



Wigan♥
Council

Director of Education and Inclusion at Wigan Council

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Welcome

At Wigan Council, people are at the centre of everything we do. Our work is driven by an asset-based approach that values the strengths of our communities, empowers our workforce, and gives us the permission to innovate with purpose. The commitment, behaviours and collaborative spirit of our teams shape the way we work and lie at the heart of the impact we make across the borough.

We were immensely proud of our services for children and young people, with our recent Ofsted inspection recognising they are good with outstanding features. Inspectors recognised that we are significantly enriching children's lives and widening their opportunities. The 'exceptional support' highlighted in the report is a powerful reflection of how far we have come and the dedication of our people.

As the national and local education and inclusion landscape continues to evolve, this an exciting time to join Wigan - you will have autonomy to work with colleagues from across the borough and wider to drive transformation that secures aspirational opportunities and an excellent education offer for every child and young person in our borough.

Together, we will continue to build a borough where every child and young person can thrive, and where our shared mission of unity drives us forward.

We are looking for a visionary, resilient, values-driven leader to join our established and experienced senior team.

This is such an exciting time to join us.



Colette Dutton

Director Children's Services

Wigan schools

There are three post-16 colleges in the borough, 1 AP (Alternative Provision), 99 primary schools, 6 special schools and 19 secondary schools. 23 of the primary schools are academies. 9 of the secondary schools are academies.

We strive daily to achieve our ambition of ensuring a high quality of education for all, as set out in the Wigan's School Improvement Strategy 2023-2026, focusing on 2 key approaches:

- Thematic System Improvement Priorities
- Needs-Led Setting Improvements

You can read more about the Wigan's School Improvement Strategy 2023-2026 in the key documents section below.

Wigan Council

As one of the biggest employers in the borough we have focussed on our relationship with staff through an innovative range of engagement, reward, and recognition initiatives. We are frequently at the forefront of service development having been crowned 'Council of the Year' in a variety of awards over the years along with being winners in other prestigious awards for aspects of our workforce development, community engagement and town developments.

Alison McKenzie-Folan, Chief Executive of Wigan Council said: "The recognition Wigan Council gets on a national level is down to the hard work of our brilliant staff. We look forward to continuing to work closely with our partners to reform services and adopting a person-centred approach that has our residents' strengths at the heart."

As an organisation we have a vision for Wigan borough to be the best possible place for people to live and work.

Our journey

A decade ago, we responded to austerity by re-imagining our approach to public service delivery and our relationship with residents, communities and partners. Ten years on, new challenges have emerged. To meet these challenges we undertook a journey of honest reflection with our residents, partners and communities, with the aim of recommitting to what has been effective, while also refreshing our strategic purpose and ways of working. Our new movement 'Progress with Unity' builds on all of our existing strengths, while bringing together the council and local partners to commit to two shared, borough-wide missions:

Progress with Unity
A new era for Wigan Borough



Wigan Council

Mission 1

Create fair opportunities for all children, families, residents & businesses.

"Together, we will break down the barriers that create financial, health, education and environmental inequalities in our borough."

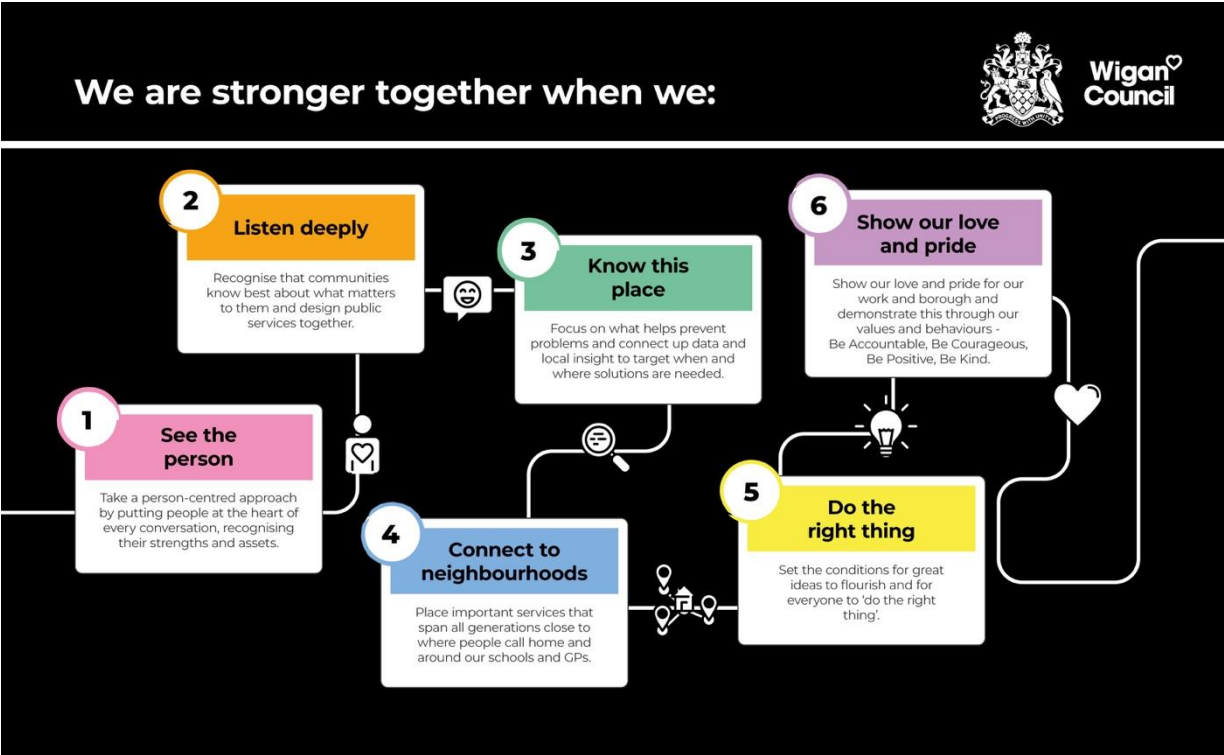
Mission 2

Make all our towns and neighbourhoods flourish for those who live and work in them.

"Together, in genuine partnership with our residents and businesses, who know our communities best, we will help each town and neighbourhood in the borough to celebrate and maintain their identity whilst understanding and helping to achieve what is needed to thrive."

As residents, businesses, public services and community organisations of this borough we will come together to deliver these two key missions.

We also listened carefully to what people told us were important when staff were working with residents or in partnership. We know we are stronger together when we work in this way:



We care for our staff

Wigan Council has been named an excellent employer, by the Workplace Wellbeing Charter, a national accreditation that recognises businesses that achieve the highest standards in workforce wellbeing. Achieving the highest level of excellence in five of the eight Workplace Wellbeing Charter standards and scoring highly in the other three areas shows how Wigan's commitment to our staff and caring for the health and wellbeing of Team Wigan is real!



If you are courageous, positive, accountable, and kind then Wigan Council is the perfect place for your next career move

Rewards and benefits

We are passionate about celebrating our employee's contribution and inspiring them to thrive. It's really important to us that they feel valued and rewarded for the work that they do. As an employer, we want to thank employees for all their hard work and commitment by giving them the opportunity to access a range of exclusive rewards and benefits. From a generous pension scheme and a range of wellbeing support to an employee benefits platform – what we offer at Wigan is much more than just a payslip. Here are some of the fantastic benefits available for our employees making sure their wellbeing, money, career and work-life balance is cared for.

Caring for your wellbeing...		Supporting your working life...	
 <p>Wellbeing Hub and Helpline Free and confidential 24/7 support for you and your family members.</p>	 <p>Fast-track Physio Access to fast-track physiotherapy.</p>	 <p>Generous leave entitlement Up to 31 Days plus Bank Holidays.</p>	 <p>Blended approach to work We work flexibly across My Place (homes), Our Place (office space), Your Place (community).</p>
 <p>Wellbeing Sessions Giving you time to focus on your wellbeing and connect with colleagues through bespoke sessions – including Mental Health Aware & Mental Health First Aider training.</p>	 <p>Supporting Attendance Our new sickness management framework that focuses on having early conversations to prevent absence where we can and help people back to work in a supportive way.</p>	 <p>Special Leave Managers can grant up to 10 paid days in any given year (pro-rata for part-time employees).</p>	 <p>Flexible working Some roles are able to operate flexibly, using flexi-time and applications for formal arrangements can be made.</p>
 <p>Wellbeing Champions We've recruited a number of champions across the organisation to listen, support and signpost you to relevant services.</p>	 <p>Corporate Gym Membership Discounted gym membership at our BeWell Leisure Centres across the borough.</p>	 <p>Caring for our Carers Support in place if you have caring responsibilities.</p>	 <p>Thinking Digitally Providing you with the technology you need to do your job and access information from any place.</p>
 <p>Enhanced Mental Wellbeing Support We have a number of specialist programmes to support your mental health, including TRIM (Trauma Risk Management) & Schwartz Rounds.</p>	 <p>Medical Support Paid time off to attend non-routine medical appointments and free flu jabs annually.</p>	 <p>Family Life Policies Leave to support your family, including, maternity, paternity, shared parental, adoption and fostering.</p>	 <p>Our Culture and Behaviours Team Wigan is who we are and how we do things – a shared culture that embodies being kind, positive, accountable and courageous.</p>
Making your money go further...		Inspiring you to thrive...	
 <p>Local Discounts Helping to support our communities & making money go further by promoting local discounts available.</p>	 <p>Dension We're part of Greater Manchester Pension Fund offering an attractive and flexible pension package.</p>	 <p>Opportunities to Learn & Grow A range of training and learning opportunities to support you in your career at #TeamWigan.</p>	 <p>Loyalty Reward A reward to say thank you for your dedication and an invite to celebrate with The Leader and Chief Executive.</p>
 <p>Free Parking Access to free parking near your regular work base.</p>	 <p>Savings and Support Access to financial advisors, specialist will writing experts and support to help you to manage your money.</p>	 <p>Awards & Celebrations Recognition for the hard work you do through a variety of awards and celebrations.</p>	 <p>Opportunities to Shape & Innovate Regular engagement sessions and ways to feedback so that your voice is heard and valued, and your ideas are acted upon.</p>
 <p>Cycle to Work Scheme You can purchase a bike and accessories up to the value of £2,500 via salary sacrifice.</p>	 <p>Car Lease Scheme Employees can purchase a car via salary sacrifice.</p>	 <p>Team Wigan Days Protected time for you to work alongside communities, support others, learn new skills and achieve your individual aspirations.</p>	 <p>My Time Dedicated time to understand your needs and aspirations, and provide you with the right support and guidance throughout your career.</p>
 <p>Public Transport Discounts If you travel by train or bus, you can get discounted tickets on your journey to and from work.</p>	 <p>Vivup Rewards Platform Online employee benefit platform offering staff rewards and discounts.</p>	 <p>Supportive Staff & Manager Induction Induction program to guide you through your new role, ensuring you to feel welcomed to Team Wigan, understand our values and the way we work.</p>	 <p>Retirement Support Support for you whilst enabling the council to retain your skills, knowledge and experience to aid in succession planning.</p>

About Wigan as a place

Wigan is an exciting and vibrant borough, encompassing Wigan and Leigh towns, serving approximately 330,000 residents. Geographically it lies between the major cities of Manchester and Liverpool and affords great transport links, making Wigan an ideal destination to live, work and visit.

Complemented by many outdoor spaces to enjoy, the Wigan borough has plenty of great places to visit. Our residents enjoy living close to beautiful countryside, as 70% of Wigan's 77 square miles is green open space. This 'Greenheart' includes stunning flashes, woodlands, wetlands, canals, and green space. It is a great place for outdoor activities for all the family to explore.

Wigan is also home to many high quality and beautifully maintained parks such as Mesnes Park and Lilford Park. For the more adventurous, Haigh Woodland Park has a high ropes course, mini golf, train rides and nature walks as well as the chance to see the grand Haigh Hall, dating back to the early 19th century and owned by Lord Crawford.

[You can find out more about what Wigan has to offer on our website.](#)

Sporting success

Wigan and Leigh have a strong sporting tradition, embedding passion and belief within the community. The amateur sports scene is well established across the borough; with a wide range of sports clubs ensuring people can enjoy regular physical activity.

We are Wigan

In Wigan we aspire to see the potential, the possibilities, the promise of a diverse and resilient economy and we know that partnership is key to achieving that success. Our economic vision for the borough is ambitious, with regeneration plans designed to attract investment which supports inclusive economic growth and our education and skills agenda. We're also committed to reducing our carbon footprint, by exploring more ways to build a cleaner, greener, and more sustainable borough for the future.

We have several exciting projects underway in partnership with key developers and investors, including our flagship £135m redevelopment of Wigan Galleries Shopping Centre with development partners, Cityheart.

Invest in Wigan

Wigan Borough has a strong industrial heritage and contributes to the prosperity of the Greater Manchester region with over 8,000 companies as part of our active business base. We are proud to be the home of recognised businesses such as Kraft-Heinz, AB World Foods, Bunzl, Milliken, Poundland, Arrow XL, Wincanton and Snuggledown but also our many SMEs that form the backbone of our local economy.

We are shaping a thriving, inclusive economy to actively connect and attract businesses and people, encourage entrepreneurship, and generate sustainable employment opportunities.

We support our local businesses, entrepreneurs and those looking to invest in the borough. We have a joint commitment between the council and our local businesses to work collectively to create sustainable growth and retain the inclusive economic and social benefits within the community. Over 350 businesses have signed up to date and the number is growing. This collaboration led to the creation of the Believe in Business Festival which brings together businesses and entrepreneurs from across the borough to share their stories, experiences, and good practice.



About the council

Wigan Council employs over 5000 staff, not including schools. We are the ninth largest metropolitan authority in the country and the second largest in Greater Manchester, delivering over 700 services.

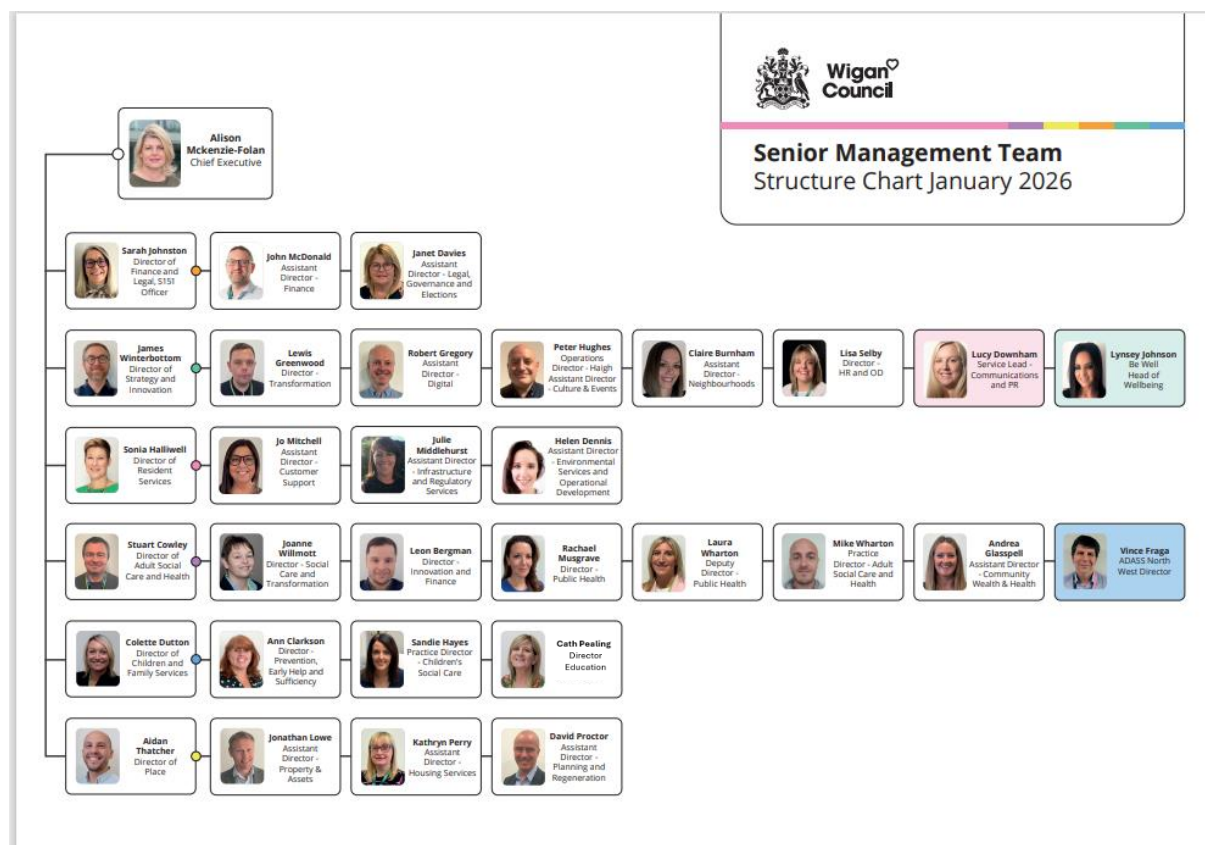
The council consists of 75 Councillors. The term of office is 4 years for each member. Election is each year by thirds

- Labour: 62 seats
- Independents: 7 seats
- Independent Network: 3 seats
- Reform UK – 2 seats
- Conservatives: 1 seat

About the cabinet: <https://www.wigan.gov.uk/Council/Councillors-and-Committees/Cabinet/The-Cabinet.aspx>

Performance and spending:

<https://www.wigan.gov.uk/Council/Performance-and-Spending/index.aspx>



Key documents



Wigan Excellence in
Education Improve



Excellence in
Education Strategy

[Progress with Unity](#)

How to apply

To apply for our Director of Education and Inclusion vacancy, please visit the link below and click on the **apply now** button.

[Director of Education and Inclusion — greater.jobs Wigan](#)

The closing date is Sunday 3rd May 2026.

Initial assessments will be on Monday 11th May 2026.

Final interviews will be on Wednesday 20th May 2026

Please hold these dates if applying for the role. We will be in touch on Wednesday 6th May 2026 to confirm interview times, if shortlisted for interview.



