

*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**

## **Car ferries**

Lymington to Yarmouth: 30 minutes

Southampton to Cowes: 1 hour

Portsmouth to Fishbourne: 45 minutes

## **Passenger ferries**

Southampton to East Cowes: 30 minutes

Portsmouth to Ryde: 20 minutes



**Railway connection**

## **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.

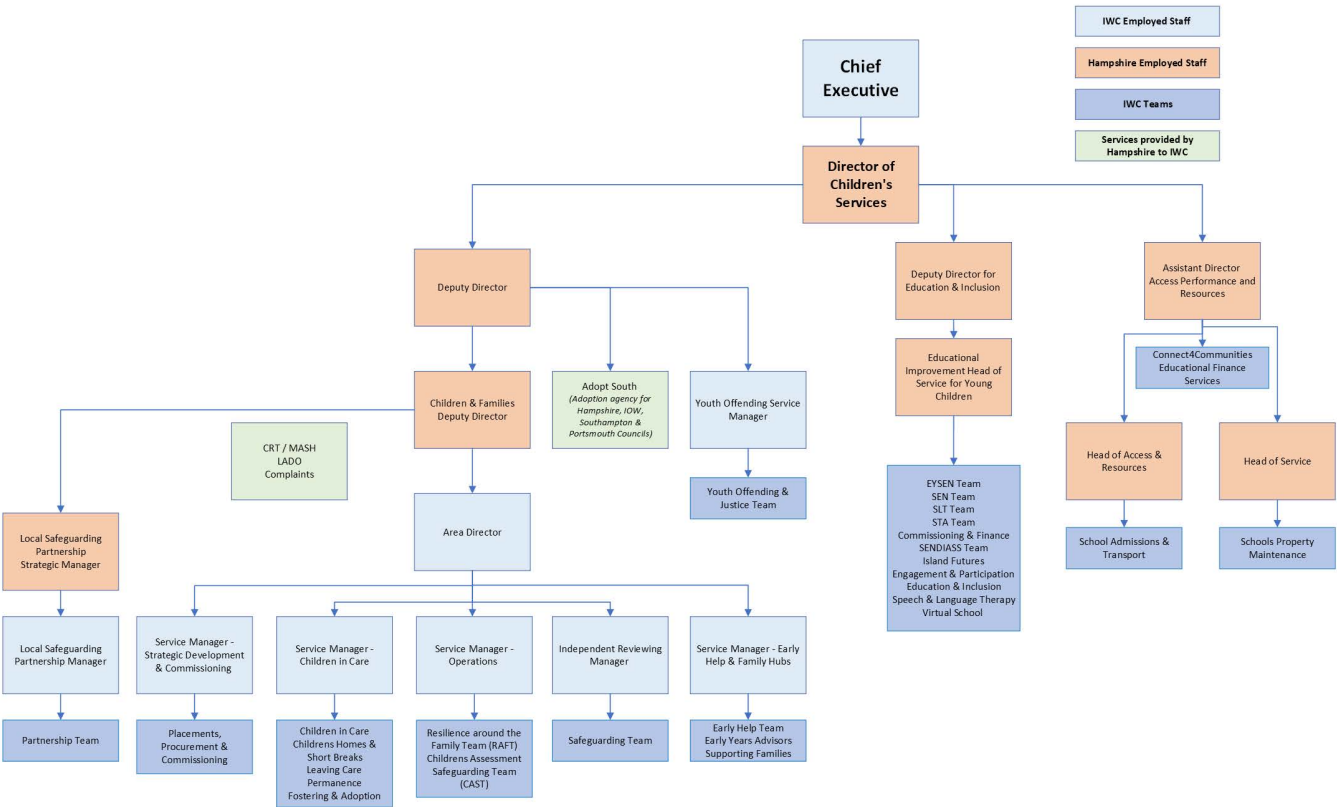
**Following the local government elections in 2021 the council has 39 elected councillors. The current political make-up (at time of publishing) is detailed below:**

- 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 Manager – Education & Post 16 Participation

Salary: up to £65,621

**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: [Service Manager Education & Post-16 Participation](#)**

## Job purpose

Manage the Virtual School, School Improvement, Skills and Participation, and Governor support functions within the Education and Inclusion division of the Children's Services Directorate.

Planning and managing statutory duties and functions associated with the local authority's responsibilities for the education of school age children and young people, post 16 education and training, including mainstream post 16 sufficiency and strategic commissioning, post 16 participation, the September Guarantee, and NEET support services.

Provide leadership and management oversight to services, such that all children and young people experience equity of opportunity and attainment potential, through access to high quality provision.

## Job context

Work across the wider children's services teams to support the design, delivery, and evaluation of key strategies and associated workstreams. Construct key policies and guidelines to underpin the work of the Education and Inclusion division.

Lead on the delivery of the Council's school improvement strategy for schools on the Isle of Wight (maintained primary, secondary and all through schools, special schools, resourced provisions, alternative provisions, and pupil referral units), ensuring that attainment rises at all key performance indicators from early years to post-16, with a corresponding increase in the proportion of good and outstanding schools.

Ensure that there is appropriate focus on vulnerable groups of children and young people within school improvement activity leading to increased attainment in these groups. Ensure that performance within these groups effectively is monitored and evaluated and that appropriate interventions are designed and delivered to deliver ongoing improvements.

Ensure that there are robust systems in place to record and monitor detailed and accurate school performance data. Analyse and evaluate the data responding rapidly to emerging trend with targeted interventions. Work with colleagues and partners to ensure the system is continually developed and meets the needs of all stakeholders.

Co-construct a blended partnership approach to school improvement drawing upon the expertise of other organisations such as HIAS, DfE Hubs, and school to school support.

Lead the development and maintenance of constructive working relationships with schools and other education providers. Proactively build good working relationships and communicate effectively with all stakeholders, including partner organisations, members, and directors.

Develop strong working relationships to enable appropriate mechanisms to be in place for challenging underperformance in academies / free schools and for ensuring the effective use of academisation as an option to bring about school improvement.

Develop opportunities that promote effective safeguarding practices in all educational establishments.

Ensuring an effective interface with the DfE, ESFA and CEC and their regional and local officers to ensure the effective development within the Isle of Wight of post 16 education and training provision, working cross-directorate to align strategic economic and skills priorities with FE provision.

Supporting the implementation of SEND strategies to improve post 16 employability and preparation for adulthood, and providing the Virtual School for Looked After Children post 16.

Providing a directly delivered ESFA regulated post 16 and post 19 curriculum provision across the Isle of Wight, including Supported Internships.

Support the Service Director in the development of Service Plans and in maintenance of effective service wide business continuity plans.

Support and advise the Service Director to ensure the development and delivery of continuous improvements in all aspects of the service. Manage and control the planning and implementation of improvements and new ways of working which impact the education service and the council.

Represent the council on external working groups as requested by the Strategic Director and Service Director.

Provide expert professional advice and guidance to the Service Director, senior managers, councillors, and other key stakeholders on post 16 regulation, policy, and performance.

## **Knowledge, skills and experience overview**

### **Essential criteria:**

- Expert knowledge of the service area, the authority and partnership organisations and understanding of the political agenda impacting on them.
- Substantial experience of planning and delivering specialist legal / statutory / regulatory / customer / stakeholder / community engagement services within a large / complex organisation, with expert professional knowledge and experience.
- Expert knowledge of the service and partner relationships and wider sector / external influences. Significant experience of leading in multi-disciplinary and partnership working. Experience in chairing case conferences / partnership events.

- Expert knowledge and understanding of the legislation, regulations, systems, policies, procedures, professional guidelines, best practice, and emerging developments (including the political agenda) which impact the service area. Experience in assessing the impact of legislation and ensuring organisational / stakeholder compliance.
- Experience in developing policy, procedures and standards and contributing to strategic direction, in a changeable area of work.
- Substantial experience of representing the Council / organisation in a professional / legal capacity.
- Excellent interpersonal skills. Authority and credibility to build relationships and engage successfully with colleagues, partners, and customers at all levels. Excellent persuasion and negotiating skills, in order to motivate people and partnerships and influence outcomes in complex or politically sensitive situations.
- Authority and credibility to build relationships and engage successfully with colleagues, partners, and customers at all levels in complex or politically sensitive situations.
- Initiative, strategic, and political awareness demonstrated in innovative approach to problem solving and decision making.
- Excellent planning and organisational skills with experience of managing and delivering a service to organisational requirements.
- Good ICT skills including use of Microsoft applications and specialist systems.

## **Qualifications overview**

### **Essential criteria:**

- Educated to degree standard or equivalent.
- Relevant professional /vocational qualification.

### **Desirable criteria:**

- Post graduate qualification may be required.



## **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.

May require relevant certifications including evidence of fluency in English language.

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 and information online at:  
**[Service Manager Education & Post-16 Participation](#)**

## **Your application should consist of:**

- a completed online application form (found [here](#)).
- you will need to create an account if you don't already have one.

**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, this will be a formal interview in-person which are planned to take place **week commencing 15th January 2024**.

**Please email [careers@iow.gov.uk](mailto:careers@iow.gov.uk) if you wish 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

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 form 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.