

*Why choose the
Isle of Wight?*

*an inspiring
place to live*



The Isle of Wight lies off the south coast of England with close ferry links to Portsmouth Lymington, Southampton and Southsea (did you know; you can reach London in under two hours from the Isle of Wight?). The island is a beautiful place to live and work, with 57 miles of coastline at your feet and half the island being designated as an Area of Outstanding Natural Beauty. We are extremely proud of our heritage and have a high number of internationally and locally important conservation sites, in fact the Isle of Wight recently became a UNESCO Biosphere reserve, highlighting our community commitment to coexisting harmoniously with our environment.

In addition, the Island also includes a very high number of internationally, nationally and locally important nature conservation sites.

While the overriding character of the Island is rural, about 60 per cent of the Island's population live within the main towns of Newport, Cowes, East Cowes, Ryde, Sandown and Shanklin. Newport is the county town of the Island and is the main employment centre.

The local population is approximately 140,000 but can double in the summer months. Houses and other property prices are on average, lower than most of the south coast, as are rental prices.

The Island offers an exceptional choice of properties, with stunning countryside and coast just a stones throw from your front door!

The Isle of Wight has a maritime and industrial tradition including boat building, sail making, the manufacturer of flying boats, the world's first hovercraft and the testing and development of Britain's space rockets. The Island boasts some of the world's most innovative and high-tech solutions in the marine and aerospace environments.

The Isle of Wight is well known for the quality of its environment, with its landscapes and coastlines enjoying a high level of special designation and protection.

While this helps to give the island its unique character, it also presents us with the challenge of protecting, conserving and enhancing the environment, while at the same time facilitation, regeneration and development.





Cowes and Ryde are the principal points of entry, linking Southampton and Portsmouth respectively. The vehicle ferry service from Southampton links to East Cowes (about 60 minutes crossing time), and from Portsmouth it links to Fishbourne, near Ryde (about 45 minutes).

Another vehicle ferry service from Lympington crosses to Yarmouth (about 35 minutes) on the west side of the Island.

Passenger only services also operate from Southampton to West Cowes and Portsmouth Harbour to Ryde, both crossings taking approximately 20 minutes.

A further passenger, hovercraft service operates between Southsea and Ryde with an even shorter journey of just 10 minutes.



*an inspiring
place to work*

The Isle of Wight Council was created in 1995 as a unitary authority. It now employs about 1,400 staff and holds responsibility for virtually all local government activities on the Island.

In addition to the Isle of Wight Council, there are 33 town and parish councils, which cover the whole Island. These look after a variety of local issues including recreation grounds; amenity grass cutting; community libraries and public toilets.

The council is elected on a four-year cycle. It is made up of 39 elected members. The council has in place [an ambitious corporate plan](#) with a vision for the 'Isle of Wight to be an inspiring place in which to grow up, work, live and visit'. At its heart, the plan commits to:

- create opportunities for all;
- deliver economic growth and prosperity;
- preserve our environment;
- protect our community;
- plan for our future needs;
- provide sound financial management.

The plan is written with a view to achieving the vision for the Island and the council by 2027. Key indicators of success include:

- A 30 per cent increase in how satisfied people are with how the council runs things and a 27 per cent increase in those who think it offers value for money.
- More people being cared for at home and at least 700 units of new extra care facilities for our elderly residents.
- All of our schools graded good or better by Ofsted and educational attainment in the top quartile when compared to similar authorities.
- 5,000 more jobs on the Island and an 18 per cent increase in the average gross weekly wage.





- A near 100 per cent reduction in the number of households in temporary accommodation assisted by the development of new affordable homes, some of which will be developed by the council itself.
- A growth in our tax base from new homes and businesses to generate the income we need to continue provide key services, to meet the needs of our communities.

Underpinning the delivery of the corporate plan, there are a number of key strategies, including:

Medium Term Financial Strategy

(www.iow.gov.uk/Meetings/committees/mod-council/28-2-18/PAPER C.pdf)

The Regeneration Strategy

(iwightinvest.com/wp-content/uploads/2019/06/Regeneration-Strategy.pdf)

The council, in common with many other local authorities, faces a rising demand for its services, with fewer resources available.



The introduction of a new medium term financial strategy in 2016, was the catalyst for the council looking to address its financial challenges in a different, more proactive manner, generating income as well as reducing costs. Part of this approach included investing in regeneration and growth activities, led by a new team to deliver positive changes across the island. The council's ambition is to be financially balanced and sustainable and the decisions taken in 2016 have created the opportunity to achieve that, with key drivers of change to include a focus on digitalisation and commercialisation.

In July 2017, the council launched a major regeneration programme with the key aim of securing improvements in the Island economy and of transforming the financial position of the council through an increase in the base budget for business rates.

This is an ambitious ten-year programme which plans to utilise council assets and work with the private sector to identify sites which, if delivered to their full potential, could bring in over £15m per annum in increased council tax, business rates and new homes bonus.



There are some 'unique challenges' in providing public services in an Island context. A study by the University of Portsmouth, commissioned by the council in 2016, identified that these challenges fell into three broad categories:

- **Self-sufficiency** – because it is not physically possible to share services across boundaries with other public services.
- **Island Premium** – because the relatively small and constrained market on the Island limits the number of suppliers and additional fixed costs (eg, transport) can lead to higher prices being charged for the supply of goods and services when compared with mainland public bodies.
- **Dislocation** – the direct and indirect costs associated with the physical and perceived separation from the mainland.

The research concluded that these factors contributed an additional five per cent to the costs of providing public services on the Island compared with a mainland authority. Since its initial research, the university has tested its findings both geographically and over time and found the results still hold.

The council has two high value long term contracts with suppliers for both its highways and waste management functions. The council retains statutory responsibility for these services and for managing the quality of service under those contracts.

The council has also utilised opportunities for strategic partnering with neighbouring authorities to increase its leadership and management capacity whilst reducing costs. Currently, there is a strategic partnership in place with Hampshire County Council for the delivery of children's services and public health; Portsmouth City Council for the delivery of financial services and Hampshire Fire and Rescue Service for the delivery of the Island fire and rescue service.



*an inspiring
place to visit*



There are so many attractions and splendors to discover on the Island, for visitors and residents alike. It's like being on holiday all the time; there's so much to see, do, explore and enjoy.

Some of the more popular sites include:

- Alum Bay which is famous for the many different colours of sand which appear naturally on the beach. A traditional souvenir of the Isle of Wight is a picture or glass paperweight filled with the different colours.
- Blackgang Chine, formerly a dramatic gorge through which it was possible to walk to the sea. Following a catastrophic collapse, the chine ceased to exist some decades ago, but there is now an amusement park there, claimed to be the world's first and oldest theme park.



- Osborne House, officially the summer home of Queen Victoria, but which was used as her main residence for some time after the death of Prince Albert. Most of the well-preserved house and grounds are open to visitors year-round.
- Carisbrooke Castle – Charles I was held prisoner here. The castle appeared in the popular children’s story ‘Moonfleet’, and the well which appears in the story, with a treadmill driven by a donkey (not worked very hard these days) is a popular tourist feature.



- The Needles, a very famous headland and offshore rocks at the extreme western end of the island; a landmark often used to promote the Island. There are early sea defences such as the Needles Old Battery and Tennyson Down, the national memorial to Alfred Lord Tennyson, and the sight of spectacular sea and land views.



The Isle of Wight Festival is one of the first major festival events in the UK summer calendar, with a history reaching back over 45 years. The festival emerged from a series of festivals between 1968 and 1970, widely acknowledge as Europe's equivalent of Woodstock. Since 2002, when the festival was revived, it has gone from strength to strength.



Cowes is considered by many to be the UK's home of sailing. Cowes week in early August is the town's main sailing event with about 8,000 sailors and another 90,000 people who come along as spectators or to just enjoy the ambiance of the event. The Round the Island race in late June/early July is also worth watching, with over 1,500 yachts competing in various classes.



There is superb and extensive network of footpaths and bridleways on the Isle of Wight. There are a number of long-distance trails of which the coastal path is the longest, at approximately 73 miles. Cycling on the Island is a fantastic way to get around and keep green. The Island has over 200 miles of cycle ways, much of which can be enjoyed by families off road. Major trails to note are: 'The Sunshine Trail' – which incorporates Sandown, Shanklin, Godshill and Wroxall in a 12 mile circular route. 'The Troll Trail' which leads from Cowes to Sandown or vice versa (90 per cent off road) approximately 13 miles either way and 'Round the Island Cycle Route' which circumnavigates the Island on a 62 mile ride (not for the amateur or faint-hearted).



Fresh, unique local produce is abundant across the Island, from garlic (there's a festival for that too!), tomatoes, cheese, gin... many of which are award-winning and renowned beyond just the Island's shores. Not to mention the wide variety of gourmet cuisine, fine restaurants and cafes. Something for every foodie can be found.

Getting to the Isle of Wight



 **Airport**

 **Railway connection**

Car ferries —————

Lymington to Yarmouth: 30 minutes

Southampton to Coves: 1 hour

Portsmouth to Fishbourne: 45 minutes

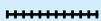
Passenger ferries —————

Southampton to East Coves: 30 minutes

Portsmouth to Ryde: 20 minutes

Passenger hovercraft —————

Portsmouth to Ryde: 10 minutes

Island Line railway


Ryde to Shanklin: 30 minutes



Situated off the south coast of England, the Isle of Wight boasts multiple connections ensuring it never feels disconnected, with journey times across The Solent starting at just ten minutes. In no time at all you can be in the heart of one of two major UK cities, Portsmouth and Southampton. From there excellent road, rail and air links mean that the rest of the UK, and the world, is always within reach.



The Isle of Wight Council

The Isle of Wight Council is a unitary authority, servicing a community of approximately 140,000 people. Its gross budget is £322 million (net budget £123 million) and has a current capital programme of £54 million funded by capital grants.

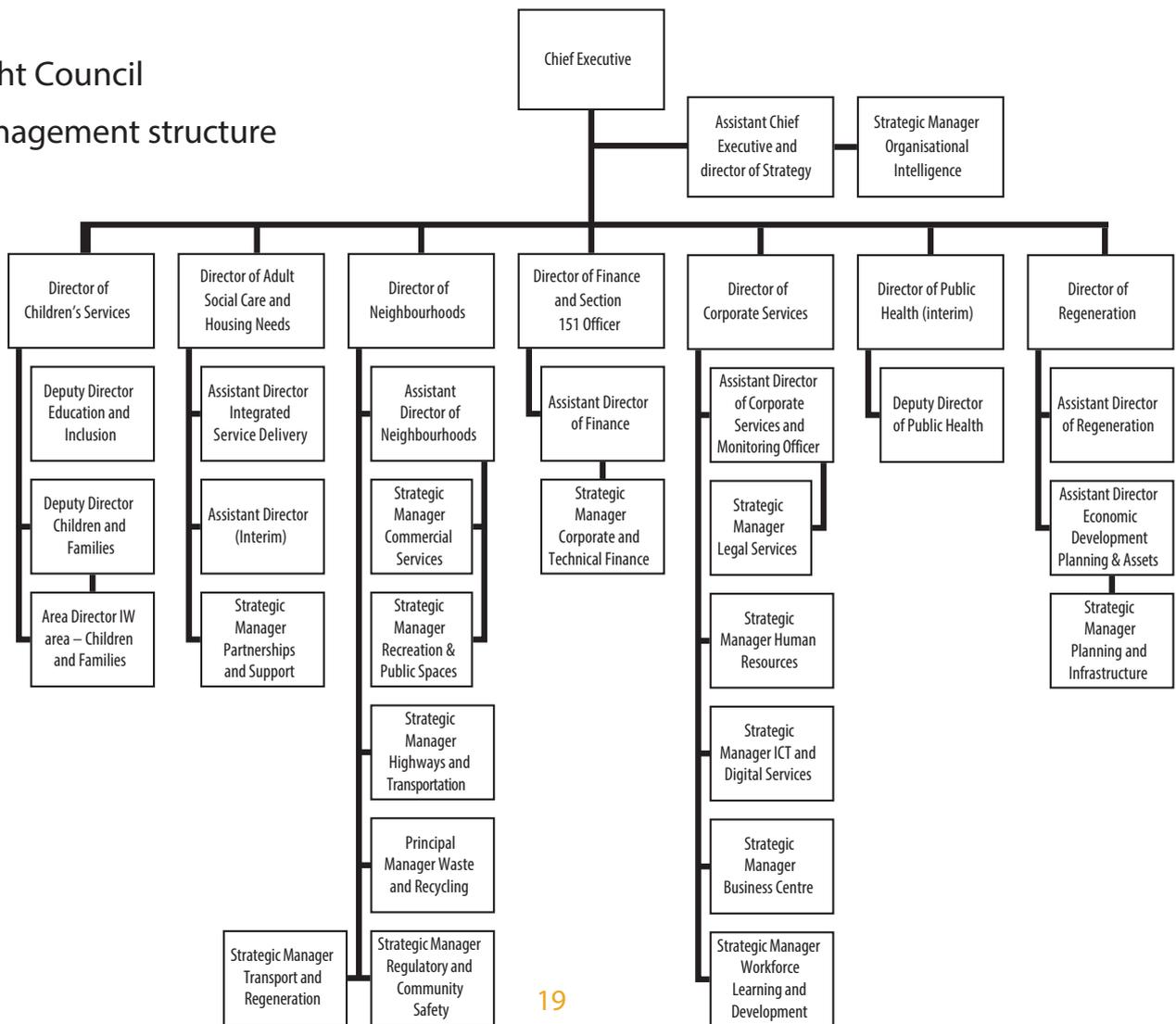
Following the local government elections in 2021 the council has 39 elected councillors. The current political make-up is detailed below:

- 18 The Conservative Group.
- 12 The Alliance Group/Independents.
- 2 The Alliance Group/Green.
- 2 The Alliance Group/Island Independent Network.
- 1 Independent Labour.
- 1 Labour.
- 1 The Alliance/Our Island.
- 1 Liberal Democrat.
- 1 Vectis Party.

With no single party in overall control, the current leadership is made up of members of The Alliance Group, supported by other councillors.

Isle of Wight Council

Senior management structure



How to apply

You can find our live jobs and application packs online at:
(www.iow.gov.uk/jobvacancies).

Please note that it is essential in your application that you give evidence or examples of your experience and achievements, addressing the appointment criteria listed in the person specification. For those candidates invited for interview, these responses will be further developed and discussed.

Do ensure that you have included appropriate contact numbers, as well as any dates when you will not be available to take part in an interview programme.

Should you need further support or guidance when applying for jobs at the Isle of Wight Council you can contact our recruitment team via **Adverts@iow.gov.uk**.

Disclosure of criminal convictions

For many of our roles the successful candidate may also be required to authorise the council to undertake a criminal record check and to provide additional information at this stage. You will find information regarding this in the job summary in the job pack on our website.

As well as being a great place to work we also offer a competitive reward and benefit package, including:

- Competitive rates of pay and allowances
- Generous annual leave entitlement of 32 days per annum, PLUS public holidays
- Local government pension scheme based on your career average earnings
- Travel allowance in hard to recruit occupational areas
- Home relocation scheme via Help to Buy
- National and local staff discounts and benefits schemes
- Solent ferry travel discounts via Red Funnel, Wightlink and Hovertravel
- Staff parking permit scheme
- Discounted island sports and leisure gym membership;
- Access to private health care packages
- salary sacrifice
- Cycle to work scheme
- Additional voluntary contributions (AVC) pension scheme

Please ensure you complete the equality monitoring section of the application form. This will help the Isle of Wight Council to monitor the effectiveness of its equality of opportunity in employment policies. The information on the form will be treated as confidential and used for statistical purposes only. The form will not be treated as part of your application.

The council protects its employees from discrimination and this is supported by the unacceptable behaviour policy (www.iow.gov.uk/documentlibrary/view/unacceptable-behaviour-policy), employee code of conduct (www.iow.gov.uk/documentlibrary/view/employee-code-of-conduct3) and behaviours framework (www.iow.gov.uk/azservices/documents/2590-Values-Behaviour-Framework-2019-IOW-Council.pdf).

We actively promote the diversity of our workforce and we provide flexible working options (where appropriate) to support the different needs of our employees.

The council is an equal opportunities employer, who is proud to encourage applications from all cultures, backgrounds and abilities to better reflect the diversity within our local community.

We are also a disability confident employer

(www.gov.uk/government/collections/disability-confident-campaign).

Along with a number of other areas of commitments, this means that providing you meet the basic essential requirements of the advertised role and have declared yourself as disabled, you will be offered an opportunity for an interview within the council. Please state on your application email if you have a disability and if you will need any special arrangements for any part of this selection process.

Outside activities

The successful candidate will be required to will devote their full attention to the delivery of the council's agreed priorities and will therefore be expected not to engage in any business or take up any additional appointment without the express consent of the council.

Residency/Removal expenses

We are hopeful that successful candidates will engage fully in Island life. In relocating to the Island, the council can reimburse reasonable removal/relocation costs (subject to criteria) up to a maximum of £8,000 (which is not liable for tax or national insurance deductions). We also offer a disturbance allowance for individuals who are unable to sell their old home because of the current economic climate. Further details are available on request.