

*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.

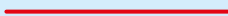
Getting to the Isle of Wight



 **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.

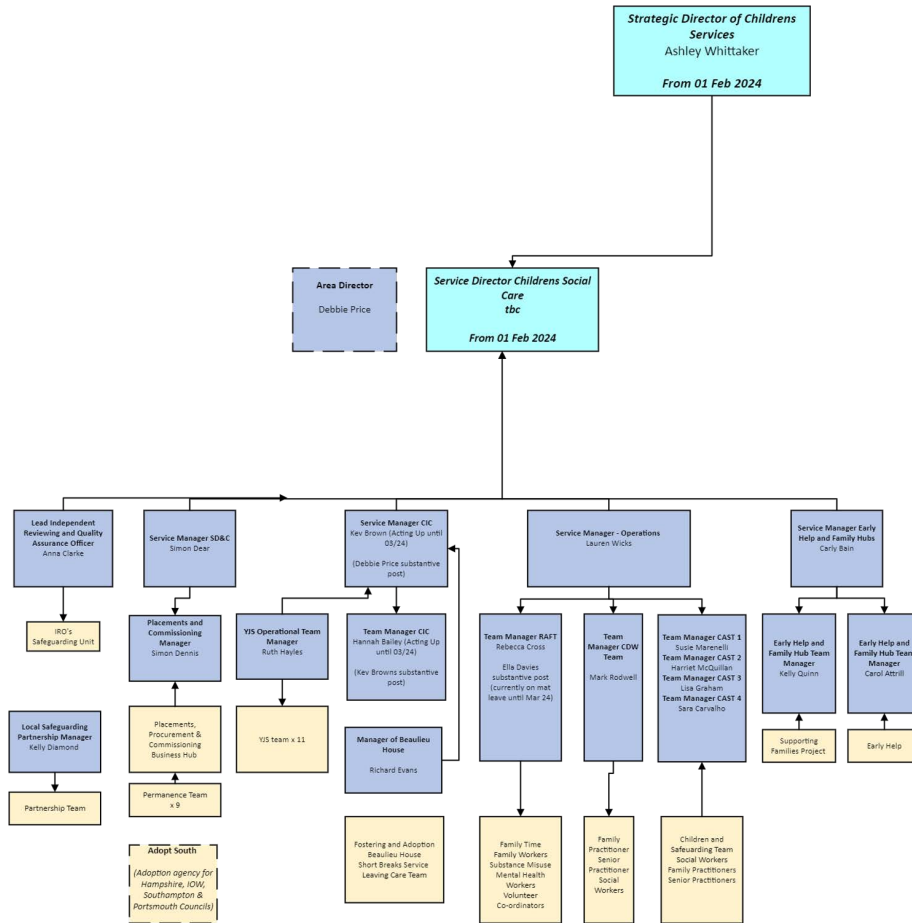
Following the local government elections in 2021 the council has 39 elected councillors. The current political make-up (at time of publishing) is detailed below:

- 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 – Childrens Social Care

Salary: up to £96,793 per annum

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/SDChildSoc

Job purpose

Lead, plan and deliver the Council's Childrens social care 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 stake holders.

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

- Early Help and Family hubs
- Children and Safeguarding Team (CAST)
- Resilience Around the Family Team (RAFT)
- Children with Disabilities
- Children in Care
- Strategic Development and Commissioning
- Youth Offending Services
- Children's social care services delivered on behalf of the Council by Hampshire County Council through buy back arrangements e.g. School improvement, Education Psychology, Out of Hours.

Providing senior professional leadership, advice, guidance, and development for Childrens social work and social care practice across the directorate and partners.

Ensuring that the statutory duties of the council in relation to Childrens social care services (as defined in the Children Act) are delivered to the highest standard.

Job context

- Provide highly effective leadership and management to shape and deliver Children's social care services.
- Ensuring effective long-term planning to delivery positive outcomes for Island children and young people. Provide an extensive range of services to meet the requirements of children, families and carer's who have special needs and to fully integrate the service across Children Services Directorate.
- Design, develop, and lead the business strategy to effectively deliver Childrens Services and associated outcomes for our community. Undertake all necessary consultation with stakeholders across the service, councillors, and our partners and the community ensuring all understand the vision and are engaged.
- Provide effective leadership and control on the implementation of all relevant policy, systems, contracts, processes, performance criteria, standards, governance frameworks, and procedures. Ensure internal and external reporting requirements and ensure compliance with legislation, regulations, and council policy.
- Ensure that planning, monitoring, and reviewing is consistent with the corporate framework, and drives improvements in the quality and efficiency of service provision.
- Ensure work is undertaken within a framework for high performance working which drives continuous improvement in efficiency, quality, and standards.
- Work with partner agencies in order to provide the highest quality services, efficiently and quickly; ensure children are safe and protected and have the benefit of education to the highest standards.
- Promote the wellbeing of children and young people, preventing them being at risk and providing appropriate support for those who are.

- Ensure budget planning, expenditure and monitoring is in accordance with Hampshire County Council's standards and financial resources are used to achieve high quality, effective and efficient services and provide value for money.
- Continuously review the resources and performance required, and ensure the appropriate systems and processes are in place to provide an effective and efficient service.
- Ensure that the right organisational structures, performance measures, development opportunities, and appropriate systems and processes are in place in order to achieve an organisational culture in which employees are motivated and fully able to meet the requirements of their role.
- Lead on the directorates workforce strategy that ensure development and delivery of new ways of working and best practice activities are embedded across Children's Service. Develop and implement effective workforce plans, internal talent management arrangements, and learning to ensure the future talent pipelines.
- To put in place and maintain efficient and effective partnership arrangements between services for children and young people on the island.
- Work with partners to develop and implement systems which ensure that strategy and plans work to the benefit of children and young people.
- Develop and implement effective communication and engagement plans with children, young people, families, carer's, stakeholders, and partnership agencies so that there is a high level of understanding of roles and delivery of high-quality services.
- Ensure all statutory responsibilities contained in the Children Act and other relevant legislation are met, delivering successful outcomes for the benefit of children and young people.

- Implement and monitor the council's risk management policy, identifying and taking mitigating actions relating to high-risk areas in relation to operational, financial, and political issues.
- Responsible for advising the Strategic Director, Cabinet Member and Council on the development of best professional practice in Children's social work and social care.
- 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.

Essential criteria continued:

- 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.
- 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.

Qualifications overview

Essential criteria:

- Educated to degree level or equivalent standard in relevant disciplines.
- Post graduate qualification may be required or ability to demonstrate equivalent ability.
- Relevant professional qualification.

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/SDChildSoc

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/SDChildSoc