

**CONSIDERATION OF ALTERNATIVE SITES  
APPENDIX RG1**

**School Context:** Les Quennevais School is a non-selective, mixed 11-16 non fee-paying state school. There are currently 825 on roll and 58.8fte teachers, 4.6fte Teaching Assistants and 12.54fte administrative and site staff. There are 182 (22%) students with a recognised additional need including students with EBD needs and 16 (2%) students with EAL needs. The school also has resource provision for 9 PI students. The school site and particularly the building, compared to all others on the island, is poorly designed though well maintained and creatively used by the staff. The school has very limited space with all sports facilities (except gym & changing rooms) being off-site though adjacent: hard play area is inadequate for the 825 students being more appropriate for a school of 400. The size of the school canteen (only able to seat 80) and single small DT workshop are woefully inadequate for a school of 800+. Science facilities are seriously outdated with only one lab/classroom being refurbished in recent years.

The quality of care and the relationships between staff and students are outstanding; student behaviour and attitude to learning are also outstanding. The school is well led by the headteacher and his team of senior staff: their strong and clear leadership has developed a school where individual students are valued, grow and succeed.

The States of Jersey fund Les Quennevais School at approximately £5403 per student per annum. Results at 16 are broadly in line with both island and England and Wales averages.

***Quality of Student Outcomes:***

Key Stage 3 & 4.

- The school has an average ability intake, but one whose numeracy is significantly below average. Attainment at 5A\*-C rose to the national average of 72% in 2009 but was lower at 61% in 2010 as a result of a larger number of 14+ transfers. Performance in Maths is weak therefore the proportion of students achieving 5A\*-C inc. English & Maths (40%) is below the England & Wales and also Jersey averages.
- Achievement at GCSE reflects generally satisfactory progress overall but which could be better if there was a sharper focus on improving students' low numeracy skills.
- The school is aware of significant levels of variation in performance between subjects. Some subjects habitually perform well (e.g. Art, RS, English) however the performance of others (e.g. Maths, French & Geography) is consistently low and not commensurate with the ability of students.

***Quality of Provision:***

Funding (Revenue Income, Capital & Budgeting)

- Overall funding is £5403 per student and is the lowest of all Jersey secondary schools (the range being £5403 to £6931 for 11-16 schools with the average being £6010) the school is therefore funded some 11% less (£500,000) than the average of all Jersey 11-16 secondary schools. Compared to the UK average funding for secondary schools (£5500) this school has £80,000 less. The average funding for the four fee-paying schools is £7210 (the range being £6891 to £7515).
- The school's structural deficit in 2010 was £224,400 including an in-year deficit of £79,000. The expected in-year outturn for 2011 is a small surplus of £17,348. Most of the structural deficit is as a result of underfunding over a number of years exacerbated by the unfunded incremental drift of staff. Teaching staff salary awards have not always been funded in full.
- There is a significant fall in student numbers (from 825 this year by potentially as much as 59 students) that will cause a significant further drop in funding by as much as £318,000 in the next financial year. This could require a further reduction of at least 4 staff.

Staffing, Teaching & Learning

- The school's overall Pupil Teacher Ratio (PTR) is 14.4:1 (14.03 including EBD provision). This is lower than the England & Wales average of 15.7 and is lower than the average of the other non fee-paying 11-16 schools in Jersey whose PTR is 15.22.
- The overall contact ratio is 0.80, which is only slightly lower than the norm for 11-16 schools in England & Wales (approximately 0.82). This is higher than other schools in Jersey.

- The quality of teaching & learning is assessed by the school to be good overall. Observations during this review, combined with comments by students and results achieved generally support this view.
- In lessons, students are invariably on task and keen to learn. The best lessons are characterised by very high expectations and constant challenge.
- The curriculum provided in KS4 is of very good quality and is broad, highly personalised with a very good range of qualifications. The school goes to exceptional lengths to provide a curriculum that enables each of its students to learn and make progress.

#### Buildings, Site & Facilities

- The school is significantly disadvantaged, compared to all other Jersey secondary schools, by its poorly designed and inadequate accommodation. There was limited new building and the exterior of the school was re-clad in 1996 (funded directly by States of Jersey) though this had a limited impact on the provision of education and only effectively on the exterior aesthetic. The accommodation is not fit for purpose.
- The school's complement of teaching rooms consists of 8 classrooms of significantly less than 50sq mtrs: 7 science labs (although many are of adequate size are outdated) at approx 80sq mtrs: 2 art rooms of approx 100sq mtrs: 2 Food Tech rooms of approx 100sq mtrs. The DT facilities consist of a graphics room and design classroom both around 80sq mtrs but only 1 DT workshop at around 96sq mtrs (though over 15sq mtrs of this is lost as corridor area): the 26 main classrooms of approx 50sq mtrs are small by normal standards and are only suitable for class sizes of 25 (allowing 2sq mtrs per student – DfE BB98 standard). The school has a very high room usage quotient of close to 90%.
- The school urgently needs the planned (though currently postponed) investment in the Phase 1 development that will add 8 much needed classrooms, a larger canteen and a drama facility. Of equal importance would be an additional DT workshop and refurbished and updated Science facilities.

#### School Ethos

- The culture and ethos are exceptional strengths of the school which is genuinely inclusive and achieves its aim of developing self confident, mature and positive young adults.
- The students and staff clearly enjoy each other's company and this contributes to the harmonious and genuinely caring learning community.

#### ***Key Summary Findings***

- *Economy.* 59% of staff are in receipt of SA allowances, with 25% on SA 4 and above. 46 (78%) of staff are on upper pay scales with 23 (39%) on U5. The average cost of a teacher is £59,347. As a result of the inequities of the funding formula the percentage of the school budget spent on staffing, currently 90.8%, is too high and is starving the development of and investment in basic classroom facilities, equipment and materials.
- *Efficiency.* Both the teaching contact ratio and class sizes are broadly in line with England & Wales averages. Compared to Jersey and UK averages (15.22:1 for the 11-16 sector and 15.7:1 overall respectively) the school's PTR is slightly lower at 14.4:1 in part is due to the restriction on class sizes caused by small classrooms. To bring the school strictly in line with Jersey average PTR would mean reducing staffing by 4.6fte. This however may not be possible as some classrooms are not able to accommodate the larger class sizes needed to achieve this figure. Raising the PTR to around 14.75:1 would reduce staffing by 2.8fte saving £166,000 and may be achievable by restructuring the curriculum in KS3 & KS4. Currently average class size in KS3 is 23.46 and 19.07 in Y11 KS4. The current 'cap' on numbers at 168 per year group is inefficient in KS3 and raising the 'cap' by 7 or lowering it by 18 would allow more economic setting & timetabling.
- *Effectiveness.* This is an effective school with some headroom for further improvement, especially in Maths as both the school and Maths department have previously recognised. The low revenue funding (£500,000 less than the Jersey average) and the poor design and quality of accommodation in this school do not support students' learning as they should.

#### ***Recommendations***

1. Implement existing plans to reduce staffing (by 2.8fte) and to plan for further reductions (potentially by as much as 4fte) to meet known demographic trends starting next academic year.
2. Urgently explore with ESC a more appropriate revenue funding formula and long term capital development commensurate with the rest of the island secondary school provision.
3. Explore with ESC the capital works programme to address shortcomings in Science and DT in addition to the works already agreed for the Phase 1 building programme (currently postponed).

4. Raise the proportion of students who achieve 5A\*-CE&M by addressing the low performance at KS4, in Maths and also in French and Geography.