

*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 council's ambition is to be financially balanced and sustainable. While there is focus on generating income and reducing costs investing in regeneration and growth is also vital.

Our investment in transformation within Childrens Services alone includes:

- £375k (recurring) in new social worker capacity
- £474k of transformation programme funding
- 1.5 m in costs of children care demand – with more committed to cover growth
- New technologies;
 - Hardware - proved vital to keep business moving during Covid-19 restrictions
 - Software - including investment in new children's case management system

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.

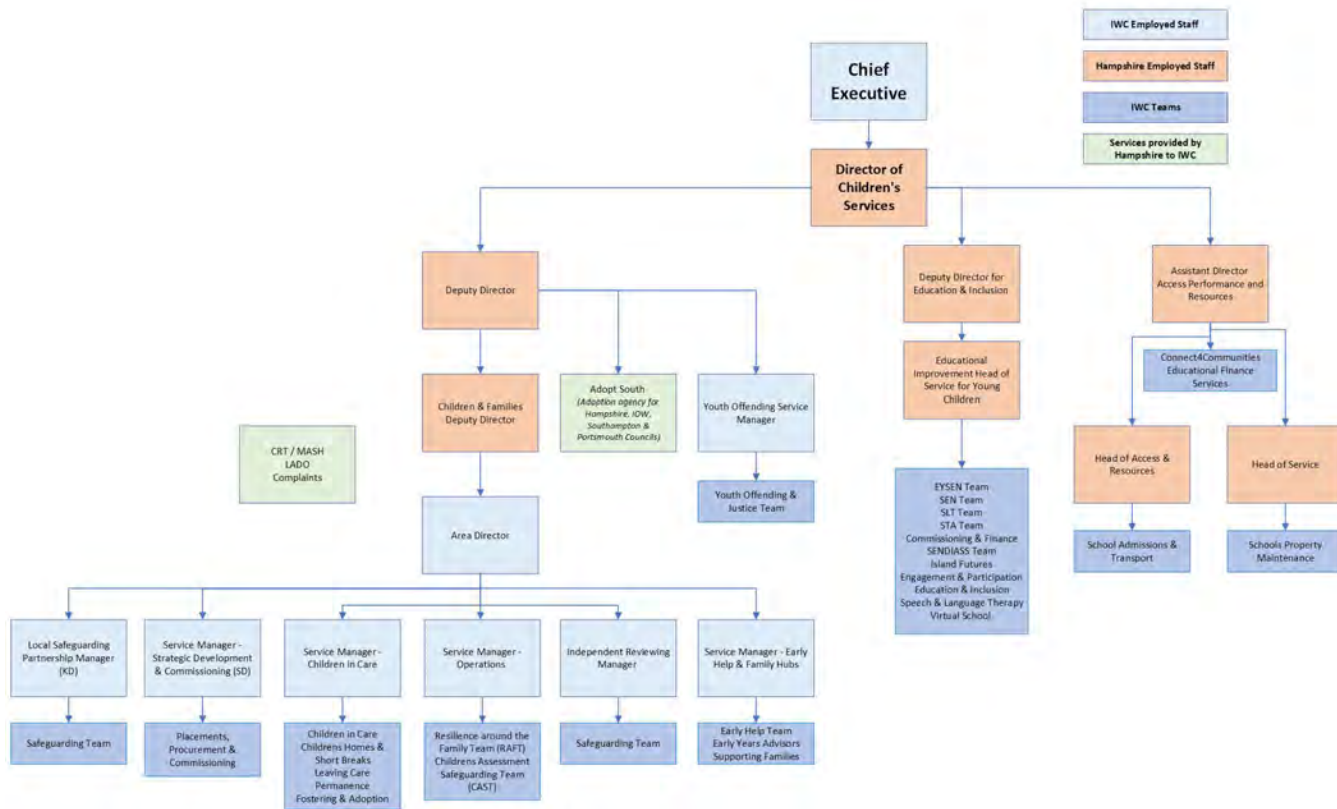
Following the local government elections in 2021 the council has 39 elected councillors. The current political make-up (at time of publishing) is detailed below:

- 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



Strategic Director for Children's Services

Salary: up to £117,850

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/DirectorChildrensServices

Job purpose

To be the Council's statutory designated director for children's services in accordance with the Children's Act 2004 and statutory guidance and school place planning, educational standards and improvements on the Isle of Wight.

Lead the development of an innovative and integrated approach to the delivery of a new children's services directorate model that underpins the council's ambitions and corporate priorities.

Work in partnership with statutory agencies to ensure robust and effective safeguarding arrangements.

Foster a continued culture of clear aspiration, innovation, collaboration and continuous improvement in educational practices and standards.

Lead the design and delivery of the council's plans and strategies for children and young people. To oversee the council's plans and strategies to raise educational standards and improve educational outcomes in schools, with clear oversight of school place planning.

Provide strategic direction, vision, leadership, and management to the functional services within remit, proactively identifying and maximising opportunities cross council to deliver as one organisation to bring about measurable improvements, efficiencies, and better outcomes for the Island's children and young people.

Contribute to the overall leadership of the organisation, acting as an ambassador for the Island and building a high calibre, well-motivated, effective, and engaged workforce.

Job context

Act as the council's principal advisor to executive members and corporate management team on all aspects of directorate portfolio.

Work closely with elected members, council officers and partners to improve outcomes for Island children and young people, including those in the care of the local authority, those leaving care and those in need of help and protection and to meet the needs of children and young people with special educational needs and/or disabilities. Ensuring that there is an integrated approach to identified community issues and challenges and for customer focus to be at the heart of everything.

Afford strategic leadership and management of a service portfolio that includes children, young people safeguarding, social care and education; ensuring that teams are empowered to be innovative and creative; risk aware; highly motivated and aligned to the delivery of key corporate priorities and which underpins a one council approach.

Ensure that the Council's planning for school places and programmes for capital investment in schools are designed to achieve the best outcomes for learners within the resources available.

Working closely with schools, teachers, governing bodies and other stakeholders to ensure the effective delivery the Council's plans for learning, raising of educational standards, school place planning and skills.

Promote strong and effective relationships across the education community, supporting the Council's ambitions for all schools to be good or outstanding

Acting as a role model, initiate, develop, and lead the delivery of cultural change that delivers the council's stated values and behaviours, and which ensures that the customer is central to strategy, policy and service design in the successful delivery of the council's corporate priorities.

Through direct reports, at an operational level, ensure highest standards of customer service and best value is obtained in all work undertaken by employees, contractors, and partners.

Actively develop, promote, and sustain partnership working with key community partners, 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.

Contribute proactively at the national level to shape and influence the direction of strategies for education and children's safeguarding and social care. Promote best practice and learn from others

Lead and manage effective relationships between elected members, political groups, officers, public and media in all aspects of directorate portfolio.

Manage the resources and budgets of the directorate 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.

Manage employees within service areas in accordance with council's human resource policies

Promote the health and safety of employees at work and of service users through the implementation of the council's health and safety policy and relevant statutory requirements.

Maintain up to date knowledge of best practice within areas of responsibility and ensure compliance with all relevant legislation, providing professional advice to elected members.

Establish and maintain appropriate business continuity arrangements for the areas of responsibility and contribute to emergency planning arrangements for the council.

Undertake horizon scanning to ensure that the council does not miss any opportunities that present, responding to any obstacles that may hinder a response to them.

Ensure that there are appropriate metrics in place to measure contract performance and service delivery and progress towards strategic goals.

Take overall responsibility for the directorate's risk and reputation management by ensuring it operates in an open, respectful, accountable, and democratic manner, while challenging traditional thinking and identifying risk aware innovative solutions that enhance the potential for improvement.

Ensure the chief executive and elected members are kept apprised of critical matters that may affect the delivery of service strategy, directing remedial action to respond accordingly.

Participate in mandatory emergency planning training and emergency planning activities including training, exercises and responding.

Knowledge, skills and experience overview

Essential criteria:

- Significant senior strategic management experience, within a local authority Children's Services Department.
- Demonstrable experience of developing and effectively delivering an organisation's vision, values and strategic objectives within a political environment.
- Demonstrable evidence of developing close, strategic relationships with a wide range of external organisations.
- Demonstrable experience of driving organisational development and cultural change within a large organisation.

Essential criteria continued:

- Demonstrable experience of leading effective corporate performance and planning processes.
- Demonstrable experience in the control and oversight of significant organisational finances.
- Proven track record of promoting, leading and managing change and of harnessing the strengths and talents of employees at all levels in a large organisation.
- Demonstrable evidence of proven success in the achievement of equality of opportunity in employment and service delivery.
- Extensive knowledge and understanding of the major issues facing local government.
- A clear understanding of and commitment to, corporate and partnership working.
- Proven ability to champion performance management and best value within a large organisation.
- Proven ability to work across service boundaries and to facilitate the delivery of cross cutting activity.
- Proven ability to maintain clarity about organisational priorities, how to define them and how to use resources effectively to achieve them.
- Proven ability to identify and pursue the potential of ICT and e-services in securing service improvement and increased efficiency.
- Proven ability to gain and retain the confidence of elected members of all political parties.

Essential criteria continued:

- Proven ability to assist elected members in their development of the Councils overall policy, direction, and strategy.
- Proven ability to align political policy imperatives with service outcomes to achieve the overall strategies of the Council.
- Proven ability to represent the Council in a variety of settings.
- Demonstrate behaviours which model the Council's values.

Desirable criteria:

- Ensure support is provided in response to a corporate emergency.

Qualifications overview

Essential criteria:

- Educated to degree level or equivalent standard.
- Post graduate qualification in a related subject or ability to demonstrate equivalent ability.
- Evidence of continuing professional development that demonstrates up-to-date knowledge of legislation and best practice
- May require relevant certifications including evidence of fluency in English language.

Desirable criteria:

- Membership of an appropriate professional body.

Other requirements

You may be required to participate in providing out of hours cover on rota or in the event of an emergency.

How to apply

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

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)
- Youth Panel Q&A (in-person)
- 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: **week commencing 6 November 2023**

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/DirectorChildrensServices