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National Union of Women Teachers.

ANNUAL REPORT 1935.

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ANNUAL REPORT.

The Central Council of the National Union of Women Teachers have great pleasure in presenting the Twenty-Seventh Annual Report.

ANNUAL CONFERENCE.

The Annual Conference for 1934 was held in the Winter Gardens, Malvern, from Monday, December 31st, 1934, to Saturday, January 5th, 1935, by kind invitation of the Malvern Urban District Council to whom Central Council are deeply indebted for the housing of Conference and for the arrangements made for the comfort and entertainment of delegates.

A Civic Welcome was extended to Conference by Mr. W. Sayers, the Chairman of Malvern Urban District Council, supported by the Bishop of Worcester, Dame Elizabeth Cadbury, Mr. A. Weston Priestley, M.A., B.C.L. (Director of Education for Worcestershire), Miss Severn Burrow (member of the Worcestershire Education Committee) and Mrs. M. M. Priestley.

The Civic Reception held on Wednesday evening, and the social organised by the Midland Counties Association and presided over by Miss E. Cooper, were among the most successful ever held in connection with N.U.W.T. Conferences and, in addition, the Malvern Urban District Council most hospitably invited delegates to their New Year's Eve Ball. Visits were arranged to places of interest in the locality and Central Council are particularly indebted to the Authorities at Worcester, Gloucester and Hereford for making special concessions to enable members to see the Cathedrals and to the Vicar of Malvern for personally conducting members over the Priory Church.

Special thanks are due to the Malvern Urban District Council and to the Malvern Development Association for much of the work usually undertaken by the local association, which is responsible for the friendly atmosphere and efficiency of the Annual Conference.

CENTRAL COUNCIL.

Ten meetings of the Central Council and of the Standing Committees have been held during the year and Officers' meetings have been held as required.

New Headquarters.

The outstanding domestic event of the year has been the purchase by the N.U.W.T. of a freehold house at 41 Cromwell Road, South Kensington, S.W.7, for use as the Union's Headquarters.

For some time the Union's activities had been somewhat hampered by the fact that 39 Gordon Square, W.C.1, was no longer adequate for the demands made upon it by ever increasing work and, when the lease expired early in 1935, it was decided to establish the Union in more commodious premises. We were exceedingly fortunate in securing a freehold house eminently suitable for this purpose, in an easily accessible district; those members who have been able to visit Cromwell Road during the year have carried back enthusiastic reports of the Union's new Headquarters to their local associations.

Following the precedent set when the N.U.W.T. moved from the Memorial Hall to Gordon Square, an appeal was made to members to contribute to a "Headquarters' Fund" so that money would be available for the expensive work of refurnishing and refitting the house, without drawing upon the general funds which are still so urgently needed for propaganda purposes. A splendid response has been made to that appeal and the Central Council place on record their appreciation of the loyal support of the branches in co-operating with them in an endeavour to ensure that the N.U.W.T. shall be worthily housed.

The Official Opening of the new Headquarters took place on Saturday, May 18th, at the time of the Educational Conference. In the presence of a number of Past-Presidents, representatives of local associations and the various Funds, and pioneer members of the Union, the President, Miss D. A. Griffin, B.A., declared the new Offices open and, on that day of "memory and happy anticipation", members dedicated themselves anew to the cause for which the Union stands.

Conferences.

(a) *The Educational Week-End Conference* was held on May 18th at the Jehanghir Hall, Imperial Institute, when Dr. G. P. Gooch spoke on "Obstacles to Peace" and Dr. Olive Wheeler on "Education for Peace" and a useful discussion ensued. The Conference was followed by an Equal Pay Luncheon at Messrs. Derry and Toms' Restaurant, South Kensington, at which the speakers were Mrs. M. Tate, M.P., and Miss V. M. L. Appleby (President of the National Association of Women Civil Servants).

Both at the Conference and the Luncheon the addresses were followed with the keenest interest.

(b) *Open Door Council and Open Door International.*—Mrs. F. E. Key, who represents the N.U.W.T. on the Executive Committee of the Open Door Council, was the Union's delegate to the Open Door Council's Annual Conference held at Ashton-under-Lyne on March 23rd. She also represented the N.U.W.T. at the Copenhagen Conference of the Open Door International held in August, and served there on the Conference Press Committee.

Miss G. I. Cottell, B.A., attended as alternate delegate for the Union and a number of other members were also present and have testified to the value of an international conference of women inspired by the same ideals and determined to secure the establishment of equal conditions for men and women workers.

(c) *North of England Education Conference.*—Miss M. Stainton (Leeds) has continued to represent the Union on the Executive Committee of the North of England Education Conference. Two N.U.W.T. members were among the speakers at the 1935 Conference, Miss E. E. Crosby, L.L.A., being an opener of the debate on "The Education of the Child to Seven Years of Age" and Miss G. I. Cottell, B.A., of that on "Secondary Schools".

(d) *Conference of Educational Associations.*—Once again it was impossible to arrange an N.U.W.T. meeting at this Conference since it was held at the same time as the N.U.W.T. Annual Conference, but affiliation has been retained so that members may continue to enjoy the special facilities offered to co-operating organisations.

Teachers' Registration Council.

During 1935, Miss E. E. Crosby, L.L.A., has filled the vacancy, caused by the death of Miss E. R. Conway, M.A., and has served on the Training Committee of the Council.

Hillcroft Residential College for Working Women.

Miss Margaret Phillips (formerly Vice-Principal of Crewe Training College) met the Central Council in July of this year to explain the methods and purpose of Hillcroft, a Residential College at which working women, who have received an elementary school education and have since been engaged in weekly wage-earning, can take a year's course of study designed to broaden their outlook and to develop their capacity for leadership and service.

Peace Propaganda.

Events of the past months have again demonstrated the need for unceasing vigilance on the part of those who believe that the future of civilisation depends upon the development of international co-operation and *not* upon a demonstration of preparedness for war.

Early in the year it was learnt with indignation that the Government proposed to spend an additional £10,000,000 on the Army, Navy and Air Forces, while postponing urgent reforms in all the social services on the plea of lack of funds. A resolution was passed by the Central Council strongly protesting against these proposals and calling upon the Government, by definitely limiting expenditure on armaments, to give such a lead to the world as would create conditions in which the Disarmament Conference could work with every hope of permanent success.

Support was also given to the League of Nations' Union in asking the Government either to make an annual grant to the International Institute of Intellectual Co-operation, or to move that an increase be made in the sum voted for Intellectual Co-operation by the League, for the purpose of constituting a special education committee to further the instruction of children in the existence, aims and activities of the League. Later, an important Conference on the Teaching of International Relations was convened by the League of Nations Union, at which the N.U.W.T. representatives were Miss E. E. Crosby, L.L.A. (Chairman of the Education Committee) and Miss N. S. Parnell, B.A. (Vice-President), when it was decided to form a National Council on the Teaching of International Relations.

The N.U.W.T. willingly acceded to a request from the Education Committee of the Society of Friends that a letter should be sent to the Government urging that there should be some entirely civilian demonstration in connection with the Jubilee Celebrations.

Throughout the year co-operation with the National Peace Council has been continued. Evidence was given by the National Peace Council on behalf of a number of societies, including the N.U.W.T., before the Royal Commission on the Manufacture of and Trading in Arms. Miss H. R. Walmesley, M.A. (Ex-President) was one of the two speakers at the Education Meeting of the National Peace Congress held in London from June 28th to July 2nd, and an N.U.W.T. contingent, headed by the national banner, took part in the Peace Procession and Trafalgar Square Demonstration on Sunday, June 30th.

Early in June a sub-committee of the Central Council was set up to compile a statement on Anti-Gas Drill and Air Disarmament. The issue of the Home Office Circular, on July 9th, on Air Raid Precautions precipitated events but the preparatory work of the committee enabled the Central Council to issue, immediately, a memorandum calling attention to a number of serious points collected from the statements of experts concerning air-defence measures, from which it could be deduced that, as an Ex-Assistant Director of the War Office said, "There is, and can be, no possible protection whatever for civilian population against chemical warfare".

The following resolution was passed and forwarded to the Government:—

"The Central Council of the National Union of Women Teachers considers the issue of the Home Office pamphlet 'Air Raid Precautions' to be a grave error on the part of the Government.

The pamphlet pre-supposes a defeat of the avowed Peace Policy of the Government, negatives the terms of the Versailles Treaty and goes far to nullify much of the effort towards peace, already put forward by Britain as a Member State of the League of Nations.

The terms of the pamphlet are themselves misleading. To state in paragraph 2 that 'The need for these measures in no way implies a risk of war in the near future: nor does it imply any relaxation of effort on the part of His Majesty's Government to ensure the promotion and maintenance of peace', while at the same time stating in paragraph 3 that 'the necessity for such measures must be apparent,' appears to us to be a contradiction in terms.

In view of the futility of the schemes advocated and of the dangerous moral and psychological reactions thereto the Central Council of the N.U.W.T. demands that:—

- i. the pamphlet be withdrawn;

- ii. as a substitute for the new 'Air Raid Precautions' Department, a definite Peace Department be inaugurated immediately."

In addition, a copy of the foregoing resolution and a specially prepared statement on Air Raid Precautions were forwarded to Local Authorities together with the following resolution:—

"The Central Council of the National Union of Women Teachers makes an urgent appeal to all Local Government Authorities to consider the undesirability of undertaking such schemes (of so-called local defence) as those outlined in the Government pamphlet, 'Air Raid Precautions'.

It begs to call attention to the following grave aspects of the matter:—

- i. Such proposals are misleading to the public, since, although relatively futile, they give a false sense of security.
- ii. They necessarily foster war-mindedness and, through the suspicion and fear they engender, tend to negative the expressed effort of the Government to promote international agreement. (Vide page 2, paragraph 4).
- iii. Their effect upon the child section of the population will have very serious and undesirable moral and psychological reactions.
- iv. The transfer of public funds from the necessary constructive services to the carrying out of schemes, which pre-suppose a condition of war, involves great financial wastage.
- v. It is obvious (as Mr. Baldwin himself said) that there can be no really adequate defence against air attacks.

The Central Council of the National Union of Women Teachers therefore urges that all local resources should be used for the education of citizens to a realisation of the plain fact that the *only* defence against air attack is an absolute suppression of war."

It is now known that a number of Local Authorities adopted this resolution or a similar point of view.

In order that members might have the advantage of hearing an expert's opinion on the Home Office Circular, an emergency meeting was called for Friday, July 19th, at which Dr. J. D. Bernal (of the Mineralogy Department, Cambridge) spoke on "Passive Defence", and the conclusion drawn by him, as a result of two years' investigation in co-operation with other scientists, was that "the amount of mitigation of the effects of air raids will be extremely small. A certain marginal region, around a central area which will be completely wiped out, will be helped by the precautions, but against that you have to balance the fact that these things will prolong the war, and the general disorganisation, and will in the long run probably lead to more casualties."

The N.U.W.T. was also represented at several conferences, arranged by organisations such as the National Peace Council, the Fellowship of Reconciliation and the No More War Movement, to consider opposition to the Government Circular; subsequent events have justified the course of action taken by these societies and the N.U.W.T. on this question.

Personal.

An ever-increasing number of members score personal successes in the fields of art, literature, and social work of a varying nature. It is impossible to enumerate all, but perhaps special congratulations may be extended in the following representative instances:—

Miss WARD, on her election to Frome Urban District Council;

Miss BRACE, on writing a prize-winning Jubilee song for children;

Miss TROTMAN, on producing a children's ballet which was presented at the Fortune Theatre, London, in October.

Obituary.

As the Union grows older it is inevitable that we have to register the passing of pioneer members and, this year, the Union has heard, with the greatest sorrow, of the death of Miss M. Widdicombe (West Ham), the first Chairman of the Mutual Aid Fund, who devoted so much of her time to the building of that Fund as well as to general Union propaganda.

Another pioneer member who is greatly missed is Miss J. Roberts (Cardiff). To the friends and relatives of these, and other members who have died during the past year, the Union offers its deepest sympathy.

With the death of Winifred Holtby, at the early age of 37 years, the woman's movement has lost one of its most valuable supporters and the peace movement one of its sincerest advocates. Miss Holtby, a brilliant journalist and novelist, never refused to use her gifts for the advancement of the causes she had at heart, even when this made too great a demand upon her physical strength and the N.U.W.T. will always remember with gratitude and affection the generous help which she has given to them on many occasions and view with pride her great contributions to literature and her service to humanity.

LEGAL AND TENURE COMMITTEE.

The Legal and Tenure Committee has continued to enjoy the benefit of the services of Miss E. F. Phipps, B.A., Barrister-at-Law and Miss C. Colwill, LL.B., Barrister-at-Law, both of whom give unstintingly of their time and legal knowledge. In addition, the Committee has consisted of Miss Agnes Dawson, J.P., L.C.C. (Chairman), Miss H. Dedman (Vice-Chairman), Miss M. Fearnside, Miss C. Fisher, B.A., and Miss A. A. Kenyon, J.P.

The Committee wishes to record its indebtedness to Miss A. G. Hewitt, L.L.A., for again undertaking the work of Pensions Secretary and to Miss C. Neal, L.L.A., to whom salary cases and Income Tax difficulties are referred.

Members of the Union can rely upon obtaining legal advice either by means of an interview or through correspondence.

The work of the Legal and Tenure Committee has been greatly facilitated by the co-operation and help of local associations, and the service rendered by their Officers and Committees is invaluable and much appreciated.

It is of the utmost importance that notice should be sent immediately to the Committee whenever there are signs of development or change in matters affecting the interests of local teachers in order that prompt action may be taken, if necessary.

One of the outstanding events of the year has undoubtedly been the removal of the marriage bar for teachers and doctors in the service of the London County Council. For this advancement we congratulate Miss Dawson, as Chairman of the General Purposes Committee of the L.C.C., whose privilege it was to move the recommendation on behalf of her Committee. This reversal of policy was largely due to her persistent work on this question since she became a member of the L.C.C. in 1925.

Memoranda.

During the year memoranda on specific points have been prepared and are available for circulation to members of Local Education Authorities and other public bodies.

Those of most general interest include:—

1. *Headships of Mixed Schools.*—We are glad to report that a number of letters have been received from Local Education Authorities expressing agreement with the views of the N.U.W.T. on this subject.
2. *Employment of Married Women Teachers.*—News was received that a certain Education Authority intended to call upon married women teachers to resign. Copies of the N.U.W.T. Memorandum were sent to the Committee which took no further action in the matter. The Union's prompt action was much appreciated by the members concerned.

3. *Increased Contributions for Superannuation.*—A Memorandum has been prepared to express N.U.W.T. opposition to an increase in Superannuation contributions.

Pensions Affected by the "Cut" in Salaries.

The continued action taken by the N.U.W.T. on this matter, particularly its strong opposition to the repayment of contributions, has had considerable effect, though the Committee would have been glad to report that teachers would suffer no deduction in pensions as a result of the cut in salaries.

Milk Scheme.

The Legal and Tenure Committee continues to keep a careful watch upon milk distribution schemes under Local Authorities and to stress the fact that the services of teachers in respect thereto are voluntary; that the minimum of clerical work should be required and that the milk should be delivered in bottles with straws to save labour in washing vessels.

Evidence before Committee on Road Safety among School Children.

The Joint Committee appointed by the Board of Education and the Ministry of Transport invited evidence from the N.U.W.T. and, on June 7th, 1935, Miss Griffin (President), Miss Crosby (Chairman of the Education Committee), Miss Dedman (Vice-Chairman of the Legal and Tenure Committee), and Miss Colwill (Assistant Standing Counsel), submitted the following points to the Committee:—

1. That Play Streets are essential in congested areas but that, in the development of new housing estates, Local Authorities should be compelled to provide green open spaces for children's play.
2. That school playgrounds should be open in the evenings and floodlit where necessary; and that a supervisor should be provided.
3. That Pedestrian Operated Traffic Signals at Children's Crossings are not advised but it is recommended that a lighted sign, "Children's Crossing", replace the present "School" sign as a guide to motorists.
4. That Barriers outside schools are useful safeguards.
5. That the employment of older children as Safety Patrols is strongly opposed.
6. That lessons by police officers are unnecessary and that constables, wherever available, should be employed as Safety Patrols outside schools.
7. That novel dramatic methods of presentation are effective in training children in the proper use of streets and the meaning of traffic lights. Incidental talks on definite lines, simple rules from the Highway Code printed on exercise books, films, lantern lectures, plays, mock trials and games are methods of presentation recommended for older children. A simplified form of the Highway Code supplied to school children would be useful.

Examples of Typical Cases.

The advice of the Committee has been sought and given in numerous cases including the following:—

Accident in School.—A teacher was injured by apparatus falling upon her but she had accepted compensation of 30/- weekly under the Workmen's Compensation Act until she returned to school; this debarred her from any legal claim for expenses and damages. The Education Committee had promised that the question of allowing her expenses would be sympathetically considered and offered her £50 as an *ex gratia* payment. The N.U.W.T. advised that this was inadequate as a final settlement and later the offer was increased to £100.

Assault by Parent.—A headmistress was assaulted by a parent; there had been previous trouble with parents in the district, which was a difficult one; a summons

was taken out on the advice of the N.U.W.T. but, before the hearing, apologies were tendered and an undertaking given that such conduct should not recur. The summons was therefore withdrawn.

Friction.—A member, on appointment to a school, discovered that an enquiry was to be held by the Education Committee concerning difficulties between the head-teacher and her assistant staff, which had arisen prior to the member's appointment. Her interests were carefully watched during the whole of the proceedings, with very satisfactory results.

Withdrawal of Certificate.—A married teacher was threatened with the withdrawal of her Certificate. She was summoned to the Board of Education, and was very closely questioned on a report from the Authority under which she had served before sending in her resignation on marriage. She was accompanied by a legal representative of the N.U.W.T., whose advice she followed very carefully, with the result that her case was sympathetically treated and the Certificate was not withdrawn.

Dismissal.—The assistant staff in a rural school were given notice that their appointments were to terminate at the end of the summer holidays. There had been friction at the school between the head-teacher and her staff, but this action was taken without any enquiry being held. The Legal and Tenure Committee took the matter up and eventually the member was reinstated in the service and given employment on the unattached staff.

Repairs to School House.—A member in a rural area was forced, as part of her agreement with the Managers, to live in the school house. This was badly in need of repairs and the conditions were militating against the teacher's health. The Managers had, over a considerable period, refused to make the house habitable, so an N.U.W.T. representative communicated with the Education Authority with the result that the necessary repairs were carried out and the house was made healthy and comfortable.

These cases show that those who select the National Union of Women Teachers as their professional organisation may feel confident that their interests will be adequately protected. Members are therefore strongly urged to make the work of the Legal and Tenure Committee widely known to all non-members with whom they may come in contact, emphasising the constant efforts made to improve the status and to extend the opportunities of women, not only in the teaching profession, but in the wider sphere of industrial, professional, social and political life.

EDUCATION COMMITTEE.

The Education Committee for the past year has consisted of Miss G. I. Cottell, B.A., Miss A. Teece, B.A., Miss H. R. Walmesley, M.A., and Miss C. Young, with Miss E. E. Crosby, L.L.A., as Chairman and Miss N. Stewart Parnell, B.A., as Vice-Chairman.

Owing to the operation of the Union's rule requiring the retirement of the senior member of Central Council for one year, the Education Committee lost the valued services of Mrs. E. Tidswell who for many years has been its adviser upon all matters connected with the teaching of Domestic Subjects. It wishes to place on record its deep appreciation of the service she has rendered in this direction.

The new members have brought valuable experience to the work and, during the year, the Committee has had the advice and assistance of a teacher working in a rural area.

The Education Policy of the N.U.W.T.

Over a period of years the Union has built up an Education policy which expresses its views on questions of educational administration, placing special emphasis upon those sections which affect the teaching of girls and young children and the professional status of the woman teacher.

This policy has been shaped in sections as occasion demanded. During the present year the position has been reviewed. The pamphlets previously issued have been revised and now form a series:—

- (a) Nursery and Infants' Schools.
- (b) Junior Schools.
- (c) Senior Schools.
- (d) The Secondary Stage in Education.

Re-organisation.

This series expresses the views of the N.U.W.T. upon the whole process of re-organisation from the nursery school age up to the age of 16 plus and shows how the system could be unified in order to provide for each child the type of education best fitted to the individual need.

Reports from different parts of the country reveal many unsatisfactory conditions arising from incomplete or inadequate schemes of re-organisation. In some areas the process has been made an excuse for economies in buildings, staffing and equipment which have had disastrous effects upon educational efficiency. In order to ascertain the extent of this evil, which is becoming a source of discouragement and disillusionment, a questionnaire has been prepared and sent out to local branches. The replies will strengthen the Committee in its determination to work for a complete system of re-organisation under the conditions recommended in the Hadow Report.

The School-leaving Age.

The success of the Senior School as an integral part of re-organisation has been prejudiced from the start by the failure of the Government to lengthen the school life of the child by raising the school-leaving age. In spite of repeated requests from all sections of the community this reform is still delayed. The National Union of Women Teachers again registers its firm conviction that the school-leaving age should be immediately raised to 15 years with a view to raising it to 16 at the earliest possible moment. Until this is done, re-organisation schemes will fall far short of their possibilities and a lasting injustice will be done to the children concerned.

Education for Peace.

The pamphlet published under this title at the time of the Malvern Conference has had an excellent reception and has formed the basis of much useful experiment during the year. It has been included in the list of peace publications recommended for schools and teachers by the League of Nations Union and is reaching a wide public.

In continuation of its work for peace, the Committee has been represented upon the Education Committee of the League of Nations Union and took part in the Guildhall Conference on the Teaching of International Relations, where the Union was officially represented by the Chairman and Vice-Chairman.

Committee on Road Safety of School Children.

The Education Committee co-operated with the Legal and Tenure Committee in the preparation and presentation of evidence to this Committee. The educational section dealt particularly with the question of Play Streets, the opening of School Playgrounds in the evening, the direct teaching of road safety in schools, and employment of older children as "Safety Patrols" and lessons by police officers in schools.

The Committee urged the importance of providing safe playing spaces for children in every area and suggested some means by which a good road sense might be inculcated during school life.

On the general question, the opinion was expressed that responsibility for the road safety of school children rests primarily upon the persons who use the road and not upon the child.

The Training of Teachers.

In view of the present situation and the necessity for every teacher to be trained for the type of work to be done in the schools, the Committee has pressed forward its policy in this direction. It is convinced that recent changes in educational administration and teaching methods call for a complete revision of the system of training. With this end in view, it has carefully revised its policy upon the training of teachers and is arranging to discuss that policy with different groups of people concerned.

At a time when trained teachers are failing to find employment, it considers that there is no justification for the fact that, on 31st March, 1934, there were 6,291 Supplementary Teachers in charge of classes.

The replacement of unqualified persons by those who are fully qualified and trained for their work can only be achieved by an extension of the facilities for training. For this reason we deplore the fact that nothing has been done during the past year to remove the limitation upon the number of students admitted to Training Colleges.

Education in Rural Areas.

The majority of the 6,291 Supplementary Teachers are employed in rural schools. While this condition prevails, the standard of rural education must fall far below its possibilities. In the pursuit of its policy, that the standard of education provided for the children of rural areas shall be in no way less than that for the urban child, the N.U.W.T. has continued to press this point of view upon every occasion. It welcomes the recent public statements of the President of the Board of Education upon the subject and the attention it is receiving from the Women's Institutes, believing that public opinion will eventually bring about this essential reform.

Standard of Staffing.

The Committee has been much concerned by the rigid attitude of the Board of Education in fixing staffing establishments. It considers that teachers are now available to allow for a reduction in the size of classes and that this reform is essential to educational progress. The policy of dividing the number of children in an area by the number recognised by the Board as the size of a class takes no account of the individual circumstances of the school, neither does it allow for the correct classification of children within the age group. This policy is destroying the main purpose of re-organisation, which is to limit the age range within the school in order to provide opportunity for classification according to ability.

The treatment of the backward group, admittedly one of the outstanding educational problems, can only be properly undertaken when schools are sufficiently well staffed to make it possible to teach these children in small classes. We reiterate our firm conviction that the only solution for this problem lies in a more generous standard of staffing.

Craft Teaching in Schools.

The extension of craft teaching in all types of schools is raising new problems relative to the provision made in building and equipment for the correct teaching of craft and to the training of the craft teacher. The N.U.W.T. has been represented during the year on the Committee of Enquiry set up by the Educational Handwork Association (Association for the Development of Modern School Practices) by Miss H. R. Walmesley, M.A., to whom it is indebted for several valuable reports.

School Buildings.

The Committee has been concerned to discover that, on 31st March, 1934, there were still 1,174 schools on the Black List in spite of the fact that the Government has been pursuing a policy of Slum Clearance. In addition to these, there are many others throughout the country where teachers are attempting to meet modern educational needs in buildings providing no modern facilities. In order to educate public opinion on the pressing need for an active policy in school building and reconditioning,

the Committee has revised its former memorandum on School Buildings. This sets forth the type of building considered necessary for Nursery Schools, Infants' Schools, Junior Schools, and Senior Schools.

The Future.

The educational work of the Union is progressive and constructive. It is carried on by a group of people all actually engaged in teaching, people who are face to face with current problems in the daily round of the school. It has been fortunate in having the collected experience of members working in different types of educational institutions and has, therefore, been able to correlate this experience and discover ways by which these institutions can be linked together to make a perfect whole. It has been greatly assisted in this work by the information sent from all parts of the country in reply to questionnaires on various topics. To those who have so generously responded, it records its sincere thanks, believing that such ready co-operation will help forward the process of permeation of ideas by which all great movements extend.

It believes that in the right kind of education lies the future hope of the world, that women as a body have a tremendous part to play in forming and directing the educational policy of this country and of the world, and it is proud to think that the National Union of Women Teachers has provided means by which this may be done.

ORGANISATION AND GENERAL PURPOSES COMMITTEE.

The Organisation and General Purposes Committee consisted this year of Mrs. F. E. Key (Chairman), Miss A. McMillan (Vice-Chairman), Miss D. J. Aickman, Miss S. M. Burls and Miss B. M. Pearson.

The reports on the Organisers' work, Central Council Members' visits to Branches and County Associations and on visits to Training Colleges have continued to receive careful attention month by month. The Committee has also considered means of securing a better feminist press and, in doing so, has concentrated largely on the questions of Equal Pay and Equal Opportunities.

Restoration of the "Cut".

Believing that the cuts in the educational service were both unjust and unnecessary, the N.U.W.T. continued the campaign to secure complete restoration of the economies effected as a result of the 1931 crisis. A deputation again visited the Board of Education for the purpose of expressing the views of the Union upon this question and, subsequently, it was learnt that, as from July 1st, the scales of salaries for teachers would no longer be subject to the 5 per cent. deductions. Although this belated act of justice to teachers is welcomed, attention is drawn to the fact that the education service is still being hampered by the tide of "economania" which, notwithstanding the hopes expressed by Mr. Herwald Ramsbotham as long ago as January, 1934, has not yet fully receded.

Equal Pay Campaign.

In an endeavour to give a lead to members in implementing the resolution by which the last Annual Conference pledged itself to an active campaign which shall not cease until the demand for Equal Pay for Equal Work has been met, the Organisation and General Purposes Committee has drawn up and put into action a very carefully considered plan of campaign.

General Publicity.—Public meetings on Equal Pay have been held in various centres, including Manchester, where a very successful meeting organised by the Lancashire Parliamentary Committee in February, was followed by an open air demonstration at Platt Fields in October; Leeds, for which the Yorkshire County Association was responsible, Birmingham, Lincoln, Torquay, Bristol, Tamworth, Maidstone and London. The public meetings have been preceded by press campaigns, staff meetings, district meetings held in conjunction with other women's organisations, and in various other ways, and there is evidence of an awakening consciousness in the general public to the equity of the claim for Equal Pay for Equal Work.

Branches have been advised to send deputations to the Local Education Committees asking them to take steps to ensure that any revision of salaries embodies the principle of equal pay for men and women teachers of the same professional status. A memorandum on the general question has again been issued this year and circulated to all Local Education Authorities and, in this connection, we are glad to place on record appreciation of such resolutions as that passed by the Walthamstow Education Committee, viz. :—

"That this Committee urge the Government to recognise, for grant purposes, the payment of women teachers on the same scale as men."

Debate on Adjournment of the House.—When information was received that the question of Equal Pay in the Civil Service was to be raised in the debate on the Whitsuntide Adjournment of the House of Commons, steps were taken immediately to support that demand and to ensure that the case for the teaching profession was stated. Branch Secretaries and individual members of the Union wrote to their Members of Parliament urging them to be present at the debate and a number of useful replies were received from supporters in the House.

Parliamentary Committees.—At the beginning of the year, the Organisation and General Purposes Committee again reviewed the Union's machinery for undertaking political action. The importance of setting up Parliamentary Committees in the localities was stressed anew and members were urged to read Hansard (Parliamentary Reports) so that they would be informed on all references made in Parliament to matters affecting women teachers, both as educationists and as feminists. Where the advice has been followed, it has been possible for an immediate approach to be made to Members of Parliament, either supporting or protesting against action taken in the House of Commons, and there is a growing appreciation of the political acumen of the N.U.W.T.

A General Election Questionnaire, for completion by candidates, was prepared and widely circulated. As on previous occasions, the replies will be filed at Headquarters after the Election for reference during the life of the next Parliament.

Health of Women Teachers.

In view of the fact that speakers on the question of Equal Pay have been challenged on the alleged greater incidence of sickness among women in employment, points for refuting the implications have been prepared and are available in the Office for the use of members.

General Propaganda.

There has been evinced a desire to hold propaganda meetings in districts outside those at present covered by branches of the Union. The N.U.W.T. has been glad to meet this need wherever possible and useful meetings have been organised on such questions as headships of mixed schools and the employment of married women teachers.

"THE WOMAN TEACHER."

"The Woman Teacher" has been produced fortnightly during 1935, except during August, when only one issue was published. The Board of Management, consisting of the Editor, the General Secretary, the Financial Secretary, Miss E. E. Crosby, L.L.A., Miss C. Neal, L.L.A., Mrs. Key, Miss M. Byron (Press Secretary of the London Unit), and each of the Organisers in rota, has met each term to decide the policy of the paper. As the National Union of Women Teachers was making a great drive forward for Equal Pay, it was decided to devote considerable space in each issue to some aspect of the question.

All the contributors of the regular features—of Watching Brief, Searchlight, Highways and Byways, General Secretary's Notes and Leading Articles—have dealt with the many implications of economic equality between the sexes and with the obstacles put in the way of its realisation, and other writers have contributed useful articles on the subject.

Full reports have been given of the impressive Equal Pay Demonstrations held in various centres in the country.

The most interesting issue of the year was the special Souvenir Number with yellow cover, published to commemorate the opening of 41 Cromwell Road as the new Headquarters of the Union. The object was to make this issue a short record of the achievements of the N.U.W.T. up to the present time and an interesting description of its premises, as well as a document providing inspiration to members to go forward in the ideals which brought the N.U.W.T. into existence. Numerous photographs of the building and the rooms were printed and portraits of the officers at the time of opening were included. The articles dealt with the work of various departments—Finance, Legal and Tenure, Education and Organisation Committees, the Funds, and "The Woman Teacher". A list of Pioneer Members, a message from the President and a description of the opening functions were added while the General Secretary contributed an historical article on "Building the National Union of Women Teachers".

The Air Raid Precautions Circular, issued by the Government in the summer, caused consternation among workers for Peace. The task of "The Woman Teacher" was to examine the proposals in a scientific manner and to inform members of the true facts of the case. Accordingly, certain critical articles and a detailed report of the speech given in July under the auspices of the N.U.W.T. by Dr. Bernal, were printed and, following the July Central Council Meeting, the resolutions sent to the Government and to Local Councils were given prominence, and a coloured supplement gave the statement of the Central Council on the futility of any Air Raid "Precautions". This prominence given in our pages to the question of Peace needs little explanation to members. Ultimately, the Peace Movement and the Women's Movement are one. It is because war-making became the highest aim of the organised State that women were forced into subjection. Women cannot realise their true dignity until the war convention disappears and, conversely, Peace will never be realised until those qualities, and arts, often described as "womanly", are valued above the more brutal ways.

In November, "The Woman Teacher" contained a four-page Conference Supplement with photographs of Weymouth, invitation to Conference, an article on the N.U.W.T. policy concerning Rural Education by Miss Crosby and one on the Social Aspect of Conference by Miss E. Fisher. At different times during the year articles to popularise the Funds (M.A.F. and P.S.F.) have appeared from the pen of Miss Burls, and many Central Council members have written book reviews. Central Council Reports have been written by Miss Jones.

During the illness of Miss Neal, Miss Phipps and Miss Jones have contributed Searchlight paragraphs, and Miss Phipps has written several articles on N.U.W.T. principles.

Thanks are offered to all these writers and to members of the Board of Management who have given generous contributions to the journal. Many members have expressed individual appreciation of the propaganda value of the paper. All can help by using the material offered in order to convert others to our aims, by securing a place for "The Woman Teacher" in their local libraries, and by obtaining new advertisements and patronising existing advertisers. All journals live largely on their advertisement revenue, and an advertisement gained, or retained, is increased revenue for use in spreading the message of the N.U.W.T.

FUNDS.

It has always been the pride of the National Union of Women Teachers that, while affording a medium by which women teachers can work for their educational, professional and equalitarian ideals, they are able to offer to members subsidiary benefits similar to those which are such valuable recruiting agencies for the mixed organisation. The Central Council once again place on record their high appreciation of the devoted work of the Officers, Boards of Management and Local Secretaries of the Funds, whose specialised work has made this claim possible.

Provident Sick Fund.

During 1935, the Board of Management has been composed of Mrs. F. E. Key (Chairman), Miss G. Harbott (Vice-Chairman), Miss B. N. Isaac and Miss A. Jones, L.L.A. (Trustees), Miss A. H. Moss (Hon. Treasurer), Miss S. M. Burls (Hon. Secretary), Miss R. Boniwell (London Unit), Miss L. Farley (West Ham), Miss B. Masters (Tottenham), Miss F. Rankin (Southend-on-Sea), Miss G. Richmond (East Ham) and Miss L. E. Stone (Ealing). In addition to Mrs. Key, the Central Council was represented by Miss B. M. Pearson and the General Secretary.

The Board has met on the second Tuesday of each month except during August.

This year the usual offer to send a speaker on the P.S.F. to every Branch has been suspended. The Board decided instead to arrange an all-day Conference of P.S.F. Secretaries and this was held on Saturday, April 6th, at the Royal Hotel, Upper Bedford Place, London. Delegates from all the County Associations, from 90 per cent. of the Branches and from the sub-divisions of the London Unit attended the Conference and were addressed on various aspects of the Provident Sick Fund. The Board were gratified to learn that the delegates had found the first national Conference of Provident Sick Fund Secretaries stimulating and helpful.

The Balance Sheet signed by the two Auditors, Mrs. Cook (London) and Miss Wise (West Ham) will be presented to the Annual General Meeting at the Weymouth Conference. It is satisfactory to note that the Reserve allocated, 14/- in the £ in the Sick Benefit Section, and 6/9 out of 10/- in the Medical Benefit Section is, as in previous years, slightly higher than that allocated in the T.P.S. It is also noteworthy that in a year when it is practically impossible to find new investments which pay adequate interest, the P.S.F. is able to continue paying 3 per cent. on members' Reserves and Deposits. We owe this satisfactory position to sound investment and careful husbanding of resources in the past by the Trustees and the Treasurer.

This year we are again able to report the enrolment of a larger number of new members than that recorded in 1934. This steady rise in membership has made it possible to increase the clerical staff and to rent adequate office accommodation at the new Headquarters. The establishment of an Equipment Fund has furnished the office with various additional amenities which have been added to by the generosity of a member of the Board.

In view of the fact that members who originally joined the Ordinary Section nominated their legal representative under such conditions that the sum due to him or her would be a small one, whereas the sum payable to such representative under the Sick Benefit Section might be quite large, the Board deemed it wise to give all those members who were transferred to the Sick Benefit Section on the closing of the Ordinary Section, the opportunity of affirming or altering their original nomination. These new nominations have been filed with the original application forms of the members concerned.

The Board wishes to place on record appreciation of the work done for the Fund by the local secretaries and by the auditors and those who assisted them during the busy months following the close of the financial year.

Every member of the Board is keenly interested in the steady growth and development of the Provident Sick Fund, but the Board realises clearly that all its efforts would be stultified if it were not for the enthusiasm and interest shown by all those who act as propagandists locally and keep Headquarters in touch with local feeling and local needs.

Mutual Aid Fund.

The following members have constituted the Board of Management of the Mutual Aid Fund during the year 1935. Miss A. Chamberlain, Chairman (Acton); Miss N. I. Patmore, Vice-Chairman (East Ham); Miss F. E. Blake, Hon. Secretary (London); Miss M. A. Sims, Hon. Treasurer (Tottenham); Miss D. J. Read, Hon. Assistant Secretary (London); Miss S. M. Burls, Central Council; Miss D. A. Griffin, B.A., Central Council; Miss A. McMillan, Central Council; Miss E. E. Froud, General

Secretary; Miss A. Jones, L.L.A., Financial Secretary, and the following members of the Committee:—Miss A. J. Brewer (Leyton), Miss M. M. Dunn (Tottenham), Miss M. Hughes (Birmingham), Miss H. A. Newman (Southend), Miss L. E. Stone (Ealing).

The Seventeenth Annual Meeting of the Mutual Aid Fund was held at Malvern, on Thursday, 3rd January, 1935.

The past year has been an expensive one for the Mutual Aid Fund. Each month has brought its quota of requests for assistance from all parts of the country, and financial help has been given in the form of loans, grants or allowances in approved cases, of which the following are typical:—

Mrs. A., with a daughter dependent upon her, met with an accident which involved very heavy expenses. As she had been unable to save and had no relations to help her, she applied to the M.A.F.; she was given a grant and offered a loan which she gladly accepted.

Miss B. is a young teacher who, since leaving College, has been supporting an invalid mother. She has also had to refund a sum of money each month to her Education Committee so that, when her mother was eventually removed to an Infirmary, Miss B. found herself in grave financial difficulties. Upon application to the M.A.F. she was given a grant and also offered a loan.

Miss C., a member of the M.A.F., asked for a loan of £30 to enable her sister to go to College since the Education Committee offered a loan of £60 instead of £90 which she had expected and, unless she could obtain the extra £30, she would be unable to go to College. This loan was granted.

The "Grant Cases" are even sadder than the "Loan Cases" for a member who applies for a grant can see no chance of repaying that money in the future. During 1935 a number of members have been obliged to apply for grants, the sum allowed varying according to the individual need. Three typical cases may be quoted:—

Miss A. has an aged father and delicate sister dependent upon her. She is the sole support of the home with heavy expenses, both medical and domestic. Unable to meet all her claims, she applied to the M.A.F. and was given a substantial grant.

Miss B. has had frequent illness for several years. Her expenses amounted to a large sum when she was again ill. Having no money to meet her liabilities, she applied to the M.A.F. and was given a grant to meet these.

Miss C. was in hospital and the doctor's and hospital fees were very heavy. Her doctor was doubtful whether she would be able to return to work and her salary had ceased. The M.A.F. made her a weekly allowance while she was in hospital.

If it had not been for the Mutual Aid Fund these members, together with the many cases we are unable to quote, would be in still deeper difficulties. It is due to the generosity of members and the interest and hard work done by Branch Secretaries and School Collectors that the M.A.F. is able to help so readily.

The following extracts from letters received show how much the M.A.F. is appreciated:—

(a) "I wish I knew how to express my heartfelt and grateful thanks to the M.A.F. for the help they have given me—words seem so inadequate. I shall never forget the kindness with which they came to my help when I needed it."

(b) "Thank you so much for the cheque for Miss — received this morning. I think it is most generous and splendid of the M.A.F. to give such fine help to one of its members who has only subscribed to the Fund for such a short time."

(c) "I am more grateful to the M.A.F. than I can state in words, so shall have to prove my gratitude. Your generous gift and loan will help me out of a very tight corner and the relief is wonderful."

(d) "I was so astonished to receive your letter and cheque that I am afraid mere words of mine cannot express the deep gratitude and relief to know that I can go on again, for that is just what it means. Please convey to the Board of Management my thorough appreciation of their great kindness. It is something to know that there are such friends in need."

This year the Panel of Specialists has been revised and Branch Secretaries supplied

with up-to-date lists. Introduction Cards to consult specialists, at reduced fees, are constantly in demand, and so also is the M.A.F. Bed at the South London Hospital.

Our thanks are extended to every member of the Mutual Aid Fund and especially to those Branches which have made special efforts during the year to augment the funds by organising Sales, Whist Drives and Dramatic Performances.

We also gratefully acknowledge the very handsome clock given to the office by the West Ham Branch in affectionate remembrance of Miss Widdicombe, the first Chairman of the Mutual Aid Fund, in appreciation of her life and work.

Old Guard Fund.

Miss E. V. Pringle has, with her usual interest and sympathy, continued to administer the Old Guard Fund. During the year the number of beneficiaries has been reduced by one. This was the case mentioned at the last Conference of a pensioner who was blind, deaf and so crippled with rheumatism that for years she had been entirely dependent upon the care of her aged mother who died last year.

Following the advice of Miss Colwill, information was sought from the Relieving Officer of the district. After her mother's demise, our pensioner was unable to obtain proper care and attention and was admitted to the Infirmary, suffering from mental debility. She needs no further help from the Old Guard Fund but there are others who continue to require our assistance. Of these—three are over 90, and six are over 80 years of age. Our oldest pensioner is 93 this year.

Miss Pringle appeals to every member of the N.U.W.T. who can possibly do so to promise an annual subscription to the Old Guard Fund so long as the need for it exists.

Insurance and House Purchase Scheme.

The Insurance and House Purchase Department, under the experienced direction of Miss Marion Ffrench, shows a steady increase in the amount of business transacted.

The Endowment Policy, which enables members to provide for Earlier Optional Retirement or to accumulate a sum of money for a special purpose, has been especially popular. The exceptional benefits offered by the Union's House Purchase Scheme have made it possible for those who wished to become house-owners to obtain the purchase money without risk of financial loss in the case of death before repayment is completed; this is a very important point for members who have others dependent upon them.

Fire, Burglary, Motor Car and Cycle Insurances have also been in great demand and, through the Comprehensive Householder's Policy, insurance against accidents to employees, fire, burglary, etc., have been effected for a very small premium.

The wide range of policies available ensures that all the requirements of members can be met and those who have not yet taken advantage of the excellent terms obtainable under the N.U.W.T. Scheme are recommended to consult the Union's competent Insurance Secretary.

CO-OPERATION WITH OTHER ORGANISATIONS.

The two most vital questions with which the country has been faced in recent years have been peace and unemployment. The Union's co-operation with other organisations on various aspects of the peace question has been detailed earlier in the report; and, on the second matter, tribute is due to the Open Door Council for the vigilance with which they have watched any attack on the right of women to earn. The N.U.W.T. has remained affiliated to this body and has supported it in every possible way.

As was anticipated, the attacks on women workers have continued on the entirely unwarranted assumption that, if women ceased to be employed, unemployment would be lessened. At the instance of the Open Door Council, protest was made to the International Labour Office against a petition from the International Federation of Christian Trades Unions suggesting, as methods of reducing unemployment among young

workers, that there should be regulation of married women's employment and the prohibition of any replacement of male labour by female labour.

Support was also given to the Open Door Council in the endeavour to obtain a reversal of the decision of Westminster City Council that women employees should be dismissed on marriage.

The National Association of Women Civil Servants have this year intensified their equal pay campaign. At the outset, an all-party meeting of Members of Parliament was held in the House, under the Chairmanship of Major Hills, to consider "Equal Pay in the State Service and its Relation to the Employment of Women in Industry". By request of the Association, individual members of the N.U.W.T. wrote to their M.P. urging attendance at this meeting.

Through the Women's Advisory Council on Indian Questions the N.U.W.T. sent greetings to the All-India Women's Conference and wished them success in their endeavour to secure "a greater measure of suffrage and eligibility". An appreciative reply was received.

Representation has been retained on the Committee set up by the Educational Handwork Association to report upon the provision of facilities for craft teaching, the Union's representative serving upon the sub-committee on the Training of Handicraft teachers.

Affiliation to the British Social Hygiene Council has been continued and it was a great pleasure to the Central Council that Miss E. Cooper, L.L.A. (who was the Union's representative on the Council for many years) was invited to speak at the Seventh Imperial Social Hygiene Congress on the attitude of parents to the teaching of biology.

Societies (apart from those already mentioned) to which the N.U.W.T. has remained affiliated include the Nationality of Married Women Pass-the-Bill Committee, Equal Rights Committee, Six Point Group, Rural Reconstruction Association, the Education Committee and Women's Advisory Committee of the League of Nations Union, Open Door International, Women Peers' Committee, International Congress of the Teaching Profession against Economies, War and Fascism and the Advisory Cinema Education Council, while a representative has been appointed to the newly-formed National Council of Recreative Physical Training.

Bodies to which the N.U.W.T. is not officially affiliated but where, by means of liaison officers or other means, close co-operation has been maintained, include the National Peace Council, the National Cinema Enquiry Committee and the National Conference of the Teaching Profession against War and Economies.

In addition, official representatives have attended meetings and Conferences called by such organisations as the Women's Freedom League, which held a most useful Conference on "Women's Demands at the General Election", the British Commonwealth League and the Association for Moral and Social Hygiene, when the subjects have had a bearing upon the work of the N.U.W.T.

LOCAL ACTIVITIES.

Throughout the report references have been made to the support given by local associations, in response to various requests from Headquarters, and it is this ready co-operation that is one of the most valuable assets of the Union. An increasing number of Parliamentary and Press Committees ensure that the views of the Union on any specific subject are placed before the general public on the one hand and the representatives of the people on the other. Similar tactics have been adopted on such questions as headships of mixed schools: memoranda or deputations have been sent to Local Education Authorities and this action has been followed by open meetings, at which publicity has been given to the N.U.W.T. claim that the headships of all mixed schools should be open to men and women alike and the best candidate appointed, irrespective of sex.

Another matter to which great prominence has been given in local associations is equal pay, and thanks are due to those branches which have organised deputations to their authorities, and also to those who have been responsible for organising the series of open meetings held in recent months.

Lectures and meetings on a great variety of subjects have been held during the year and there has also been a number of refresher courses and educational conferences at which Local Inspectors or His Majesty's Inspectors and other experts have spoken.

Country Dance courses and lecture demonstrations have been held; visits to new school buildings have been made and dinners, theatre parties, and dramatic performances have been organised, while ingenuity has been exercised in raising funds for N.U.W.T. and local charities and also for the House Furnishing Fund. An innovation for the Union has been the holding of Mock Trials, produced by the Union's Assistant Standing Counsel, in which legal men and women have kindly taken part; a signal success being the trial as to whether a wife has the right to leave her husband!

Members have continued to serve as teacher-representatives on Local Education Committees and on Consultative Committees, and branches have co-operated with other organisations by appointing representatives to serve on Committees working on questions in accord with the Union's principles. Thanks are due to retired members who help so splendidly in work from which active teachers are frequently debarred owing to the school hours.

Once again the Central Council place on record their appreciation of the loyalty and persistence with which local associations and individual members respond to the calls made upon them in the endeavour to widen the scope of the Union's activities.

CONCLUSION.

Each phase in the development of society brings its inevitable psychological reaction in the individual. Just as the years from 1914 to 1918 induced a carelessness of life and of the moralities superimposed by civilisation, since the insecurity of living induced a desire to enjoy the passing moment to the utmost, so the insecurity of livelihood to-day is engendering a deep despair and hopelessness in the minds not only of those who are themselves unemployed, but in others who may become so and among those who are striving for the improvement of the social and economic system.

In the face of the dangerous situation both at home and abroad, there may be some people who feel that all energies should be devoted to the settlement of the two great questions of peace and employment but the National Union of Women Teachers maintains that neither of these problems can be solved satisfactorily until woman's equality with man is recognised and established. Hence, the N.U.W.T. has, throughout the year, persistently carried on its propaganda work for education and for equality, believing that, by securing an extension of educational facilities so that each individual has the opportunity of full and free development, and by establishing right conditions of work in the teaching profession, the N.U.W.T. is making an essential contribution towards those reforms which are imperative if peace and order are to be restored, nationally and internationally.

Sir Oliver Lodge has said: "We ourselves are a part of the agencies for good or evil: we have the power to help or to hinder, to mend or to mar, within the scope of our activity. Our help is asked for; lowly as we are, it is really wanted, on the earth here and now." Members of the National Union of Women Teachers fearlessly accept this individual responsibility and are determined to do their share, within the scope of their activity, towards establishing a new world order on fair and equitable lines.

Signed, on behalf of the Central Council,

ETHEL E. FROUD,

General Secretary.

Another matter to which great prominence has been given in local organizations is equal pay, and this is one of those issues which have organized committees to take up. These committees are also those who have been responsible for organizing the series of open meetings held in recent months.

Last year an meeting on a great variety of subjects have been held during the year and there has also been a number of research courses and educational courses. It is a fact that in the past few years the number of teachers and of experts have been very large. Many of these courses have been held in the past few years and have been very successful. The fact that the number of teachers and of experts have been very large is a fact which is well known to all. The fact that the number of teachers and of experts have been very large is a fact which is well known to all. The fact that the number of teachers and of experts have been very large is a fact which is well known to all.

CONCLUSION

Each phase in the development of society brings its inevitable psychological reaction to the individual. It is the duty of the individual to meet this reaction in a way which is in accordance with the principles of civilization. It is the duty of the individual to meet this reaction in a way which is in accordance with the principles of civilization. It is the duty of the individual to meet this reaction in a way which is in accordance with the principles of civilization. It is the duty of the individual to meet this reaction in a way which is in accordance with the principles of civilization. It is the duty of the individual to meet this reaction in a way which is in accordance with the principles of civilization.

The Oliver Lodge has said: "We ourselves are a part of the agencies of good or evil. We have the power to do good or evil, and it is up to us to choose which we will do." This is a statement which is well known to all. It is a statement which is well known to all. It is a statement which is well known to all. It is a statement which is well known to all. It is a statement which is well known to all.

STUART E. ...
General Secretary