes for our communities then we want to hear from you.

If you are a committed Public Health leader who is ambitious and who can make a positive difference, helping us to achieve our vision, then we look forward to hearing from you. We welcome applications from experienced Consultant in Public Health, UK Public Health Register (UKPHR) specialists and Public Health Specialist Registrars on the national scheme who will be within 6 months of their Certificate of Completion of Training (CCT) at interview date.

For a further informal discussion please contact Abdul Razaq, Director of Public Health on 01254 585222 or email at abdul.razaq@blackburn.gov.uk

The above post is subject to an enhanced Disclosure and Barring Service (DBS) check.

Closing Date	21st February 2025
Shortlisting Date	Week commencing 24th February 2025 (subject to confirmation)
Interview Date	Week commencing 3rd March 2025 (subject to confirmation)



Job Description & Person Specification

JOB DESCRIPTION CONSULTANT IN PUBLIC HEALTH

Employing organisation:	Blackburn with Darwen Council
Title:	Consultant in Public Health (Full Time)
Accountable to:	The postholder is dually accountable: <ul style="list-style-type: none">• professionally to the employing authority Blackburn with Darwen Council• Managerially to the employing organisation via the Director of Public Health
Salary:	Salary ranges from £88,079 to £96,774 per annum
Hours:	37 per week
Strategically responsible for:	The public health consultant is a change agent, responsible for improving public health services and reducing inequalities in health and wellbeing through leading and managing current public health policy and provision in areas defined by the Council's Corporate Plan 2023-28, Joint Local Health and Wellbeing Strategy 2023-28 and Local Integrated Care Partnership Strategy, working across a range of service areas, partners and providers.



Job Description & Person Specification

JOB DESCRIPTION CONSULTANT IN PUBLIC HEALTH

	The strategic role will lead a broad portfolio covering Start Well, Age Well, wider determinants of health, data and intelligence. This will include overall responsibility for the 0-19's Health Visiting and School Nursing Services, Child Death Overview Panel (CDOP) and Community Genetics, Falls Prevention, Positive Ageing Framework, Mental Health and Suicide Prevention, Joint Strategic Needs Assessment (JSNA), Pharmaceutical Needs Assessment (PNA), academic public health, and oversight of commissioning across all Public Health contracts.
Managerially responsible for:	Currently three Public Health Staff and educational supervision of two Public Health Speciality Registrars

1. Appointment

This is a full time Consultant in Public Health post employed by Blackburn with Darwen Council. The postholder is a regulated health professional responsible for improving the health and wellbeing of the resident population of 157,503 (2023 mid year estimates) and GP registered population of Blackburn with Darwen (circa 187,528 as at November 2024).

2. Job Summary

The post forms part of the Public Health Senior Leadership Team and has a shared responsibility for the annual departmental budget of £16.2M national Public Health grant allocation (as at 2024/25) to the Council and further supplementary grants in substance misuse, rough sleeping and tobacco control bringing the total budget allocation to circa £21M.



As a senior, autonomous Consultant, the postholder will lead on improving the health and wellbeing of the residents of Blackburn with Darwen, which is underpinned by the statutory duty placed on local government to take such steps as it considers appropriate to improve the health of its residents. This will include working with Blackburn with Darwen Local Integrated Care Partnership, Lancashire Public Health Collaborative, collaboratively across the Lancashire and South Cumbria Integrated Care System, with NHS England and UKHSA.

The postholder acts as a change agent to enable delivery of relevant outcomes from the public health, NHS and social care outcome frameworks, working across organisations, influencing budgets held by those organisations as well as advocating effectively for change.

The strategic role will lead a broad portfolio covering Start Well, Age Well, wider determinants of health, data and intelligence. This will include overall responsibility for the 0-19's Health Visiting and School Nursing Services, Child Death Overview Panel (CDOP) and Community Genetics, Falls Prevention, Positive Ageing Framework, Mental Health and Suicide Prevention, Joint Strategic Needs Assessment (JSNA), Pharmaceutical Needs Assessment (PNA), academic public health, and oversight of commissioning across all Public Health contracts.

3. The employing organisation and other organisations within the scope of the work

3.1 See **Appendix 1** for general information about the employing organisation, local NHS organisations and other relevant organisations.

4. Public Health Arrangements

4.1 Current staffing of the Department/Directorate of Public Health

The Public Health team is situated in the Adults & Health Directorate of the Council.

Details of current staffing and departmental current structure and organisation of public health services are included at **Appendix 2**.

4.2 Resources

The post-holder working with the DPH will be expected to make best use of both public health department resources as well as influence the resources in the Council as a whole.

4.3. Training and CPD arrangements

The Public Health department is a recognised and highly respected training location for Specialty Registrars in Public Health. There are currently 2 Specialty Registrars in the department.

5. The strategic responsibility and key tasks

The strategic responsibility of the post-holder is to primarily lead on Start Well, Age Well, wider determinants of health, data and intelligence programme areas. In delivering that responsibility the post-holder is expected to demonstrate expertise across the full range of relevant competencies as set out by the Faculty of Public Health (see **Appendix 3**) and where required, take responsibility for resolving operational issues. In negotiation with the DPH, the post-holder may be asked to take on responsibilities that are underpinned by any of the FPH competencies. Post-holders will be expected to maintain both the general expertise as well as develop topic based expertise as required by the DPH and will be expected to deputise for the DPH as and when required.

The range of duties expected of the post-holder include:

5.1 Taking responsibility for a range of public health issues and work across organisational and professional boundaries acting as a change agent managing complexity to deliver improvements in health and wellbeing.

5.2 Providing briefings on the health and wellbeing needs of local communities to Councillors, Council Officers, ICSs, the third sector, the public and partners. Where required to so, the post-holder will provide verbal briefing to Councillors, other colleagues and stakeholders in person which maybe at short notice.

5.3 Taking responsibility for development, implementation and delivery of policies. This may include taking the lead in developing detailed inter-agency and interdisciplinary strategic plans and programmes based on needs assessments. These may require the commissioning of services, including development of service specifications and appropriate use of Council governance and procurement process.

5.4 Providing expert public health support and whole system leadership to ensure an evidence-based approach for commissioning and developing high quality equitable services, within and across a range of organizations including voluntary, public and private sector. This includes the health service component of the mandated core service. This will include expertise in evaluation and development of appropriate KPIs.

5.5 Utilising (and if appropriate developing) information and intelligence systems to underpin public health action across disciplines and organisations. This may include providing leadership for collation and interpretation of relevant data including production of the JSNA. Working with the DPH, this will include the integration of the appropriate elements of the public health, NHS and social care outcomes frameworks within the systems developed by the local authority as well as with relevant partner organisations.

5.6 Supporting the DPH in the development and implementation of robust strategies for improving the health and wellbeing of local communities including ensuring qualitative and/or quantitative measurements are in place to demonstrate improvements. This may include taking responsibility for the judicious use of the ring fenced public health grant and/or working with ICSs, Trusts, the contractor professions and UKHSA.

5.7 Providing the key local authority link to the research community, providing advice/support to colleagues and co-ordinating appropriate access to scientific information. The post-holder will be expected to take part in relevant research networks and to influence research programmes of such networks so that the research needs of the local authority are taken into account.



5.8 Taking responsibility for the training obligations of the directorate, including becoming an Educational Supervisor. These duties will be agreed jointly with the relevant Head of the School of Public Health.

Underpinning much of these duties are public health tasks such as:

5.9 Undertaking health needs assessments as required to enable actions to be taken to improve the health of the local population.

5.10 Developing prioritisation techniques and managing their application to policies, services and to help resolve issues such as the investment-disinvestment debate

5.11 Effective communication of complex concepts, science and data and their implications for local communities, to a range of stakeholders with very different backgrounds.

5.12 Understanding of evaluation frameworks and applying those frameworks to the benefit of local communities.

5.13 A capacity to apply the scientific body of knowledge on public health to the policies and services necessary to improve health, both currently and for future generations, and to formulate clear practical evidence-based recommendations.

5.14 The understanding of human and organisational behaviour and the application of this knowledge to the achievement of change.

5.15 Inspire commitment to public health outcomes and to prevention as a core feature of public sector reform.

The person specification is detailed in **Appendix 4**.





6. Management arrangements and responsibilities

The post-holder will be professionally accountable to the employing authority and managerially accountable to the employing authority via their line manager, usually the Director of Public Health or equivalent. Professional appraisal will be required. An initial job plan will be agreed with the successful candidate prior to that individual taking up the post based on the draft job plan attached. This job plan will be reviewed as part of the annual job planning process.

The post-holder:

6.1 Will manage 3 direct line reports and educational supervision of Public Health registrars and be responsible for line management duties, recruitment, appraisals, disciplinary and grievance responsibilities.

6.2 Will manage budgets of around £5M and be an authorised signatory under the Council's financial scheme of delegation limits.

6.3 Will be expected to take part in on call arrangements for communicable disease control/ health protection as appropriate depending on local arrangements.

6.4 Will be expected to deputise for the Director/Head of Department as required.

7. Professional obligations

These include:

7.1 Participate in the organisation's staff appraisal scheme and quality improvement programme, and ensure appraisal and development of any staff for which s/he is responsible.

7.2 Contribute actively to the training programme for Specialty Registrars in Public Health and LAs management trainees as appropriate, and to the training of practitioners and primary care professionals within the locality In agreement with the DPH, becoming an Educational Supervisor.



7.3 Undertake an annual professional appraisal including completion of a programme of CPD, in accordance with Faculty of Public Health requirements, or other recognised body, and undertake revalidation, audit or other measures required to remain on the GMC/GDC Specialist Register or the UK Public Health (Specialist) Register or other specialist register as appropriate. In agreement with the DPH, contribute to the wider the public health professional system by becoming an appraiser or practitioner appraiser for a specified period of time.

7.4 In agreement with the DPH contribute as an appraiser or practitioner appraiser to the professional appraisal system.

7.5 Practise in accordance with all relevant sections of the General Medical Council's Good Medical Practice (if medically qualified) and the Faculty of Public Health's Good Public Health Practice and UKPHR requirements.

7.6 Contribute to medical professional leadership within the health system.

7.7 It is a duty of a health professional to foster scientific integrity, freedom of scientific publications, and freedom of debate on health matters, and public health professionals have a further responsibility to promote good governance and open government.

7.8 Public health practice must be carried out within the ethical framework of the health professions.

7.9 The post-holder will be expected to maintain effective, courageous, and responsible public health advocacy.

These professional obligations should be reflected in the job plan. The post-holder may also have external professional responsibilities, e.g. in respect of training or work for the Faculty of Public Health. Time allocation for these additional responsibilities will need to be agreed with the line manager.



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8. Personal Qualities

The strategic objective of the post is to primarily lead on the Live Well, Health Protection and Health and Wellbeing Board work portfolio responsibilities. The post-holder will deal with complex public health and wellbeing challenges in a multi-organisational environment with widely differing governance and finance system and organisational cultures. It is expected that the post-holder will be able to cope with such circumstances as well as multiple and changing demands, and to meet tight deadlines. A high level of intellectual rigour, political awareness, negotiation and motivation skills are required as well as flexibility and sensitivity.

The post holder will undertake a broad range of tasks including advising the health and wellbeing board, making recommendations regarding local services, care of residents and influencing the wider determinants within Blackburn with Darwen. A high level of tact, diplomacy and leadership is required including the ability to work within the local political environment and at the same time maintain the ability to advocate for effective change. The achievement of public health outcomes and the successful pursuit of change are the purpose of the job and the metric against which performance will be assessed.



APPENDIX 1:

INFORMATION ABOUT BLACKBURN WITH DARWEN COUNCIL AND OTHER RELEVANT ORGANISATIONS

Blackburn with Darwen Council is a Unitary upper tier local authority, serving a deprived and diverse resident population of 157,503 (2023 mid year estimates). Winner of 'Council of the Year' three times since becoming a Unitary in 1998, the last time being in 2018.

Five District Councils sit within the East Lancashire footprint of Lancashire County Council:

- Burnley
- Pendle
- Rossendale
- Hyndburn
- Ribble Valley

The Lancashire and South Integrated Care Board (ICB) was formally established as a new statutory body on 1 July 2022, replacing the eight clinical commissioning groups across Lancashire and South Cumbria. There are nearly 1.8 million people living in Lancashire and South Cumbria.

As part of the Health and Social Care Act 2022, NHS Lancashire and South Cumbria Integrated Care Board (ICB) and the unitary and upper tier local authorities (which includes Blackpool Council, Blackburn with Darwen Council, Lancashire County Council and Cumbria County Council) hold a statutory duty to coordinate Lancashire and South Cumbria Integrated Care Partnership (ICP) together.

The Lancashire and South Cumbria Provider Collaborative brings together the five NHS provider trusts in Lancashire and South Cumbria to improve health and healthcare.

The Lancashire Public Health Collaborative brings together the Directors of Public Health and the Consultant and Public Health registrars collaborative working with strategic partners and the ICB Population Health team.

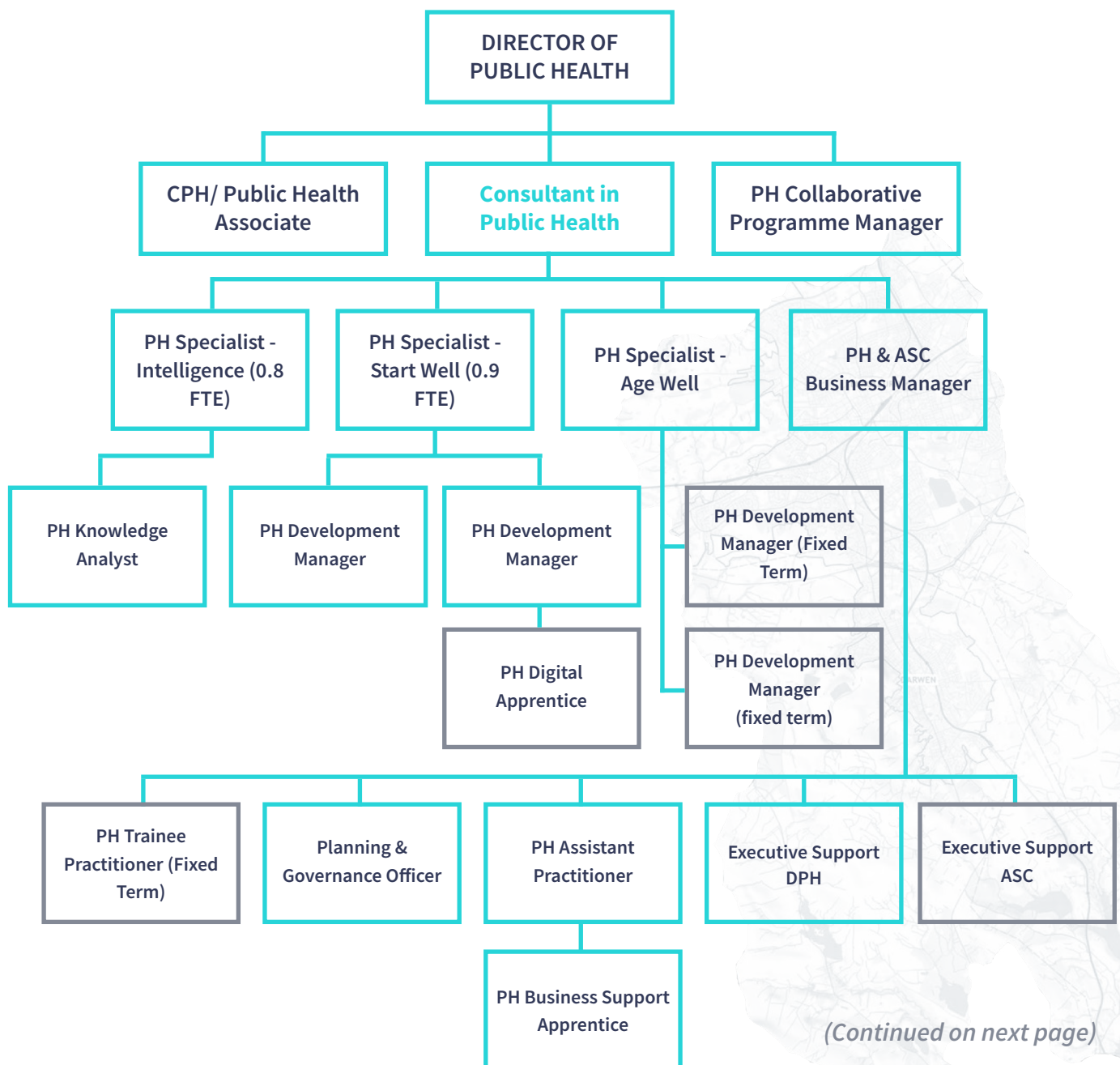
Voluntary, community, faith and social enterprise organisations in Lancashire and South Cumbria have been working together over a number of years to build partnerships aiming to establish the sector as a valued partner within the health and care system. Partnerships of VCFSE organisations are in place across Lancashire and South Cumbria and a small group of leaders from these groups have met over the past three years. This leadership group has been known as the **VCFSE Alliance**.

The Office for Health Disparities (OHID) regional team and UK Health Security Agency (UKHSA), North West Centre has the following local liaison leads within the sub regional footprints:

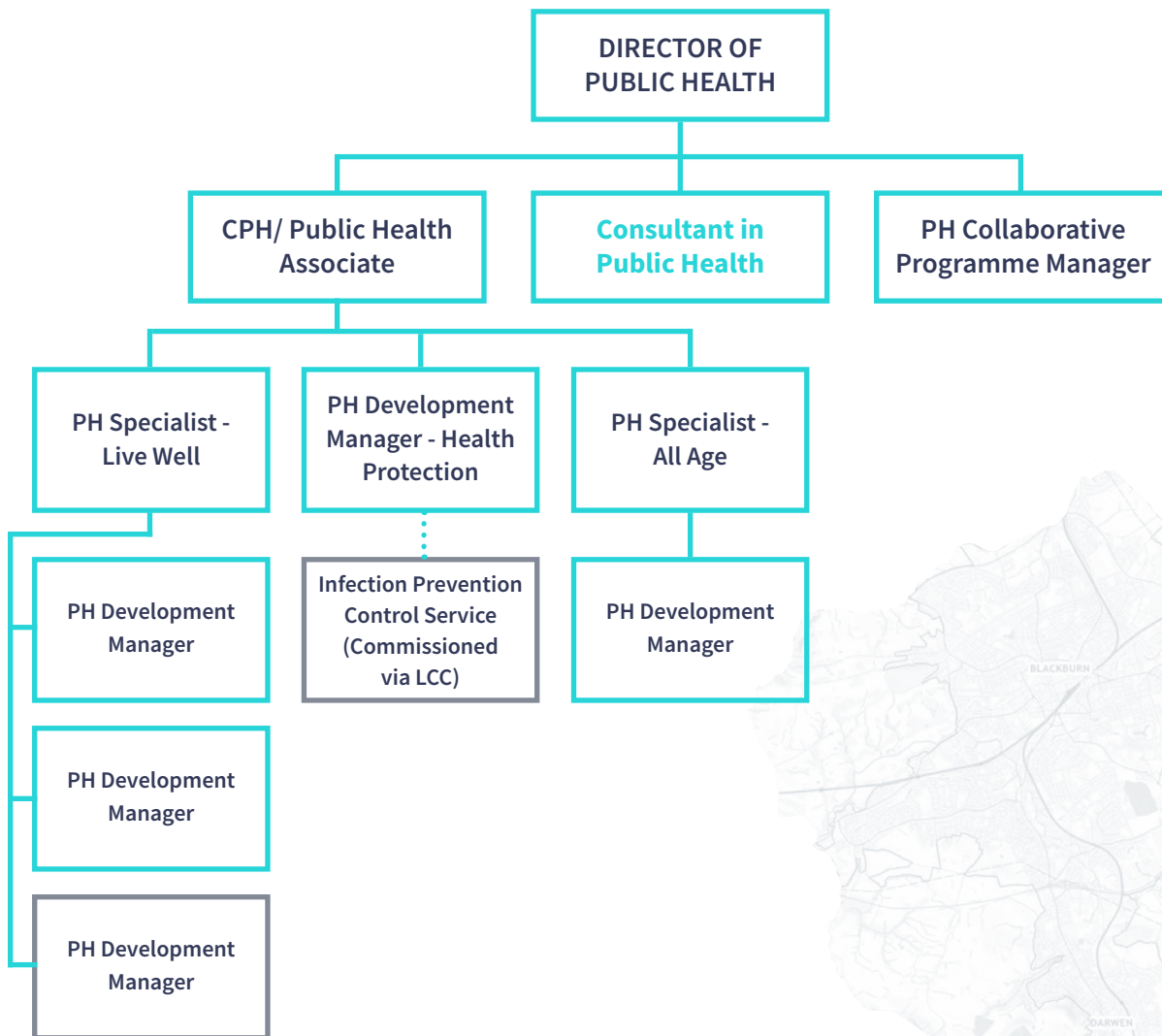
- Lancashire and Cumbria
- Greater Manchester
- Cheshire and Mersey

APPENDIX 2:

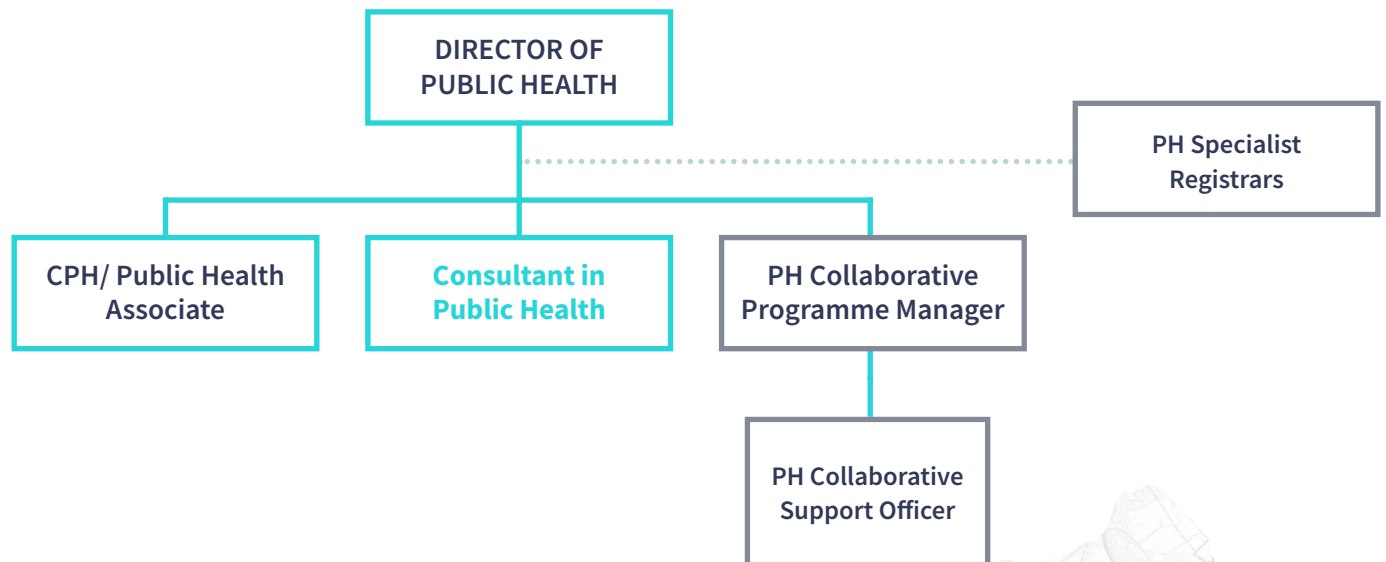
PUBLIC HEALTH TEAM STRUCTURE CHART



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Note: The PH Collaborative Manager and PH Collaborative Support Officer are BwD hosted roles via the PH Collaborative MOU between Blackburn with Darwen Borough Council, Blackpool Council and Lancashire Council and Westmoorland & Furness Council

APPENDIX 3:

FACULTY OF PUBLIC HEALTH COMPETENCIES

(Based on the 2022 Public Health Specialty Training Curriculum)

Use of public health intelligence to survey and assess a population's health and wellbeing

To be able to synthesise data from multiple sources on the surveillance or assessment of a population's health and wellbeing and on the wider environment, so that the evidence can be communicated clearly and inform action planning to improve population health outcomes.

Assessing the evidence of effectiveness of interventions, programmes and services intended to improve the health or wellbeing of individuals or populations

To be able to use a range of resources to generate and communicate appropriately evidenced and informed recommendations for improving population health across operational and strategic health and care settings.

Policy and strategy development and implementation

To be able to influence and contribute to the development of policy as well as lead the development and implementation of a strategy.

Strategic leadership and collaborative working for health

To use a range of effective strategic leadership, organisational and management skills, in a variety of complex public health situations and contexts, dealing effectively with uncertainty and the unexpected to achieve public health goals.

Health Improvement, Determinants of Health and Health Communications

To influence and act on the broad determinants, behaviours and environmental factors influencing health at a system, community and individual level to improve and promote the health of current and future generations. To be proactive in addressing health inequalities and prioritising the most vulnerable or disadvantaged groups in the population.

Health Protection

To identify, assess and communicate risks associated with hazards relevant to health protection, and to lead and co-ordinate the appropriate public health response. To understand how those risks associated with hazards relevant to health protection may be influenced by climate change and environmental degradation currently and in the future.

Health and Care Public Health

To be able to improve the efficiency, effectiveness, safety, reliability, responsiveness, sustainability and equity of health and care services through applying insights from multiple sources including formal research, health surveillance, needs analysis, service monitoring and evaluation.

Academic public health

To add an academic perspective to all public health work undertaken. Specifically to be able to critically appraise evidence to inform policy and practice, identify evidence gaps with strategies to address these gaps, undertake research activities of a standard that is publishable in peer-reviewed journals, and demonstrate competence in teaching and learning across all areas of public health practice.

Professional, personal and ethical development

To be able to shape, pursue actively and evaluate your own personal and professional development, using insight into your own behaviours and attitudes and their impact to modify behaviour and to practise within the framework of the GMC's Good Medical Practice (as used for appraisal and revalidation for consultants in public health) and the UKPHR's Code of Conduct.

Integration and application of competencies for consultant practice

To be able to demonstrate the consistent use of sound judgment to select from a range of advanced public health expertise and skills, and to use them effectively, working at senior organisational levels, to deliver improved population health in complex and unpredictable environments.

APPENDIX 4:

CONSULTANT IN PUBLIC HEALTH

Person Specification

IMPORTANT: This person specification contains changes introduced in amendments made to the NHS (Appointment of Consultants) Regulations for England, Scotland, Northern Ireland and Wales which came into force during 2005. Further amended in June 2015, and September 2018

Education/Qualifications	Essential	Desirable
The National Health Service (Appointment of Consultants) Regulations 1996 (legislation.gov.uk) In line with legislation, inclusion in the GMC Full and Specialist Register with a license to practice/GDC Specialist List or inclusion in the UK Public Health Register (UKPHR) for Public Health Specialists at the point of application.	×	
If included in the GMC Specialist Register/GDC Specialist List in a specialty other than public health medicine/dental public health, candidates must have equivalent training and/or appropriate experience of public health practice	×	
Public health specialty registrar applicants who are not yet on the GMC Specialist Register, UKPHR register or GDC Specialist List in dental public health must provide verifiable signed documentary evidence that they are within 6 months of gaining entry to a register at the date of interview	×	
If an applicant is UK trained in Public Health, they must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT [see shortlisting notes below for additional guidance]	×	
Applicants must meet minimum CPD requirements (i.e. be up to date) in accordance with Faculty of Public Health requirements or other recognised body	×	
MFPH by examination, by exemption or by assessment, or equivalent	×	
Masters in Public Health or equivalent		×

Personal qualities	Essential	Desirable
Able to influence senior members including directors and CEOs	×	
Able to both lead teams and to able to contribute effectively in teams led by junior colleagues	×	
Commitment to work within a political system irrespective of personal political affiliations	×	

Experience	Essential	Desirable
Delivery of successful change management programmes across organisational boundaries	×	
Able to both lead teams and to able to contribute effectively in teams led by junior colleagues		×
Commitment to work within a political system irrespective of personal political affiliations	×	

Skills	Essential	Desirable
Strategic thinker with proven leadership skills and operational nous	×	
Able to demonstrate and motivate organisations to contribute to improving the public's health and wellbeing through mainstream activities and within resources	×	
Ability to lead and manage the response successfully in unplanned and unforeseen circumstances	×	
Analytical skills able to utilize both qualitative (including health economics) and quantitative information	×	
Ability to design, develop, interpret and implement strategies and policies	×	

Knowledge	Essential	Desirable
In depth understanding of the health and care system and the relationships with both local national government	×	
In depth knowledge of methods of developing clinical quality assurance, quality improvement, evaluations and evidence based public health practice	×	
Strong and demonstrable understanding of interfaces between health, social care and key partners (dealing with wider determinants of health)	×	
Understanding of the public sector duty and the inequality duty and their application to public health practice	×	

Important links for further information

[Corporate plan documents](#) | [Blackburn with Darwen Borough Council](#)

[Recruitment](#) | [Blackburn with Darwen Borough Council](#)



About Blackburn with Darwen Borough Council

Blackburn with Darwen is a semi-rural unitary borough located in the east of Lancashire. It has compact urban areas predominantly but not exclusively located around the towns of Blackburn and Darwen. The area is surrounded by countryside and features a number of small rural villages and hamlets. Blackburn with Darwen borders Bury and Bolton in the south, Chorley in the west, Hyndburn and Rossendale in the east and Ribble Valley in the north. The borough is well located with good transport and infrastructure links to the rest of Lancashire, Greater Manchester and beyond.

DEMOGRAPHIC PROFILE

Blackburn with Darwen is a unitary authority in East Lancashire that covers 137 square kilometres, having 17 wards for which **Census 2021 profiles** are available. These appear as starter pages showing just the population, but around 30 Census topics can be added. The **number of people per km²** is around three times the England and Wales average.

The **population** of the authority has, in general, been on an upward trend over recent years, the Census 2021 result of 154,739 represented a small rise over the previous Census and the **mid-year estimate** for 2023 was 157,503. This still gives Blackburn with Darwen the highest population for any of the 14 Lancashire local authorities. Blackburn with Darwen has a noticeable **Asian population** (2021 census) as part of its ethnic mix.

The **total fertility rate** can be used as an estimate of the fertility growth factor in the population. In Blackburn with Darwen, the rate of 1.78 in 2023 was the second highest in the Lancashire-14 area and well above the England average (1.44).





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POLITICAL STRUCTURE

The borough of Blackburn with Darwen is divided up into **17 areas, or wards** for election purposes, so that the views of all local communities can be represented at the Council.

The Council has 51 councillors:

- Labour: 29
- 4 BwD: 12
- Conservative: 9
- Independent: 1

Find out more about the political makeup of the Council [on our democracy website.](#)

The Council operates a ‘strong leader’ model of governance with the Leader appointed by the Council for a four-year term of office. The Executive is the part of the Council, which is responsible for most day to day, or operational, decisions. The Leader of the Council appoints members to the Executive Board and determines the allocation of portfolios to Executive Members. The Leader also determines the allocation of any seats on the Executive Board to the opposition parties.





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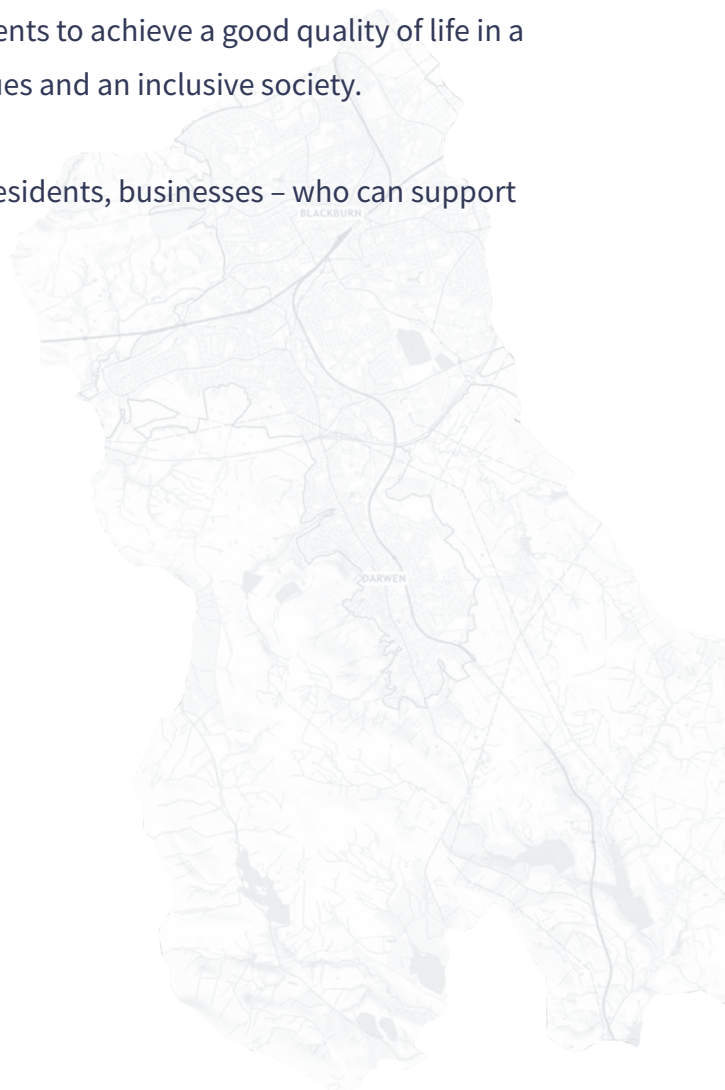
CORPORATE PLAN

The Corporate Plan 2023-2027 has four core missions:

- A more prosperous borough where no one is left behind.
- Every child and young person to have the opportunity to fulfil their potential.
- Deliver our climate emergency action plan.
- Build healthier, happier and safer communities.

We believe our Corporate Plan will enable all our residents to achieve a good quality of life in a vibrant and thriving place, with strong community values and an inclusive society.

The plan is for everyone – councillors, staff, partners, residents, businesses – who can support the Council in being the best it can possibly be.





Our Offer To You

We are a mall authority which brings many benefits of working in locality settings such as:

- Hybrid and flexible working opportunities (where the role allows) including working from home and reduced hours to support with family.
- From April 2023, we offer 26 days annual leave plus bank holidays. After 5 years, you will get 31 days annual leave plus bank holidays (pro-rata for part-time workers).
- Each year you will receive an increment to move you up our pay-scales to reflect your experience, until you reach the top of the pay band.
- We offer an excellent pension scheme where you can also make additional voluntary contributions, reduce contributions.
- We have a number of offices that provide a modern, technologically advance, and comfortable workspace to support new and innovative ways of working.
- Blackburn and Darwen are small towns which make travel around the borough easy and convenient.

Here at Blackburn with Darwen we are committed to our workforce:

- We offer a continuous programme of training and development, comprehensive e-learning packages, and many face-to-face training opportunities to enhance your skills and knowledge.
- We also offer a wide range of professional development, through the apprenticeship levy. Employees can make application, for all types of technical, professional and managerial course without having to pay a penny!
- As a large organisation, we are also in the unique position to offer you opportunities of moving around the council to experience other departments and services to gain a wider understanding of the organisation as a whole, develop your networks and broaden your own career opportunities.





Blackburn with Darwen continue to improve:

- We have well established teams that all pull together and support each other and new starters.
- Approachable and supportive managers and leaders.
- We operate 'Listen, Learn, Act' culture; if we are being told something doesn't work, we look to make improvements to teams and services.

Committed to equality, diversity, and inclusion, ensuring opportunities for all.

Reference Guidance

When applying for any role with Blackburn with Darwen, whether it's a casual role or a permanent one, you will need to provide two referee details.

Your first referee needs to be your current (or most recent) employer. The details we require are:

- The name of your line manager or HR department
- A telephone number of the organisation

An email address which contains the organisation's name rather than a personal email address. For example, john.smith@blackburn.gov.uk and not johnsmith87@yahoo.com





Your second referee can be another previous employer or a character referee. The details we require are:

- The name of your referee
- The referee's relationship to you
- The referee's telephone number
- Character referees should be someone who can talk about your personal qualities such as a coach, client, teacher, or a colleague.
- If you provide another employer referee, please ensure you provide an email address which contains the organisation's name rather than a personal email address. However, if you provide a character referee then it is okay for the email address to be a personal one

Some further notes regarding referees:

- If you have not worked previously then you can provide the details of your most recent place of education. As with employer referees we would expect the email address to contain the educator's name.
- You should speak to your referees prior to providing us with their details
- Once we have requested details from your referees we will chase them once, after that it is your responsibility to chase your referee to provide us with a reference.
- If no reference has been received, or unsatisfactory references have been received, Blackburn with Darwen may revoke your offer of employment.

TRUST

RESPECT

AMBITION

COLLABORATION

KINDNESS

Proud
to be
BWD



How To Apply

Panoramic Associates Ltd is acting as an employment agency to Blackburn with Darwen Borough Council on this appointment.

We hope you will consider making an application for this fantastic opportunity. To make an application, you will need the following:

- A CV which is tailored for this role.
- Contact details for two employment referees.
- Supporting statement of no more than 2 pages.

Alternatively, you can submit your CV direct to our consultants



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The closing date for applications is 21st February 2025.