

Why choose the
Isle of Wight?

*an inspiring
place to live*



The **Isle of Wight** lies off the south coast of England with ferry links to Portsmouth Lymington, Southampton and Southsea (you can reach London in under two hours). This is a beautiful place to live and work, with the highest number of award-winning beaches in England and half the island designated as an Area of Outstanding Natural Beauty.

The Isle of Wight recently became a UNESCO Biosphere reserve, a proud achievement highlighting our commitment to coexisting harmoniously with our environment which includes internationally important nature conservation sites.

Alongside beautiful rural and coastal areas, the Island also boasts a mix of villages and towns with innovative business communities and a 'year-round' hospitality and tourism sector driving the economy.

While the Island is undeniably rural, about 60 per cent of residents live in the towns of Newport, Cowes, East Cowes, Ryde, Sandown and Shanklin. Newport sits at the heart of the Island and is the main employment centre. The Island population is approximately 140,000 which can double in the summer months as people flock to our shores to enjoy the Island lifestyle.

In this competitive housing market, property prices are on average, still lower than most of the south coast. As of 2022, Rightmove identified that Isle of Wight properties cost 42.7% less than the average house elsewhere in the south-east of England. The average house price on the Island was found to be £297,062 compared to £458,397 across the south-east region as a whole! With stunning countryside and coast in every direction, properties on the Island offer exceptional access to outdoor space to enjoy at your leisure.

The Isle of Wight has a proud maritime and engineering heritage boasting some of the world's most innovative and high-tech solutions, from building boats and aircraft to manufacturing wind turbine blades. The world's first hovercraft was created here, and the Island hosted the testing and development of Britain's space rockets.

The Isle of Wight has a unique character, which presents us with the challenge of protecting, conserving and enhancing the environment, while at the same time facilitating, regeneration and development for future generations.





Created in 1995 as a unitary authority, the Isle of Wight Council employs around 1,400 staff with responsibility for virtually all local government activities on the Island (additionally, there are 33 town and parish councils, covering the whole Island).

With our culture of learning and development, staff feel well supported and safe in their practice as they support local families and children in the home and in liaison with local schools, working closely with a network of skilled Island professionals.

This is an inspirational place to live and work, and when it comes to creative thinking, the Island's beauty and lifestyle have long inspired ambitious minds from Charles Dickens to Dame Ellen Macarthur. Could you be inspired too?

The council is elected on a four-year cycle and consists of 39 elected members. The current corporate plan is a vision for ‘the Isle of Wight to be an inspiring place in which to grow up, work, live and visit’ written with a view to achieving the vision for the Island and the council by 2027. 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

Key indicators of success include:

- All our schools to be graded ‘good’ or better by Ofsted.
- Educational attainment to be in the top quartile when compared to similar authorities.
- Enable 5,000 more jobs on the Island.
- 18 per cent increase in the average gross weekly wage.
- More people being cared for at home and new extra care facilities.
- A near 100 per cent reduction in the number of households in temporary accommodation with affordable homes developments.
- A growth in our tax base from new homes and businesses to generate the income needed to provide community key services.





There are significant strategies underpinning delivery of the corporate plan, that directly impact the delivery of Childrens Services including:

- our **Children and Young People's Plan 2021-24 (CYPP)**
- our current **Corporate Plan**
- our **Health and Wellbeing Strategy**

The Isle of Wight Council and Hampshire County Council have just reached the end of a strategic partnership for children's services. A decade of work between the two local authorities has set firm foundations for ongoing improvement and strong performance in children's services on the Island.

The partnership was initiated by the Department for Education in 2013 at what was a time of significant challenge for the Island's educational provision, and its social care services for vulnerable children. Over time, the two authorities have worked diligently together to improve standards in these areas and to share and strengthen the Island's overall leadership of children's services.

Childrens Services on the Isle of Wight has been rated Good since 2018 and our effective 10-year partnership with Hampshire County Council was rated Outstanding by Ofsted.

For further insight into Childrens Services on the Isle of Wight you can read the findings of our most recent **Ofsted Report (2021)**

*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:

Our Beaches offer something for everyone all year round, from coloured sand at Alum Bay to the traditional seaside pier at Sandown and our 'Jurassic Coast'. We have rock-pools, sand dunes, sandy coves and shingle bays with seals and dolphins regularly spotted in our waters.



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 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 acknowledged as Europe's equivalent of Woodstock. Since 2002, when the festival was revived, it has gone from strength to strength.



Cowes Week is one of the UK's longest running and most successful sporting events and a key highlight of the British sporting summer. It's been held in early August every year since 1826, except during two world wars and the Covid pandemic in 2022.

Around 5,000 competitors now participate, ranging from Olympic to weekend sailors. The spectacle and vibrant festival atmosphere attracts over 60,000 visitors to Cowes during the event.



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.

You can take the '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.



Links to the mainland

A unique way to travel

Travelling by ferry, there are various options for getting to and from the Island, it's much easier than you might think! Cowes and Ryde are the main links to the Island from Southampton and Portsmouth respectively.

By car: There are regular vehicle ferry services from Southampton to East Cowes (about 60 minutes crossing time), from Portsmouth to Fishbourne, near Ryde (about 45 minutes) and from Lymington to Yarmouth (about 35 minutes) on the west side of the Island.

On foot: For a faster journey there are passenger (and bicycle) only services that take approximately 20 minutes to cross the Solent from Southampton to West Cowes, and from Portsmouth Harbour to Ryde. For an even shorter journey of just 10 minutes, you can take the unique passenger only hovercraft service from Southsea to Ryde.

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



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. The gross budget is £322 million (net budget £123 million) and it has a current capital programme of £54 million funded by capital grants.

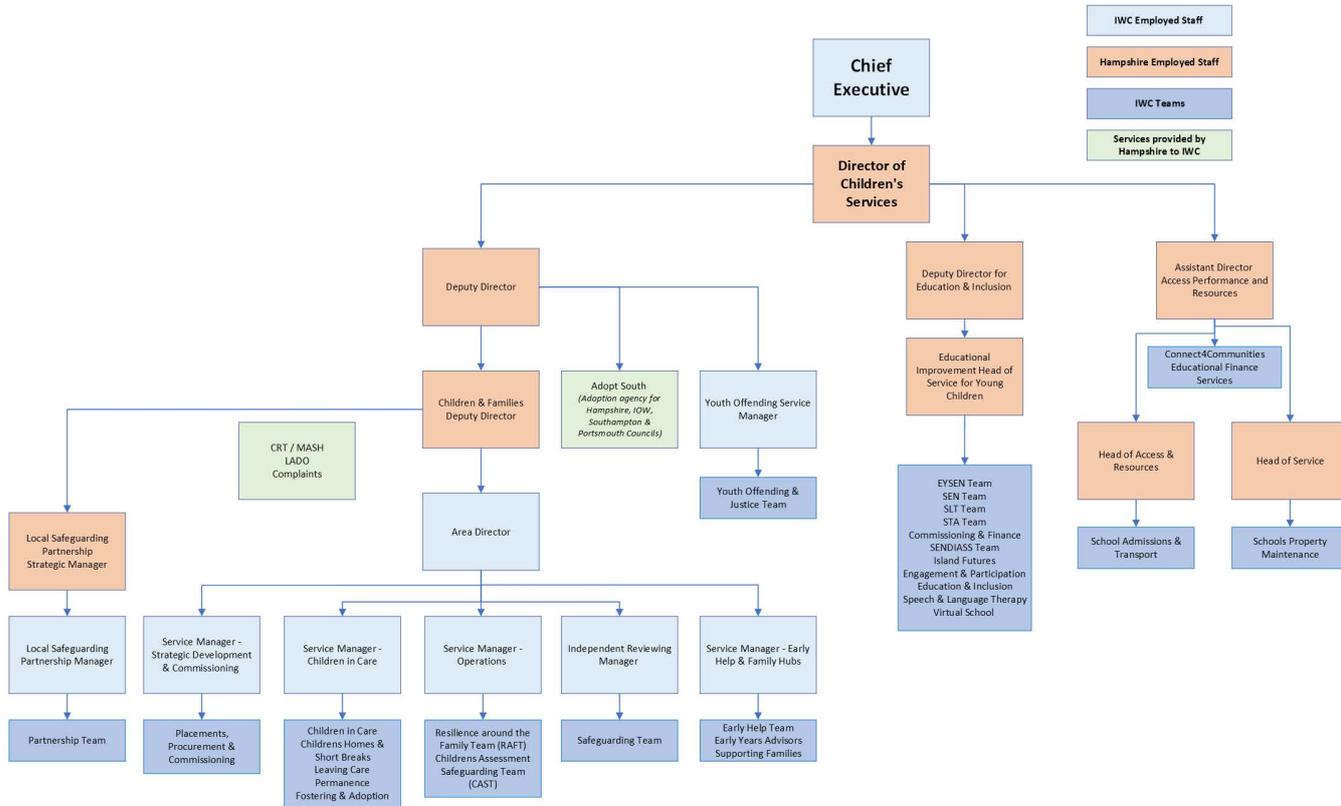
Following the local government elections in 2021 the council has 39 elected councillors. The current political make-up (at time of publishing) is detailed below:

- 16 Conservatives
- 8 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
- 4 Liberal Democrats
- 4 Empowering Islanders

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



Current overview of our Children's Services structure



Service Director – Education and Inclusion

Salary: up to £93,178 (pay award pending)

Below is an overview of the role and requirements for full details please ensure that you have downloaded and read the Job Summary document via www.iow.gov.uk/directoreducationinclusion

Job purpose

Lead, plan and deliver the council's education services that support and underpin the successful customer focused delivery of corporate priorities and outcomes, managing relationships and developing partnerships with school leaders, politicians, and other relevant stakeholders.

Provide strategic leadership and direction, operational management and financial control for the Education service areas including:

- Special Educational Needs Service
- Virtual School
- Governor Services
- Services for Young Children
- Primary Behaviour Service
- Skills and participation including Outdoors education, apprenticeship delivery & specialist education.
- Inclusion Commissioning and Support Services
- Educational Psychology
- Specialist Teacher Advisory Service
- School Admissions / School Transport / School place planning

Ensure that the statutory duties of the council in relation to education standards, sufficiency of education and children with special educational needs are delivered to the highest standard.

Be accountable for the performance of the education service area and the delivery of high-quality strategic aims. Support the strategic director for children's services to deliver the desired culture and aims of the Council. To ensure a focus on the most vulnerable children in education promoting an inclusive system.

Job context

- Be an active member of the children services directorate leadership team shaping and developing an innovative and inclusive one council approach that delivers excellent services for education and inclusion across the Isle of Wight through an ambitious and successful function that is integrated across the council.
- Lead the development and implementation of the education and inclusion service strategies, plans, objectives, policies, systems, and processes to deliver council priorities, ensuring they meet internal and external reporting requirements and comply with legislative and regulatory frameworks.
- Ensure that educational services work cohesively alongside children's social care services so that the council has one coherent system for children and families.
- Develop, lead, and contribute to major programmes aligned to the council's overall corporate strategy and objectives which provide for improvements within island schools, children experiencing vulnerability, and those with special educational needs and those open to social care.
- Take a strategic lead for innovation and transformation across education and inclusion services, being a catalyst for change and ensuring innovation is embedded in practice including taking the lead in the strategic development of services and organisational delivery models emerging through key policy initiatives while delivering cost effective, high-quality services that improve outcomes for children and young people.
- Ensure that strategic change is successfully developed, led, and delivered, across a complex organisational landscape with significant and differing challenges and partnership arrangements.

- Work alongside residents to put community outcomes at the heart of service design and decision making, removing barriers, and enabling staff to be imaginative and innovative, collaborating with stakeholders across departmental and organisational boundaries to design joined-up services that are efficient, effective and enable residents and communities to thrive.
- Responsibility for services delivered directly as well as by providers through commissioned arrangements that promote, maintain, and further improve the high standards of education, the quality of teaching in all settings, and the skills, attainment and progress of all children and young people.
- Lead on improving educational outcomes for children experiencing vulnerability, such as those living in circumstances of relative poverty, those with special educational needs and those open to social care.
- Work with the cabinet and relevant member portfolio holder as the council's expert on education and inclusion, to provide advice, guidance, clarity and insight into functional delivery and performance.
- Build and maintain successful partnerships between, schools, academies, colleges, and the council to ensure a coherent approach to inclusion and access across settings and lead the drive across all schools and settings for improved standards and attainment, supporting the council's ambitions for all island schools to be good or outstanding.
- Actively develop, promote, and sustain partnership working with statutory agencies and other relevant organisations, including DFE, Ofsted and government as necessary to drive innovation, enhancement in the quality of life for all and brings about long-lasting improvements for the delivery of services.
- To ensure that the local authority meets the requirements of relevant Ofsted framework in relation to education and skills and contributes to the Ofsted requirements for children's social care. Ensure that all services meet the requirements of inspections.

- Ensure effective people management practice is conducted throughout the service, and staff are motivated and have the necessary skills and knowledge to undertake their role. Develop and implement effective workforce plans, internal talent management arrangements, and learning to ensure the future workforce.
- Take overall responsibility for children's services facilities management and property portfolio ensuring that the department's needs are met in the most efficient manner to support service delivery.
- Take overall responsibility for the efficient and effective delivery of school transport services.
- Represent IWC at partnership, public and other high-profile events, influencing opinions and actions both internally and externally.
- Be the department's lead for schools' funding and schools' forum, working with finance and education service colleagues to ensure that school funding and associated processes are managed effectively and in a way that promotes positive partnership working with schools.
- Manage the budgets of education and inclusion service effectively, in accordance with the council's scheme of delegation and financial regulations to ensure the most cost-effective delivery of services, within available resources and maximising the potential for income generation.
- Ensure that education practice and commissioning are fully compliant with all relevant legislation, codes, standards, and best practice and that the departments activities are based upon evidence informed service development.
- Promote and safeguard the welfare of children and young vulnerable people that you are responsible for or come into contact with.

- Provide leadership in risk management, emergency response and business continuity both corporately and as part of your directorate, being available for response rotas as required.
- Deputise for the strategic director. Supporting the strategic director in providing overall strategic leadership to the directorate and internal and external meetings, as necessary.

Knowledge, skills and experience overview

Essential criteria:

- Significant relevant experience of managing a service / professional expertise area in a large public sector organisation (preferably local government).
- Substantial experience of service planning and delivery.
- Extensive knowledge of local government and wider sector / external influences.
- Extensive and comprehensive knowledge and understanding of the service area; the requirements, systems, policy, practices, procedures, legislation, and major issues facing it.
- Proven track record of effectively managing significant budgets and ensuring the delivery of services within agreed resources.
- Proven ability to identify standards and performance requirements for own and partner organisations and deliver effective performance management.
- Significant experience of leading and sustaining partnerships both internally and externally.
- Authority and credibility to work effectively in a political environment establish positive and productive relationships with stakeholders and engage successfully with colleagues, partners, and customers.

- Excellent interpersonal and communication and presentation skills, with proven ability to communicate effectively and persuasively to a wide range of audiences both horizontally and vertically throughout the organisation.
- Significant experience leading the procurement and management of strategic contractual arrangements.
- Proven track record of managing major projects and policy development.
- Proven track record of success in delivering major organisational change.
- Proven leadership ability, with evidence of developing a multi-disciplinary team approach, managing staff, inspiring confidence, encouraging, motivating, and influencing others.
- Proven ability to think innovatively and conceptually and deliver against this.
- Evidence of enthusiasm, drive, commitment, and energy demonstrated in achieving goals.
- Resilient and positive in spite of setbacks.
- Demonstrates behaviours which model the Council's values.

Desirable criteria (some are elements of the essential criteria):

- Experience of leading the development and maintenance of business continuity arrangements and the ability to act accordingly in circumstances of emergency.
- Proven experience of leading significant procurement processes.
- Ability to demonstrate successful project and programme management and policy development. Proven track record of operating at a senior level to identify, initiate and oversee significant corporate projects.

Qualifications overview

Essential criteria:

- Educated to degree level or equivalent standard in relevant disciplines
- Post graduate qualification or able to demonstrate equivalent ability.

Desirable criteria:

- Relevant professional qualification in a relevant subject.
- Accreditation as either a school improvement partner or registered inspector.

Other requirements

You may be required to work out of normal working hours for call out, member committees and emergencies, as and when required.

You must maintain professional knowledge and expertise in own field, ensuring that continuous professional development is undertaken for yourself and the team.

You need to ensure that you are able to travel to mainland meetings as required.

How to apply

You can find our job application pack online at:
www.iow.gov.uk/directoreducationinclusion

Your application should consist of:

- a covering letter
- an up-to-date CV
- a supporting statement (no longer than four sides of A4 in length)
- equality monitoring form (link)
- declaration of criminal offences (link)
- names, positions, organisations and contact details of two referees. Ideally your current/most recent employer (If you do **not** wish referees to be approached before interview, please clearly indicate this on your application)

Please note: It is essential that you give evidence or examples of your experience and achievements, addressing the appointment criteria listed in the Job Summary.

For those invited to interview the programme of events will be:

- Technical interview (virtual)
- Stakeholder Panel presentation (virtual)
- Formal interview (in-person)

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

In person interviews are planned: **3 weeks from publication**

Please email completed application documents to
careers@iow.gov.uk **or alternatively use this email address to**
request an informal discussion about the role.

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

- annual leave entitlement of 32 days PLUS public holidays
- local government pension based on career average earnings
- relocation scheme of up to £8,000 subject to criteria
- travel allowance
- home relocation scheme via **Help to Buy**
- national and local staff discounts and benefits
- ferry discounts via Red Funnel, Wightlink and Hovertravel
- staff parking permit
- 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 and return the equality monitoring 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 our **unacceptable behaviour policy**, our **employee code of conduct** and our **behaviours framework**.

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.

In addition to this, we are also a **disability confident employer**. 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

It is anticipated that the successful candidate will engage fully in Island life. In relocating to the Island, the council will reimburse reasonable removal/relocation costs 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 available on request.

Disclosure of criminal convictions

The successful candidate may later be required to authorise the council to undertake a criminal record check however at this application stage you will need to complete the Declaration of Offences form provided on our recruitment page www.iow.gov.uk/directoreducationinclusion