



R. COLL. U.

1857



B 157

Booth, Life and Labour 1902-3

Second Series

Vol. IV. Part I.

Chap. VI: (literature and) education.

interviews
etc.



M 420

Index to Books

[i]

Page.	Name	Society &c.
1.	J. H. Yocell M.P.	Secretary: National Union of Teachers.
8	Gantrey	Metropolitan Board of Association
11	Rev J S. Brownrigg	National Soc: for Promoting Education of the Poor
15	Societies & Associations	
17	No. of Board School Teachers.	
18	No. of Children in Board Schools	
19	Salaries of Teachers (L.S.B.)	
21	Queen's Scholarship Exam No Passed.	
22	Teachers Trained & Untrained in L.S.B	
23	Society of Schoolmasters	
24	Mr Bruce	M.L.S.B. Lyube Hall.
30	College of Preceptors Bloomsbury Square W.	
31	British & Foreign School Society ✓	
34	Teachers Guild of Gt Britain & Ireland ✓	
36	Catholic School Committee	
37	Wesleyan Committee of Education.	
41	Governesses Benevolent Institution 32 Sackville St W	
43	Assistant Masters Association	
48	J.C. Horrobu	M.L.S.B

Index. Cont

[ii]

- 51 Notes on Report of Royal Commission on Secondary Education
- 64 School Board for London. Superannuation Scheme.
- 65 Hornerton Under-educational Training College ✓
- 66 G. Brown. Principal of St. John's College, Finsbury Park. U.
- 73 Further notes on report of Royal Commission
- 76 Salaries of Assist. Masters in Secondary Schools
- 77 Pension Schemes for Secondary Teachers

- 81. Summary of Schools
- 83 Number of Teachers with Salaries employed by L.S.B.
- 84 R. Commission - opinion as to salaries of Secondary Teachers, deficiency of girls schools, & control of Secondary Education
- 86 R. Commission - Notes on evidence as to Training, Examination, &c.
- 88 - " - " - " - cost of training - registration
- 91 ~~Agencies~~ - Salaries of Masters - Dismissal - &c. of pupils in London Secondary Schools
- 101 Literature: Interviews with.
- 102 - " - " - Societies.
- 103 Incorporated Society of Authors.
- 92 Girls Public Day School Company
- 104 Salaries - Journalists

1.
Mr J. H. Toxall M.P., Secretary National Union
of Teachers, 71 Russell Square, W.C. Feb. 3. 96.

The National Union founded in 1868
contains 33,500 members, of whom 7,000 are in London.
It is a central union of between 400 & 500
local associations, which are in turn in many
instances grouped into ^{district} unions. Each
association pays an annual fee of 7/- per member to the
central union, & in cases where there is no local
association teachers may join the union direct
for an annual subscription of 10/6. Persons who
join within 6 months of their becoming qualified
as teachers pay no entrance fee; others pay 5/-

The stated objects of the union include the
~~protection~~ generally of the interests of teachers, the improv-
ement of education by raising the qualifications &
status of teachers, direct representation in
Parliament & a government scheme of superannuation
for certificated teachers. Legal assistance & general
professional advice are given to members & support
afforded to any who suffer in defence of professional
rights or position. There is also a benevolent fund

2.
from which an annuity of £25 or £30 is granted to some 50 aged or incapacitated members, & there are two orphanages, one at Peckham Rye for boys, & another at Sheffield for girls, each having accommodation for about 50 children.

In addition to this over a hundred orphans (children of deceased members) receive allowances of 5/- a week at home.

Training: Candidates for the office of pupil teacher must possess certificates of good health & moral character, ^{must} have passed standards ~~V & VI~~ & be not less than 13 years of age. They may be required to serve a short period of probation, & then, if accepted, ^{commence} enter upon a four years apprenticeship as pupil teachers. They then ^{enter} try for the Queens Scholarship examination & if they pass sufficiently high in the list are entitled to go to a training college for 2 or 3 years. If they subscribe to the tenets of the Church of England, Roman Catholics or Wesleyan ^{or} denominations, they may go to the colleges belonging to those bodies, but if not they must take their chance at one of the limited number of non-denominational colleges. The following is a list of the colleges in London.

National Society — —
 National Society — —
 Catholic Poor School Committee —
 Brit. & Foreign School Socy — —
 Wesleyan Committee of Education —

Home & Colonial School Society —

National Society — —
 Wesleyan Committee of Education — —
 B. & F. School Socy — —
 Catholic Poor School Committee —

For Masters:-

Residential	Battersea	} Church of England
	Chelsea	
	Hammersmith	Roman Catholic
	Borough Road	Unknown!
	Westminster	Wesleyan
Day Colleges	Kings College	} Unknown!
	University College	

For Mistresses.

Residential	Crays Inn Road	} Church of England.
	Tottenham	
	Whitlands	Wesleyan
	Battersea	Unknown!
	Stockwell	Roman Catholic
	Wandsworth	

On entering a residential college, a fee, sometimes amounting to 25gs, has to be paid & the student must find their own books, but board & lodging are provided. Having passed the certificate exam in either first second or third class, the student serves a probationary period ^{in an elementary school} of about 18 months to 2 years, & including 2 govt. exams of the school, & then becomes entitled to a

4

parchment certificate as a teacher. So that altogether about 8 years are occupied in training, during the first $4\frac{1}{2}$ of which the student will receive a small salary as pupil teacher, whilst in the last 2 years also money will be earned as probationer.

A large number of students are not able to go to college either because they do not pass sufficiently high at the qualifying exam or because there is not room for them in the undenominational colleges & they do not like to enter a denominational one. In 1894, 11038 candidates passed the Queens Scholarship examination successfully, but only 3469 entered residential training colleges & 885 day colleges. Of the remainder the great majority continued as assistant teachers, studying for the certificate exam in their leisure time. In 1894, 1412 students who had been to college & 2007 who had not, passed this examination. Those who do not receive college training may defer taking their certificate for 4 or even 6 years. can try 3 times

^x in the case of the L.S. B. & several provincial Boards,
been at a Training college for 2 years, &
have

5
In order to become head teachers candidates
must as a rule have ^x passed in the 1st or 2nd
divisions, but those who have passed in the
3rd class may become head teachers in
the limited number of small schools (chiefly
rural) in which there are no pupil teachers,
they are not qualified to train pupil teachers.

Students who have passed the Queens
Scholarship examination may receive
^{certificates permitting them to take charge of}
provisional schools which have less than
60 children, but this only holds good until
the completion of the 26th year of age, by which
time they must have got the ordinary
teachers certificate or be classed as
ex-pupil teachers at small salary. University
graduates in arts or sciences & persons over
18 who have passed certain minor university
exams - such as the Oxford & Cambridge
senior local, University of London Matriculation
or St. Andrews B.A. for women - may become
assistant teachers without having acted
as pupil teachers; after 12 months service
in a public elementary school they receive

If this is basis of H.S. it
shows more spent but not
necessarily higher salaries. There
may be more teachers

6
provisional certificates, but they must
pass the usual certificate exam before
becoming properly qualified.

Duties:- Pupil Teachers spend part of their time
in teaching, & part in study. Assistant
teachers, many of whom are certificated, take
charge of a class, whilst head teachers have charge
of the whole school & sometimes take a class also

Salaries:- In London Board Schools, salaries are
about 40% higher than in Voluntary schools (See
School Management Report for actual
amounts L.S.B.) In Board Schools the salaries
for year ending August '94 averaged £2.11.11/2
per scholar, & in voluntary schools £1.12.1 3/4 per
scholar.

The total cost of education was in Board schools
£3.6.5 & in voluntary schools £2.5.0 3/4, so that
nearly the whole of the difference between the two
is represented by salaries. The voluntary schools
got 4/4 per scholar in school pence & 10/1 3/4 in
voluntary contributions. The schools got from
rates £1.5.2. The grant was much the same
in each case.

7
Superannuation. In 1847 the Education Dept resolved to give retiring allowances to elementary teachers to the extent of about $\frac{1}{3}^{\text{rd}}$ of their salaries. In 1862 this minute was cancelled, but some years later Parliament regarding this as a breach of faith, restored it to all teachers appointed prior to 1862. The amount allotted for this purpose is £11665 per annum, & to this £340 may be added by special grants. The maximum number of ^{pensioners} ~~persons~~ receivable is 36 at £30, 197 at £25, & 283 at £20. This is not sufficient to provide for all who are entitled to it. Teachers appointed since 1862 receive no pension from the state.

Holidays: - Usually 6 or 7 weeks in the year - fortnight at Xmas, one week at Easter, & 3 or 4 weeks in July.

8

W. Gantrey: Secy Metropolitan
Board Teachers Association
3. Tudor Street. E.C.

This Society was founded in 1872, & is strictly confined to certificated teachers in the service of the London School Board. It has about 6100 members, of whom 1100 are head teachers & 5000 assistants. There are about 1250 head teachers & 7000 assistants in the Board's employ. Most of the members belong also to the "N.U.T.", but the two bodies are quite distinct. The object is to ascertain, represent & support the opinion of teachers under the School Board for London upon all matters affecting their work & interests, & for the promotion of social intercourse. Publish a monthly organ called the "Board Teacher" which is sent free to members. Subscription of members is 3/6 per annum. No financial benefits.

W. G. corroborates particulars as to training supplied by Mr Foxall, but says that non-

certificated teachers are nearly all employed in the rural districts. Nearly every teacher under the L.S.B. has passed the certificate exam in either the first or 2nd divisions, & is certificated or under probation. There are probationary pupil teachers, being those on trial for engagements as P.T's.

The L.S.B. has about 2000 p'ts, who spend half their time in teaching, & the other half in being trained at the 12 pupil teachers' centres. At each of these centres, there is a staff of superior teachers, including several who have taken University degrees. On Saturdays the whole of the p'ts go to these centres, & the regular staff are assisted by some of the ordinary elementary school teachers, who are paid extra for this.

In the voluntary schools the p'ts must teach during all the school hours & train in their leisure time. But the Church of England schools are introducing a system of evening & Saturday centres for p'ts.

Pupil Teachers in voluntary schools are

10.
generally taught by the head master, but any certificated teacher of 1st & 2nd division is qualified to teach them.

The L.S.B. allows Pupil Teachers from voluntary schools to attend their centres, if there is room, on payment of a small fee. On passing their certificate exams, teachers have little difficulty in getting a situation as the supply hardly equals the demand, especially for certificated mistresses. Usually the students go direct from the training colleges to a situation, & an arrangement existing between the schools & the colleges. The L.S.B. employ specialists in science, art, cooking, laundry work & housewifery, at certain centres, & to these children are sent from the schools in the surrounding locality. The science & art teachers hold certificates from the Science & Art Dept, whilst the other specialists (cooking) have been mostly trained by the board itself. There are also ~~two~~¹⁰⁰ centres for manual training in wood-work & two in metal work.

Rev. J. S. Brownrigg. Secy. National Society
for Promoting the Education of the Poor
in the Principles of the Established Church.
Broad Sanctuary Westminster.

The National Society, established 1811 is the
acknowledged representative organization of
the Church of England in the matter of elementary
education, its Committee including the whole
bench of Bishops, & it having 12000 schools in
union with it. ^{throughout the country} It makes grants to Church
Schools for building, repairs, books, fittings &c, &
with one exception, contributes to the whole of the
30 Church Training Colleges in England & Wales.
Three of these Colleges viz; Battersea, St. Mark's
(Chelsea) & Whitelands (Chelsea) containing
together about 500 students, are the property of
the Society.

The total income of this Society for 1894 was
£33000 of which £25000 ^{consists of} was contributions & legacies
& £1500 ^{was} from trust funds. ^{during the year} A sum of £10832 had
been voted in building grants to 252 Schools;
£6117 in grants for repairs or improvement of

schools; about £415 in books & fittings; & £2620 in grants for the relief of poor schools. Grants to training colleges amounted to £3145. The Society defrays all the expense of the annual exams in religious knowledge of candidates for admission to Church Training Colleges, of students in training, & of active teachers, & spent last year £1226 in this way, besides undertaking the necessary clerical work, & ^{contributing} ~~the society~~ also voted £100 towards the salaries of ^{the} ~~inspectors~~ inspectors of religious instruction.

The Society has a training school of cookery at Lambeth, & gives grants to other centres from a special benefactor.

The "School Guardian" which is the weekly organ of the Society, contains systematic courses of instruction for pupil teachers, who are training for the government exams, this instruction being mapped out in weekly portions, in connection therewith is a system by which students may for a small fee have their papers examined & corrected.

Salaries:- The salaries of voluntary school

Teachers in London average £1.12.1³/₄ per child, & for England & Wales £1.9.0. The salaries amount on the average to the following sums for England & Wales:-

Certificated head masters	-	£120.14/-
— " — " — assistant — " —		£ 74. 1
— " — " — head mistresses		£ 74. 3
— " — " — assistant — " —		£ 51. 2. 6

Assuming the same difference between the actual total sum received in London & in the country as there is between amounts per scholar we have for London.

Certificated head masters	£ 132.
— " — " — assist. — " —	82.
— " — " — head mistresses	82.
— " — " — assist — " —	56.

In London the salary is usually a fixed one & sometimes includes a house as well.

The supply of certificated & assistant teachers is not equal to the demand, owing partly to teachers not trying to get pupil teachers. There are centres for pupil teachers to which they go in the evenings & on Saturdays

There is an ^{increasing} ~~interesting~~ number of teachers
who come through the University Exams
instead of serving as pupil teachers.

Societies - Education

Boys Public Day School Company Ltd.
(E. Johnson Sec) 16 Buckingham St Strand

Written to 20.3.96
of (name) obtained

British & Foreign School Society
(Alf Bown Sec) 115/116 Temple Chambers Temple Avenue E6

Home Colonial School Society Framing College.
(G. H. Sawtell Hon Sec) 344-354. Grays Inn Road. WC

London Diocesan Board of Education
(J. Hill Finance Sec) Church House Deans Yard S.W.

National Union of Teachers.
(J. H. Foxall Sec) 71. Russell Square. WC

Metropolitan Board School Teachers Association
(T. Gantrey Sec) 3. Tudor Street E6

National Society for Promoting Education of the Poor (C. of England)
(Rev. J. S. Brownrigg MA Sec) Broad Sanctuary SW

Voluntary Schools Defence Union.
(W. J. Bennett Hon Sec) 9 Arundell St Strand

Society of Schoolmasters.
(St. Roberts Sec) 6. Adelphi Terrace. WC

College of Preceptors
R. Hodgson B.A. Bloomsbury Square. WC

Written to 20.3.96
of (name) obtained

~~Obtained~~

Association of Assistant Masters

(J. Montgomery B.A.) Parkers School Victoria Park E.

Written to 10/3/96

~~Written to 20.3.96
Obtained~~

Teachers Guild of Great Britain & Ireland

(H. B. Garrod, M.A.) 74 Gower St. W.C.

~~Written to 24.3.96
Obtained~~

Governesses Benevolent Institution

(C.W. Klugh) 32 Sackville St.

~~Written to 23.3.96
Obtained~~

Werlyon Committee of Education

Training College

Horseferry Rd

Westminster

~~Written to 23.3.96
Obtained~~

Catholic School Committee

(W. M. Humphreys) 42 Gerrard St., Soho

- ✓ Head masters association
- ✓ " mistresses - " -
- ✓ assist. - " - -
- ✓ Private schools assoc.

No of Board School Teachers.

	Male	Female	Total	Grade	Head Teachers			Assistant Teachers		
					Male	Female	Total	Male	Female	Total
P.Lt.	2587	4694	7281	1	21	42	63	-	12	12
Prvt.	241	767	1008	2	75	104	179	8	45	53
A.T's	.	9	9	3	166	250	416	3	42	75
Exc. P.T's	54	326	380	4	130	305	435	269	790	1059
No. Retiree	1	-	1	5	26	117	143	309	826	1135
				6				1822	2897	4719
Total	2883	5496	8679	-	418	818	1236	2411	4642	7053*

There are also ¹⁵⁶⁵~~697~~ pupil Teachers.

* 380 exc. Teachers & 10 assistant Teachers are not classed

Classed: - 8289
 Not classed 380
8679

No. of Children in Board Schools
(London - 1895)

Dept.	Average No. on roll	Coverage attendance
Boys -	147332	123441
Girls -	114745	115075
Mixed -	17119	13831
Infants -	<u>179702</u>	<u>137827</u>
	488898	390174

No. of Schools - 426
 " " - Departs 1239

Salaries of Teachers at Pupil-Teachers Schools (L.S.B)

Headmasters £350 to £300.
 — — mistresses (1) £245.
 Assist. masters £200 to £140
 — — mistresses £150 to £125

~~Salaries of Teachers at Board Schools: L.S.B~~
 Occasional Teachers - 9/- per hour

Salaries of Teachers at Board Schools L.S.B

Head Teachers

Department	Average under new scale		Average salary commuted	
	Men	Women	Men	Women
Boys Dept	£287	-	£324	-
Girls "	-	£214	-	£246
Mixed "	£268	£193	£395	£195
Infants "	-	£195	-	£224
Total combined	£232		£268	

Assistant Teachers

Department	Average under new scale		Average salary commuted	
	Men	Women	Men	Women
Boys Department (a)	£ 132-	£ 108-	£ 147	-
(b)	42	26	-	-
(c)	89	54	-	-
Girls (a)	-	103-	-	122
(b)	-	27	-	-
(c)	-	71	-	-
Mixed (a)	127-	102-	158	128
(with a master) (b)	-	28	-	-
(c)	85	81	-	-
Mixed (a)	125-	98-	-	116
(with a mistress) (b)	-	26	-	-
(c)	-	68	-	-
Infants (a)	-	103-	-	116
(b)	-	26	-	-
(c)	-	67	-	-
Total combined (a)	£ 113		£ 130	
(b)		29		
(c)		76		

(a) Certificated
 (b) Ex-pts
 (c) on supply

Queens Scholarship Exam - 1894

No. of Passes.

	<u>London Schol. Board.</u>	<u>Rest of Country</u>
Men.	1 st class 32. or 60%	264 or 17%
	2 nd " 19 " 36%	999 " 63%
	3 rd " 3 " 4%	317 " 20%
	521 " 60%	1580 " 60%
Women.	1 st class 193 or 67%	1929 or 38%
	2 nd class 83 " 29%	1824 " 35%
	3 rd " 12 " 4%	1412 " 27%
	288 " 60%	5165 " 60%

Teachers Trained & Untrained. L.S.B.
1895.

	<u>Trained</u>	<u>Untrained</u>	<u>Ex-pts.</u>	<u>Total</u>
Men.	2586	243	54.	2883
Women.	4295	1175	326.	5496
Total	6881.	1418	380.	8679.

Society of Schoolmasters

Founded. 1498.

Purely a benevolent institution, supported mainly by the Bishops & Clergy of the Church of England & the Masters of Colleges & Public Schools. Gives assistance to necessitous masters of all schools who do not come under the Elementary Education Act; & to their widows or orphans.

Mar. 13. 96

Mr. Bruce, M.S.B. - Joynter Hall.

Scale of salaries for teachers:

1. Uncertificated.

If teacher has passed in 1st or 2nd division - men £50; women £45.
If in 3rd division - men £45; women £30

2. Certificated.

Untrained teachers who have only taken their first year's papers:

In 3 rd division, with one year's on probation service	} men £60 women £50
- " - 1 year's service	
In 1 st or 2 nd division - on probation	} women £65
In 3 rd division - with 3 years service	} men £85
In 1 st or 2 nd - " - 1 year - "	} women £75
In 3 rd division - " - 6 " - "	} men £95
1 st or 2 nd - " - 3 " - "	} women £85

The above are (excepting the last group) practically on probation. Teachers who have

only passed in the 3rd division are not now accepted for permanent situations under the Board. They may be temporarily employed, but must go up again for exam. & pass the 2nd division if they wish to remain permanently.

A properly qualified teacher must have passed in the 1st or 2nd division, & have taken the 2nd year's papers. This they may either have done by a course of training at a college, or by private study whilst in the Board's or other service.

Once qualified, they start at a salary of - for men £95; women £85; & rise after 2 years service to - men £105; women £90. Hence the men rise by annual increments of £5 to a maximum of £155 for assistant teachers, who may be increased to £165 if they become head assistant teachers. The women rise £3 a year to £125, or £135 as head assistants.

SALARIES OF HEAD TEACHERS.

	Masters of boys' or mixed departments.		Mistresses of girls' or mixed departments.		Mistresses of infants' departments.	
	£	£	£	£	£	£
1. Head teachers of permanent schools with accommodation for 180 or under	150	to 200	120	to 150	120	to 130
2. Do. 181 to 280 inclusive	200	to 250	150	to 185	130	to 150
3. Do. 281 to 380 inclusive	250	to 300	185	to 225	150	to 180
4. Do. 381 to 500 inclusive	300	to 350	225	to 260	180	to 210
5. Do. 500 over	350	to 400	260	to 300	210	to 240

NOTE.—The Board on the 16th November, 1893, resolved:—"That the maximum salary of a head master shall in no case exceed £350. This resolution shall only apply in the case of future appointments." It will not apply to the case of a teacher of a grade 5 school on its being made a higher standard school if the teacher was appointed to the school before the 16th November, 1893.

Yearly increases of £5 for men and £4 for women, in all grades, will be allowed for satisfactory service until the maximum salary of the grade is reached.

Superannuation. — Some years ago the London S. Board passed a scheme of superannuation for all persons in their employment, & proceeded to deduct 2% from the salaries of all those employed. A few persons were pensioned under the scheme, but then, following the report of our action, a subsequent Board rescinded the scheme as unworkable.

20

Since then no further scheme has been passed, but the Board has continued to deduct the 2 7/8, & has made some temporary arrangements on a quite inadequate scale in regard to the fees of the staff who have come up for superannuation. The Board has no power to supplement the fund in any way, & there has been a good deal of talk about getting Parliamentary sanction to do so, but nothing has been done. The present state of matters is very unfair to the teachers, who have no guarantee of obtaining a pension when it becomes due.

Training Colleges. - all these colleges are under private management, but the Government grants about £85 a year for each student. Mr. Bruce thinks that a small part of the cost of the colleges is defrayed by private subscrip-

23
town, though undoubtedly by far the greater proportion comes from Government & students' fees.

Supply of Teachers. - So far as the L. S. B^s are concerned, the supply of & demand for teachers are pretty evenly regulated. During certain parts of the year, when there are no exams. on, they have sometimes to put up with inferior teachers.

In voluntary schools, with their smaller salaries, there would probably be a difficulty in getting good teachers. Qualified teachers have never any trouble in getting a situation.

Salaries in Voluntary Schools. - There is probably not very much difference at the start between salaries in Board & voluntary schools. The great difference is in the much higher maximums to which the teachers in Board schools attain.

The voluntary schools being smaller, there is a much larger proportion of head teachers than in Board schools, & assistants in the latter often become head teachers in voluntary schools.

He believes the foot Blue book gives actual salaries of teachers in voluntary schools.

? Ask, Howell

30

College of Preceptors.
Bloomsbury Square, W.C.

Established in 1846; incorporated by
Royal Charter, 1849.

Holds examinations of teachers
of schools of the middle class, & grants
diplomas & certificates to those who
pass these exams. Satisfactorily.

The diplomas are of 3 grades:
Associate, Licentiate, & Fellow.

Last year, ⁽¹⁸⁹⁴⁾ over 18000 candidates
were examined.

Annual subscription, £1.1

The Council advocates the legal
registration of teachers, & has assisted
in promoting Bills in Parliament to this
effect.

British & Foreign School Society Etab 1807

President.

The Right Honourable the EARL RUSSELL, K.G.

Vice-President.

His Grace the DUKE of ARGYLL, K.T.
His Grace the DUKE OF DEVONSHIRE, K.G.
The Right Honourable the EARL of CHICHESTER.
The Right Honourable the EARL FORTESCUE.
The Right Honourable the EARL GRANVILLE, K.G.
The Right Reverend the BISHOP OF EXETER.
The Right Honourable LORD ABERDARE.
The Right Honourable Sir GEORGE GREY, Bart.
The Right Honourable W. COWPER TEMPLE, M.P.
The Right Honourable W. E. FORSTER, M.P.
The Very Reverend the DEAN OF WESTMINSTER.
Sir CHARLES REED.
WILLIAM McARTHUR, Esq., M.P.
SAMUEL MORLEY, Esq., M.P.
HENRY PEASE, Esq.

Treasurer.

JOSEPH G. BARCLAY, Esq.

Secretary.

Mr. ALFRED BOURNE, B.A.

The **OBJECT** of the Society is the Education—Scriptural and Secular—of the children of the poor, without distinction of *sect or party*.

Its **PRINCIPLES** are *unsectarian*, the Bible being the only text-book of religious instruction, as distinguished from the catechisms or formularies of any particular church.

Its **OPERATIONS** are directed to the promotion of Elementary Education on these principles at home and abroad. This is accomplished—

- (1) *By the Training of Teachers in four Colleges, accommodating 385 students.*
- (2) *By the maintenance of Model and Practising Schools.*
- (3) *By the employment of well-qualified Agents and Inspectors.*
- (4) *By friendly co-operation with School Boards, and the promoters of elementary schools in Great Britain and elsewhere.*
- (5) *By grants of lesson books and other school materials.*
- (6) *By means of a Central Depository in the Borough Road for the supply of school books and apparatus at greatly reduced prices.*

Towards the Training Colleges and Model Schools partial aid is derived from the Parliamentary Grant for promoting Public Education, but the amount of this aid depends on the amount of the receipts from other sources, and for all the *other and very important operations* of the Society it is **NOT AVAILABLE**. For these the Society has to depend upon **VOLUNTARY CONTRIBUTIONS**.

The schools connected with the Society are known as "British." They are managed by committees elected by local subscribers, such committees being selected without any reference to political party.

or religious sect, & the Bible is taught in them without sectarian bias. A few schools called British are not acknowledged by the Society because they do not properly adhere to these conditions. The Society makes grants to these schools as may be necessary. Some are quite self-supporting. The schools, of course, receive Government grant.

The Society acts in friendly co-operation with School Boards & local education committees, who have generally adopted the principles advocated by the Society. Many British schools have been taken over by School Boards. Board schools who are carried on ~~contracts~~ on the Society's lines may become affiliated to the Society for a small fee, & receive its assistance & advice.

The London training colleges of the Society are Borough Road (now situated at Isleworth) for masters; & Stoke Newington for mistresses. The

former has about 140 students, & the latter is reserved for 137 resident & 26 day students.

The Teachers' Guild of Great Britain & Ireland.

INCORPORATED 15TH OF MAY, 1885.

President:
 J. G. FITCH, Esq., M.A., LL.D.
 (Late Her Majesty's Inspector of Training Colleges.)

Chairman of Council:
 THE REV. THE HON. E. LYTTELTON, M.A., Head Master of Haileybury.

Vice-Chairman of Council:
 PROFESSOR W. M. HICKS, M.A., D.Sc., F.R.S.,
 Principal of the Firth College, Sheffield

Hon. Treasurer: SIR GEORGE YOUNG, BART., The Charity Commission, Whitehall, S.W.	Hon. Auditor: T. SCRUTTON, Esq., 9, Gracechurch Street, E.C.
Hon. Counsel: GEORGE FREEMAN, Esq., Barrister-at-Law.	Hon. Librarian: J. RUSSELL, Esq., B.A.

General Secretary:
 HERBERT B. GARROD, M.A.

Registrar for Women Teachers:
 Miss A. G. COOPER.

Manager of Bureau of Information and Assistant Registrar:
 Miss C. R. LLOYD.

Offices:—74, GOWER STREET, LONDON, W.C.
 (Open daily from 10 a.m.—6 p.m. Saturdays till 5 p.m.)

Objects.

The following is a Summary of the Objects of the Teachers' Guild:—

- (1.) To form a body which shall be thoroughly representative of all grades of Teachers, and shall be able to speak with knowledge and authority on all matters of education.
- (2.) To obtain for the whole body of Teachers the status and authority of a learned profession.
- (3.) To enable Teachers by union and co-operation to make a better provision for sickness and old age; and, by the same means, to do all such other lawful things as may conduce to their own welfare and the benefit of the public.

z., see

London,
1130 are

as follows:
 schools
 any schools
 is
 sitting or resident
 in education.

to a system
 sickness &
 a sort of
 offices.
 not at reduced
 have yet

been achieved.



Privileges.

The following are the chief privileges attaching to Membership of the Guild:—

MEETINGS.—Members have the right to attend the Annual Conferences (at which private hospitality is usually offered to a large number), and all Teachers' Guild Lectures, and to attend and vote at all General Meetings of the Guild. The Sectional Committees in London, and the Branch Committees in provincial centres, also arrange annual programmes of professional and social meetings.

PUBLICATIONS.—Members receive the publications of the Guild free of charge. These include the Annual Report, Library Catalogue, List of Holiday Resorts in the United Kingdom and abroad, many of which offer special terms to Members, and the Monthly Report of the Teachers' Guild in the *Journal of Education* (the official medium of communication between the Council and Members).

LIBRARY.—The Library contains more than 6,000 volumes, which are circulated among Members in all parts of the United Kingdom. Nearly one-half of the books are on the subject of education (history, method, &c.), and the remainder mainly school class, and text books.

REGISTRY.—There is a Registry for Women Teachers at the Offices of the Guild, and an effort is being made to establish a similar Registry for Men Teachers. The Council make no profit on the Registry, and accordingly the commissions have been fixed much lower than the usual charges, and there is a special further reduction for Members.

LIFE ASSURANCE.—Certain well-established assurance offices grant reductions to the Guild on the premiums paid on Life Policies, and three-fourths of the reductions are given to the Members insuring through the Guild. In several cases of Endowment Assurances, the sum thus returned has amounted to seven or eight times the annual subscription to the Guild.

INVESTMENT.—Through the kindness of a firm of Stockbrokers, the Guild has been able to arrange for advice on Investments for Members and purchase of Stock upon that advice, free of all charge, except for necessary out-of-pocket expenses.

LEGAL AND PROFESSIONAL ADVICE.—A Sub-Committee, which includes the Head Master of a large public school, the Head Mistress of a similar school, and two members of each branch of the legal profession, has been formed for the purpose of advising Members in professional difficulties, free of charge.

EDUCATIONAL MUSEUM.—There is an Educational Museum in the Offices of the Guild, consisting, at present, of a collection of aids in teaching Geography and History (models, maps, pictures, &c.), School Documents of various kinds, and a Library of Classified School Books. The Museum contains, on loan, most of the Apparatus from the Royal Geographical Society's Exhibition of about ten years ago. It is open free during office hours to Members. (See front.)

BUREAU ON INFORMATION.—A Bureau for imparting information on Various Examinations, Schools, Tutors, Colleges, Technical and Domestic Education, Facilities for Study, Specialised Education, &c., has been established by the Council. The information is given free of charge to Members.

TRAVELLING IN NORWAY.—Cards of legitimation (price 1s.) are issued to members who are bonâ-fide teachers, for tours in Norway. These cards secure a reduction of ten per cent. off the first class return fares from Hull to Norway, and reductions on hotel charges varying from ten to twenty per cent. at a large number of Norwegian hotels. The Guild has secured the privileges of life membership of the Bergen Tourist Union, and is thus well known in Norway.

Constitution.

The Guild consists of (a) a Metropolitan Body, called the Central Guild, and (b) Local Bodies, affiliated to it, called Branches. [N.B.—Persons residing away from the Metropolis, who wish to become Members of the Association, but are not within the area of any Branch, should join the Central Guild, pending the formation of Branches in their respective neighbourhoods.]

The minimum Annual Subscription to the Central Guild is 7s. 6d. for Members within the London postal area, and 6s. 6d. for Country Members.

The amount of subscription varies in the different Branches. (For particulars apply to the Hon. Secretaries of Branches. See next page.)

The *Journal of Education*, which contains the Monthly Report of the Council of the Guild, is supplied post-free, at cost (6s. per annum), to Members who wish to subscribe for it.

All further information as to Membership can be obtained from the General Secretary, 74, Gower Street, W.C., who can supply copies of the Annual Report (setting out in full detail the work of the Society).

Central Guild.

LONDON SECTIONS.

(With names and addresses of Hon. Secretaries.)

- SECTION A** (Hackney, Clapton, Stamford Hill, &c.)—
J. MONTGOMERY, Esq., B.A., Parmiter's School, Victoria Park, N.E.
Miss F. L. WASHBOURNE, Skinners' School for Girls, Stamford Hill, N.
- SECTION B** (Islington, St. Pancras, Highgate, &c.)—
Miss H. BUSK, 1, Gordon Square, W.C.
B. GUEST, Esq., 3, Brunswick Square, W.C.
- SECTION C** (Marylebone, Hampstead, Brondesbury, &c.)—
Miss F. EDWARDS, 25, York Street Chambers, Bryanston Square, W.
Mrs. GARROD, 72, Compayne Gardens, West Hampstead, N.W.
- SECTION D** (Bayswater, Notting Hill, part of Kensington, &c.)—
Mrs. H. BUSHELL, 75, Ladbroke Grove, W.
The Rev. W. C. STEWART, M.A., LL.B., 1, Kensington Park Road, W.
- SECTION E** (part of Kensington, Chelsea, Westminster, &c.)—
Miss KENIG, 13, Thurloe Square, S.W.
Miss STONE (Assist. Hon. Sec.), 42, Bessborough Street, S.W.
- SECTION F** (Battersea, Clapham, Streatham, &c.)—
Miss BROOKSBANK, 104, Sunny Hill Road, Streatham, S.W.
A. MACKEN, Esq., B.A., Halbrake School, Wandsworth Common, S.W.
- SECTION G** (Lambeth, Camberwell, Dulwich, &c.)—
Miss MORSE, The Datchelor College, Camberwell Grove, S.E.

z., see

London,
1130 are

as follows:
schools

any schools
is

history or residents
schools in education.

to a system
sickness &

a sort of
offices.

not at reduced
time have yet

been achieved.

Teachers Guild

For objects, constitution, &c., see prospectus attached.

The Central Guild, London, has 1760 members, of whom 1130 are living in London & suburbs.

The members are employed as follows:

-	15 %	in primary schools
	28 %	in public secondary schools
	26 %	in private schools
	24 %	private teachers (visiting or resident)
	7 %	not teachers, but interested in education
	<hr/>	
	100 %	

The Guild is attempting to establish a system of scheme of provision against sickness & old age, but beyond acting as a sort of agency to certain life assurance offices, whereby members can become insured at reduced rates, no results in this direction have yet been achieved.

Branches,

(With the names and addresses of Hon. Secretaries.)

ABERDEEN	...	Miss M. BAIN, 307, George Street.
"	...	W. S. LAVEROCK, Esq., M.A., 6, Esslemont Avenue.
ABERYSTWYTH	...	Miss M. A. NICKLIN, 26, Portland Street.
"	...	PROFESSOR FOSTER WATSON, M.A., University College of Wales.
BATH & EAST SOMERSET	...	S. EDWARDS, Esq., 33, Grosvenor.
BLACKBURN	...	Miss GREEN, The Girls' High School.
BOURNEMOUTH	...	Miss BROAD, The Girls' High School.
BRADFORD	...	F. WARE, Esq., B.A., B.Sc., The Grammar School.
"	...	A. WHEATLEY, Esq., B. ès Sc., The Grammar School.
BRIGHTON	...	Miss HOLTHAM, 9, Ditchling Rise.
"	...	E. J. PETITFOUR, Esq., 8, Sudeley Street.
BRISTOL AND CLIFTON	...	Miss J. DINGWALL, 4, Worcester Avenue, Clifton.
CANTERBURY	...	C. M. SANCTUARY, Esq., 4, New Street, St. Dunstan's.
CARDIFF	...	Miss COLLIN, The Intermediate School.
CHELTENHAM	...	THE REV. J. G. DERRICK, M.A., 2, Royal Crescent.
CROYDON & EAST SURREY	...	W. H. DODD, Esq., M.A., Burton, Woodstock Road.
DEAL AND WALMER	...	Miss E. FIRTH, The Girls' High School.
"	...	H. BOURDILLON, Esq., B.A., Arnold, Walmer.
DEWSBURY AND BATLEY	...	Miss L. DAY, Glenside, Walmer.
DOVER	...	H. HARDY, Esq., Earl's Heaton, Dewsbury.
"	...	Mrs. WISE, Godwynehurst.
DUBLIN AND CENTRAL IRISH	...	Miss J. CONAN, B.A., Roseneath, Sandymount Avenue, Dublin.
"	...	J. THOMPSON, Esq., M.A., The High School, Dublin.
EXETER & EAST DEVON	...	THE REV. DR. DANGAR, The Training College.
"	...	Miss KARSLAKE, Grendon House.
GLASGOW AND WEST OF SCOTLAND	...	Miss WATSON, 8, Woodside Crescent, Glasgow.
HULL	...	J. E. FORTY, Esq., M.A., The Grammar School.
MAIDSTONE	...	Miss STANGER, Pivington, London Road.
MANCHESTER	...	A. W. FULLER, Esq., M.A., B.Sc., 82, Central Road, Withington.
"	...	Miss E. C. WILSON, Owens College, Department for Women.
NATAL	...	H. V. ELLIS, Esq., Hilton College, near Maritzburg.
NORWICH	...	Miss C. CLARK, Surrey House School.
"	...	C. A. GOULD, Esq., 66, Mill Hill Road.
OXFORD	...	Mrs. GERRANS, 20, St. John Street.
"	...	Miss MCNIEL, Girls' Central School, New Inn, Hall Street.
ROCHESTER & CHATHAM	...	C. BIRD, Esq., M.A. The Mathematical School.
"	...	Miss EASTON, The Girls' Grammar School.
SHEFFIELD	...	Miss M. M. LEADER, Moor End.
"	...	H. STUBBS, Esq., Wesley College.
SOUTH AUSTRALIA	...	J. T. SUNTER, Esq., B.A., Prince Alfred College, Adelaide.
THREE TOWNS AND DISTRICT (PLYMOUTH, & C.)	...	Miss BOND, Highfield, Hartley.
TORQUAY & PAIGNTON	...	D. SLATER, Esq., Cheveley Hall, Mannamoad.
WEST KENT	...	Mrs. APPLEBEE, 1, Adelphi Terrace, Paignton.
"	...	G. C. PULSFORD, Esq., Greenwich Hospital School, S.E.

ALEXANDER & SHEPHEARD, Printers, 27, Chancery Lane, London, W.C.

Teachers Book

In order to maintain
the school records

The teacher should
keep a record of
the number of
pupils in the
class

at the beginning
of the year
and at the end
of the year
to see if there
is any change
in the number
of pupils

The teacher should
also keep a record
of the number of
pupils who
are absent
from school
each day

Catholic School Committee (Etab. 1847)

is the representative authority of in matters of elementary education of the Catholic community of Great Britain, & is recognised as such by the Education Department.

It has 2 training colleges in London, one for masters at Hammersmith (46 students); the other for mistresses at Wandsworth (74 students).

The Committee makes grants to elementary Catholic schools as needed, & generally is the guardian body of Catholic interests in the matter of elementary education.

Wesleyan Committee of Education

Is the representative ^{nation} organization of Wesleyan Methodism in regard to education, both in Sunday schools & elementary day schools.

About 20 day schools in London, with about 7000 scholars, are connected with the Committee, & are visited by it as occasion requires. Religious instruction in accordance with the tenets of Wesleyan Methodism is insisted on in these schools, & the Society has a staff of inspectors who ~~test~~ examine the scholars in religious knowledge.

~~The Committee has~~ These schools have about 56 certificated teachers, of whom 30 are masters & 26 mistresses. These are also pupil teachers, Each school is managed by a local committee.

The Committee has 2 training

colleges in London:-

1. Westminster for males. Entrance fee 15 guineas, wh. may be paid by instalments. Candidates must be of good health & character, must pass the Queen's Scholarship Exam. in the first or second Division, or, unless they have attended the ~~Westminster~~ religious exams. in Wesleyan elementary schools, ^{must pass a special exam. in religious knowledge.} Students are provided with board, lodging, tuition, medical attendance & an allowance for washing, for 2 years, holidays excepted.

There are certain exhibition scholarships, success in wh. entitles to entire or partial remission of entrance fee.

2. Southlands, for females. Entrance fee 10 guineas. Conditions of admission, & accommodation provided, similar to those for males. Exhibitions also offered on like conditions.

Westminster has about 120 resident

students & Southlands 110.

Mr. J. R. Laxler (assist. secy) says there is an increasing difficulty in getting a sufficient supply of teachers, partly owing to a proportionate falling off in the number of pupil teachers.

The necessity of keeping pace with the standard set by School Boards & encouraged by the Education Dept. has led to the employment of a larger number of certificated teachers, & consequently fewer pupil teachers are needed.

The minimum school staff required by the Education Dept is set forth in Art. 73 of the code, & is practically as follows:-

Certific. Head Teacher	- sufficient for 60 children	
- " - assist. - " - (trained)	- for 70 - " - additional	
- " - do. (untrained)	- for 60 - " - " - "	
Uncertif. ^{assist.} teacher	— for 50 - " - " - "	
Pupil teachers	- " - 30 - " - "	
" (probation)	- " - 20 - " - "	

This is to be further reduced after Aug. 1896.

There is also the expense attaching to the training of a teacher, who leads to many promising lads (especially) not being able to go through with it, their parents being unable or unwilling to make the sacrifice required of them.

Voluntary schools do not pay the high salaries given to head teachers in Board Schools. Vol. schools are much smaller, & whereas under the London S. Bd there are about 10 assistant to 1 head teacher, in vol. schools the proportion is only 3 or 4 to 1.

Governesses Benevolent Institution,
32 Sockwell St. W.

Gives temporary assistance to governesses in distress, "afforded privately & delicately thro' a Committee of ladies."

Gives elective annuities to aged governesses, secured on invested capital

assists governesses ~~to~~ in the purchase of government annuities, by undertaking the business arrangements connected with such purchase free of charge, & by, in a few special cases, contributing towards the first payment.

The institution has also a home for governesses, with employment registry attached; & an asylum for aged members of the profession, at Chislehurst.

The institution has 320 annuities, receiving usually £25 or £30 a year.

The pressure on this branch is stated to have been very great of late years, "owing to the altered system of education crowding out the less highly qualified members of the profession."

There are 12 inmates of the asylum, who have apartments, coats, medical attendance, & a pension of £42 a year.

In 1895 temporary assistance was granted to 597 applicants.

Assistant Masters Association

(J. Montgomery, B.A., Parmenter's School,
Approach R^d E.)

Established in London in 1891.

650 members, of whom about 200
are in London.

Membership is confined to
assistant masters in secondary
schools.

It has an employment agency,
gives professional advice, & watches
generally over the interests of its
members.

OBJECTS OF THE ASSOCIATION.

A.—To form a body which shall protect and further the interests
of Assistant Masters in Secondary Schools:—

- (a) By obtaining for teachers in Secondary Schools the status and authority of a learned profession.
- (b) By securing a high standard of qualification for registration.
- (c) By making the employment of non-registered teachers in secondary schools illegal.
- (d) By securing the abolition of the present system of "dismissal at pleasure."
- (e) By making an audited and detailed financial return compulsory on all schools aided by public money.
- (f) By doing all such other lawful things as may conduce to the welfare of Assistant Masters and the advantage of Education.

B.—To establish a Legal Fund.

C.—To establish a Provident Fund.

D.—To establish an improved Agency System.

(over)

In furtherance of its objects the association took a great deal of trouble to collect evidence for the Royal Commission on Secondary Education, & published a summary of the Commission's report, with statistical tables prepared by the Society.

Objects (d) & (e) refer entirely to endowed secondary schools, & it is the majority of the members of the Society are engaged. Each school is supposed to send an annual return to the Charity Commission, but the Society complains that this is either done in a slipshod fashion or not at all; that no proper check is placed upon the returns, & that the Charity Commission takes no steps to enforce the making of returns.

The Society's interest in the matter is that it asserts that

assistant masters are underpaid, & it believes that publication of the facts as to their remuneration w^d. assist them.

In regard to the matter of "dismissal at pleasure," this at present is in the hands of the head master, & the society claim that there sh^d. be a right of appeal to a higher authority. The Royal Commission has recommended that the appeal shall be to the Governors of the school.

Proposals are on foot to establish a legal fund, with a subscription of 4/-

Provident fund remains in abeyance.

Subscription - 4/- per annum.

The rules are framed to permit of the formation of local branches, & 2 are now being formed.

The members of the Society are mainly teachers in endowed schools, but there are a certain number of them in private schools.

There are, on the average, 5 assistant masters to one head master in secondary schools.

Preparatory Schools.

There is a very good class of private preparatory schools in London, mostly in the west.

Other classes of private schools not so good.

Girls' Public Day School Company.

A great success. There was a wide field for this company, owing to the small number of endowed or public schools for girls.

Boys' Public Day School Company
or Church Schools Company better name.

47
tically failures. The field was
already largely covered by endow &
public schools. The B. P. S. Co.
has about 2 schools in London;
the Church County, probably none.

Mr J. C. Horobui, M.L.S.B.
 Late principal of Hornton Training College.
 (Congregational). The College is
 entirely unsectarian, & no inquiry whatever
 is made in regard to religious opinions.
 Will send report, &c.

The Supply of Teachers.

There is no difficulty in getting
 a sufficient supply of male certificated
 teachers, but there are not sufficient
 females, & the result has been a
 considerable increase, under art. 68, of
 uncertificated teachers. Art. 68 provides
 that women over 18 approved by the
 inspector may be employed as additional
 teachers. This does not affect
 London funds, but largely applies
 in county districts, where the pay
 of teachers in more than one
 thousand schools is only about £40
 or £45 a year.

Pupil Teachers.

49
The supply of pupil teachers remains stationary for boys, but has gone up for girls; it is however still insignificant, on account of the great "waste" of female teachers through marriage, etc. The all-round "waste" of teachers is reckoned by the Educ. Dept. at 6%, which is about correct, but the fact seems to have been overlooked till recently that this "waste" was unequal, amounting, he estimates, to 4½% for males & 7% for females.

Superannuation.

Under S.S.B. this is now given according to report of actuary as to amount wh. the fund will ~~allow~~ to bear. Altho' the pensions are small, they really are considerably larger than the amount paid in by the recipients and entitle them to under an ordinary commercial

scheme, so that really the younger teachers are paying for the older ones.

advises getting exact resolutions on the subject from clerk of L.S. Bd.

Private Schools.

Information may be obtained from journal: -

W. Rosten Bonbee
Holloway College

Rev. Mr. Brooks
Gill & Sons
Mincing Lane, Warwick Lane

Mr. Storr
"Education Journal"
86 Fleet St. E.C.

Notes on Report of Royal Commission on Secondary Education.

Registration of Teachers.

The Commission recommends the registration of teachers under the following conditions: -

For Future Teachers. - The qualifications to be -

- (1) a degree or a certificate of attainments, granted by a university or body recognised for that purpose by the registration authority; or
- (2) a certificate or diploma of adequate knowledge of the theory or practice of education, granted by a university or body recognised as above.

For Existing Teachers. - Persons who have been teaching in secondary schools for 3 years prior to passing of Act, to produce to the Educational Council satisfactory evidence of "intellectual requirements & competency to teach."

The Commissioners think this rule "wt. exclude very few existing teachers possessed of reasonable qualifications & of long experience."

After the lapse of 7 years no unregistered teacher to be employed in a public secondary school, save young persons serving a limited period of probation.

Dismissal of Assistant Masters, - The Commission recommend that the head teachers have power to appoint & dismiss his assistants, subject always to the approval of the governing body. The assistant to be allowed an opportunity of making a statement on his own behalf.

Salaries of Assistant Teachers. Several recommendations made by the Commission will probably have the effect of increasing the pay of assistant

teachers in secondary schools. By endowments, rates, etc., they propose to largely augment the ~~school's~~ income available for secondary education; & they suggest that in establishing any school an estimate be made of the minimum cost of efficient education per head, & that a certain proportion of such minimum be assigned to salaries of assistant masters.

The report also urges the importance of making "adequate provision to secure the services of efficient teachers," & that "out of the general income of the school there shd. be set apart for salaries of assistants a definite sum in respect of every scholar on the books."

Efficient Private Schools
 The report advises that a local authority be set up (probably as

524
in the Education Bill now before
Parliament) which shall, amongst its
other duties, keep a list of efficient
secondary schools, including private
schools. It will appoint inspectors,
with power to visit private schools
& report as to efficiency of staff,
equipment & teaching, & admission
to the list will depend on the
inspectors report. No private school
to be bound to submit to such
inspection, but it will not be
placed on the list unless it does.^{so}

Tables.

The subjoined statistics were
handed in to the Commission by
representatives of the Assistant Masters
Association: -

Estimated necessary allowance for Salaries in New Second grade Day Schools.

Head Master (in addition to official residence) -

School of 100 boys	200 boys	300 boys
£200 (fixed)	£250 (fixed)	£300 fixed
£100 (capitation)	200 (capitation)	£300 capitation

Assistant masters

In Schools of 100 boys:

4 assistants at total salaries of £600

Schools of 200 boys:

7 assist^s at total of £1400

Schools of 300 boys:

11 at total of £2200

averages:

£150 - £200 - £200

Average Salaries of Assistant
Masters in Secondary Schools. (57)

Resident - - £58.8
Non- - - £134.2

Analysis of Salaries of Head Masters of Endowed
Secondary Schools:- Compiled from Statements
of Accounts returned to Charity Commission.

Salary	No.
Over £2000.	3
Between £1900 + £2000	2
£1800 + £1900	2
£1700 + £1800	1
£1600 + £1700	1
£1500 + £1600	-
£1400 + £1500	2
£1300 + £1400	-
£1200 + £1300	3
£1100 + £1200	3
£1000 + £1100	3
£900 + £1000	1

Salaries Cont.

Between £800 and £900	5
£700 £800	11
£600 £700	20
£500 £600	20
£400 £500	40
£300 £400	79
£200 £300	73
£100 £200	72
Under £100	20

361.

Fixed Stipends	£ 47 286.
Capitation Payments	£ 96 982
Total	£ 144 178
Average	£ 399.385

Explanation by Mr. Montgomery:- The small Salaries are in the Country Schools where head masters has also a house free, & the privilege of taking boarders

Average Salaries of Assistant Masters in Endowed Secondary Schools, compiled from Statements of Accounts returned to the Charity Commission.

Number of Schools	Number of Assistant Masters	Total Salaries	Average.
10 (First Grade Schools)	251	£60,936	£242.74
190 (Other Schools First Second Grade)	899	£94,567	£105.19
Total 200 Schools	1150	£155,503	£135.22

The Accounts afford no means of distinguishing between resident Masters & non resident masters. The range of Salary is from £787 downwards.

Table Showing the Academic Qualifications of the Head Masters of 596 Public Secondary Schools for Boys in England & Wales - Compiled mainly from School Prospectuses issued in 1894.

Number of Head Masters	596
Number of Graduates	503
Oxford	156
Cambridge	196
Dublin	44
London	109
Other Universities in British Empire	12
Foreign Universities	1
	518
Graduates of more than one University	15
Percentage of Headmasters who are Graduates	84
Number of Undergraduates	17

Table showing the Academic Qualifications of the Assistant Masters of 465 Public Secondary Schools for Boys in England & Wales:- Compiled mainly from School Prospectuses issued in 1894.

Number of Schools	465
Number of Assist. Masters (excluding 580 Visiting Masters)	2958
Number of Graduates	1858
Oxford	673
Cambridge	786
Dublin	41
London	288
Other Universities in British Empire	51
Foreign Universities	74
Universities not ascertained	20
	1933
Graduates of more than 1 Unvers.	75
Percentage of Assistant Masters who are Graduates	63
Number of Undergraduates	388
Oxford	265
Cambridge	16
Dublin London	27

Cour.

London	267
Other Universities in the British Empire	20
Foreign Universities	33
Percentage of Ass: Masters who are Undergraduates	13.

Analysis of the Approved Schemes of the
Charity Commission for the Administration of
Secondary Schools for Boys up to October 1894.

Number of Schemes. 409.

Appointment of Head Master: Number of Cases
in which a degree is essential 183
Membership of the Church of England is required 31

Appointment of Assistant Masters: No. of Cases in
which the appointment is in the hands of ~~50~~
The Governors 50
The Head Masters subject to approval of the Governors 4

Cow

The Head Masters 355.

Dismissal of Assistant Masters: Number of Cases in which the power is given to The Governors. 50

The Head Masters subject to an appeal to the Governors. 42

— " — " — " — " — " — if expense has been incurred in setting up a Boarding House. 4

The Head Master, subject to the approval of the Governors. 4

The Head Master 309.

Mode of Payment of Assistant Masters: Number of Cases in which.

Salaries are fixed by the Governors. 54

An assigned sum is distributed by the Head Master subject to the approval of the Governors. 339

An assigned sum is distributed by the Head Master. 14.

No Method is stated 2.

School Board for London.

Superannuation Scheme.

Resolutions of the Board of the 22nd March, 1893.

1. That every officer appointed on and after 25th March, 1893, be appointed subject to a deduction of 2 per cent. from his or her salary, the amount so deducted to be carried forward to the account of the Superannuation Fund.

2. That every Teacher now in the service of the Board be given the option until the 25th March, 1893, of joining the Superannuation Fund, subject to the condition stated in Resolution No. 1. In the case of every Teacher joining the Superannuation Fund on, or before, the 25th March, 1893, the term of service under the Board for the purpose of Superannuation allowances shall be reckoned as from the date of his or her original appointment as a permanent Teacher. And that no Teacher now in the service of the Board, who passes from one appointment to another, shall be deemed a new Teacher for the purpose of being subject to deductions from his salary without his consent.

3. That no Teacher now in the service of the Board be permitted to join the Fund after the 25th March, 1893, except by way of re-appointment under Resolution No. 1, in which case the term of service under the Board for the purpose of calculating Superannuation allowances be reckoned as from the date of such re-appointment.

4. That, in the case of every Teacher now in the service of the Board who is not desirous of joining the Superannuation Fund under the conditions stated in Resolution No. 2, the amounts already contributed to the Fund be repaid, together with its accumulated interest, less the deduction of actual management expenses, upon condition that a receipt is given abandoning all further claims upon the Fund.

5. That the Board adhere to the following Resolution of the 31st March, 1892:—

“That the Board should continue their application to Parliament for authority (a) to defray the expenses of the management of the Superannuation Fund, and (b) to guarantee the safe keeping of the same.”

but will make no contribution to the benefits or ensure the solvency of the Fund. [See Resolution No. 9 below.] *Since struck out*

Resolutions of the Board of the 23rd March, 1893.

6. That, pending the receiving of Parliamentary powers, the Board administer the Superannuation Fund upon the advice and recommendation of a Committee on Superannuation consisting of Members of the Board and representatives of the various sections of the Officers of the Board. Also, that for future applications for Superannuation allowances the scale of benefits prescribed by the following Resolutions:—

“That the Superannuation allowances shall be as follow:—

“For any officer who has been in the service of the Board at least ten years, and who is either (1) more than sixty years of age, or (2) not being more than sixty years of age, is disabled by permanent infirmity of mind or body, a Superannuation Allowance calculated as follows:—

After ten years' service	$\frac{1}{10}$	of his then existing salary.
After eleven years' service	$\frac{11}{100}$	”
And so on up to a maximum, after forty, or more years' service, of	$\frac{40}{100}$	”

“Provided that, in the case of any person having professional or other peculiar qualifications, who shall have been appointed to his office beyond the age of thirty years, a number of years not exceeding ten may, in computing the amount of Superannuation Allowance, be added to the years of actual service.”
be suspended until the aforesaid Parliamentary powers have been obtained, and that the Committee on Superannuation be empowered, after actuarial advice has been taken, to substitute therefor such a scale of benefits as the Fund is able to provide, and shall upon receipt of such Parliamentary powers, further review the new state of circumstances in reference to the contributions and benefits.

7. That the Superannuation Scheme constituted under the foregoing Resolutions be put into operation as from the 25th March next for all Officers of the Board who shall at that date be entitled to claim Superannuation allowances, under the above Resolutions, and that it be referred to the Finance Committee to carry out this and the preceding Resolutions.

8. That the Committee on Superannuation be constituted as follows:—

The Chairman of the Board, *ex officio*.

Five Representatives, to be elected by the Board.

Five Representatives, to be elected by subscribers to the Fund, namely:—

One Head Teacher to be elected by the Head Teachers.

Three Assistant Teachers, one at least of whom shall be an Assistant Mistress, to be elected by the Assistant Teachers.

One member of the non-teaching staff, to be elected by the non-teaching staff.

Resolution of the Board of the 16th May, 1895.

9. That the following Resolution of the Board of the 22nd March, 1893, be amended by the omission of the words “but will make no contribution to the benefits or ensure the solvency of the Fund”:—

“That the Board adhere to the following Resolution of the 31st March, 1892:—

“That the Board should continue their application to Parliament for authority (a) to defray the expenses of the management of the Superannuation Fund, and (b) to guarantee the safe keeping of the same but will make no contribution to the benefits or ensure the solvency of the Fund.”

Homerton Undenominational Training College, under control of the Congregational Board of Education.

was carried on at Homerton as a mixed college for nearly 50 years, but has now been removed to Cambridge & is for women only. Has about 150 students. Fee for 2 years, £22.

No exam. required other than that of the Government.

Average Salaries.

THE question of teachers' salaries was discussed at great length on the last Board, and not a little bitterness of feeling was aroused. The present Board will have various proposals before it in a short time. Here are some interesting figures on the general question:—The average salary of head teachers in Church schools is £120; Wesleyan schools, £173; Roman Catholic, £117; British, £142; and in Board schools, £161; the average for the whole being £137. The salaries of assistant masters are, in Church schools, £74; Wesleyan, £81; Roman Catholic, £75; British, £90; and Board, £103; or an average of £97. The salaries of headmistresses are, Church, £74; Wesleyan, £85; Roman Catholic, £66; British, £80; and Board, £113; or an average of £86. The salaries of assistant mistresses are, Church, £51; Wesleyan, £53; Roman Catholic, £81; British, £56; Board, £81; an average of £72. The assistant masters under the London Board have long been agitating for some increase in their maximum, which at present stands at £155. It is proposed to make certain modifications in the scale, so as to allow masters to rise to £175. The discussion will not take place until after the holidays.

"London."
July 18. 95

W. G. Brown.
Principal of St. Johns College. Finbury Park

Training:-

Assistant masters in private schools are usually sons of clergymen, schoolmasters or other professional men. They have generally passed some of the minor exams - *inter-arts* or *inter-science* - & are reading up for a degree, their positions in private schools serving as practical training grounds, from which they are able to pass on obtaining their degree to higher positions as masters in higher grade private or public schools, heads of private schools &c.

They obtain their situations through agents, to whom they pay a premium. The College of Preceptors is an agency. Others are Askew, Gabbitas & Beaver.

Private schools are a better training ground than public ones, because being smaller, the assistants are brought under immediate supervision of headmaster.

There have hitherto been no training colleges for private school teachers, but one is now being opened by the College of Preceptors.

Hours :- In purely day schools like his own, the hours are 9-

to 5 on 5 days a week, with 2 hours interval in middle of day. The Assistants thus have plenty of leisure for study. But in a good many private schools boarders are taken & the assistants then have to do discipline duty. This they take in weekly turns, so that if there were 4 assistants, this extra duty would only come once a month.

Holidays:- 6 weeks in the summer, 4 weeks at Xmas & 2 at Easter, the school year being divided into 3 terms. Both day & boarding schools, close at these periods, so that all the assistants can get away at these periods.

Salaries. Salaries of assistants range from about £30 to £60 a year. Generally board & residence is included, but not where the highest salaries are paid.

^{this return was not supplied to the Comr} Mr Brown is on Committee of Private Schools Association which supplied statistics as to Salaries to the Royal Commission on Secondary Education. He says they found these salaries compared favorably with those paid in elementary schools: In a private school an assistant usually starts at £30 to £40, with board, lodgings, which he thinks is better than £50 or £60, without extras, at which

*Woutgomer (Assistant Masters Association) say this return is very unreliable. J.A.

a fully qualified Assistant starts in an elementary school; whilst the former has not to spend nearly so much time in training, & may take his degree at 22 or 23. Salaries in private schools are paid terminally; & engagement subject to a month's notice on either side.

Girls Schools:- Nearly all Girls Schools take boarders. The salaries are lower & the duties probably more prolonged, than in boys schools. A premium has also generally to be paid by Girls desiring to be trained as mistresses. No premium is charged in boys schools.

Private Schools vary greatly in efficiency, ratio of pay to ^{work}, & this mainly depends on the locality. In good suburban neighbourhoods inhabited by commercial & professional men, the schools are good & flourish, whilst in poor neighbourhoods they are inferior in every way. The largest supporters of private schools are the commercial class. The boys stay on till about 16, & then either go straight to business or on to the Continent for a year or two. They rarely go to a university.

Compulsory Registration All classes of teachers agree as to the desirability of a compulsory scheme of registration, but opinions differ as to who should be registered. Teachers in elementary schools claim to be registered, but private secondary

~~whose works possess a market value.~~

Teachers object to this, holding that elementary teachers are virtually registered by the Education Dept., & so have an entire monopoly of elementary schools, whilst their being registered would also enable them to encroach on the domain of secondary schools. It being also part of the scheme that these registered teachers should have a controlling voice in the selection of the local Educational Authority, private teachers complain that they will be swamped by the elementary side, who are so much more numerous:-

The Bill proposed by the Government is permissive ~~as~~ regards to teachers now existing, who may be registered, but are not obliged to be. ~~After~~ a term of years, registration will become compulsory (?). The teachers are divided into sections for this purpose.

Private Schools Association comprises from 700 to 800 schools throughout the Country.

$\frac{4}{5}$ of the boys & $\frac{5}{6}$ of the girls who receive secondary education obtain it in private schools (vide Royal Com^{rs} report)

Further Notes on Report of Royal Commission on Secondary Education.

Grades of Secondary Schools. —

There are 3 grades of secondary schools

- 1. Schools in wh. pupils are kept to 18 or 19.
- 2. — " — " — 16 or 17.
- 3. — " — " — 14 or 15.

The first grade includes the 7 great public schools; ^{retain} proprietary schools sending pupils to universities; & private schools of the more advanced type.

In the 2nd grade are proprietary or private schools wh. send pupils to higher classes of College of Preceptors exams, & Oxford & Cambridge local exams, & a few depts. of higher-grade elementary schools.

The 3rd grade comprises private schools in wh. the ordinary standard is that of the 3rd class certificates of the College of Preceptors, & some higher grade elementary schools.

There are some advanced schools in each grade.

3 principal classes of Secondary Schools: -

1. Endowed schools.
2. Proprietary - managed by Societies or Empps.
(more or less philanthropic)
3. Private adventure schools, in wh. the proprietor is usually head master, & runs school for personal profit.

Training of Secondary Teachers.

Ordinary secondary schools suffer from a need of systematically trained teachers.

There shd. be a proper system of training in the methods & practice of education.

Attempts have been made to provide training by Cambridge University, wh. established a "Teachers Training Syndicate", under wh. exams. are held at various centres in the theory, history & practice of ~~education~~ teaching, & certificates are given.

The College of Preceptors has for some years had courses of lectures & exams on the same subject, & has now opened a day training ~~college~~ college in London for men, students in wh. will have the opportunity of practising in

London secondary schools of high repute & of different types.

There are a few colleges for training women as secondary teachers in London secondary schools. In these students usually have a year's course of training, & then go to a practising school either belonging to or connected with the college. In other cases schools employ student teachers (or apprentices) & prepare them to pass a proper exam. Other schools, again, train young women as governesses in private families or teachers in private schools, but do not require from them the acceptance of any public standard of knowledge or proficiency.

A considerable & increasing number of trained primary teachers are now in secondary schools.

Salaries of Assistant Mistresses or Cost of Education in 26 Endowed Schools & 35 Schools of the first Public Day School Compy. (Prepared by Assocⁿ of Asst. Mistresses)

	Fees	average salary of Asst. mistresses	average cost per pupil
from Ia	£18 to £9	£147. 2. 0	£13. 9. 8
- " - IB	15 ps. to 12 ps	113 . . .	13. 5 -
- " - II	£10 to £6	112 . . .	8. 6. 8
- " - III	£6 - £3	84. 4 -	6. 17. 7

Range of Salaries in above Schools.

In 1 school the average is £60.

" 9 schools	- " - below £100
8 - " -	- " - " £120
4 - " -	- " - " £140
5 - " -	- " - " 160
6 - " -	- " - " £175 to £225
<u>33</u>	

Pension Schemes

The Societies of Head Masters & of Headmistresses have schemes of superannuation arranged with ~~a set of~~ ^{insurance} companies, the idea being that ^{the school is under corporate control} the managers should contribute half the premiums (annual). So also was the Cambridge University Scholastic Agency an arrangement, under which 5% of the annual premium is remitted to members.

The Departmental Com^{tee} appointed to consider the superannuation of teachers in elementary schools made the following recommendations:—

"Teachers certificated by Education Department divided into two classes, existing teachers & future teachers"

"Obligatory upon future teachers & optional to existing teachers to come under the scheme, the option extending from one year only from the establishment of the scheme"

"The Teachers Superannuation Fund, to which all teachers subject to the scheme must contribute. Be divided into four

branches formed from the contributions of existing & future teachers male & female respectively."

"The fund to be under the management of the National Debt Commission as regards its custody & investment. A return showing the state of each branch to be presented to Parliament annually. An actuarial inquiry every seven years & report to Parliament. Tables subject to revision according to result of such inquiry."

"Teachers contributions to be deducted by Education Dept^t from the grant to the schools, the manager deducting the amount from the teacher's salaries."

"The retiring allowance to be paid quarterly."

"Each male teacher to contribute £3 per annum & each female £2, while in service until the age of 65."

"Retirement compulsory at 65 for men & women except in special cases allowed by the Department."

"At 65 the teacher to be entitled to an annuity purchased by his contributions according to tables approved by the Treasury."

"A teacher at 65 whose service is not less than half his possible service from date of becoming certificated to be entitled, on retirement, to a state pension in addition to the annuity from his own contributions."

"The state pension for a future teacher for each complete year of service to be 10/- per annum."

"The state pension for an existing teacher to be for each complete

year of service the following amount per annum:-

" 10/- with the addition of, for men 3/-, for women 2/-; for each complete year of past service at date of establishment of scheme."

" Service after 65 not reckoned for State Pension."

Auxiliary pensions to be granted under certain conditions to teachers who become permanently incapable from Physical or mental infirmity of continuing to teach efficiently.

" No auxiliary pension to be paid to a teacher who has served less than 10 years, nor to one whose service does not amount to at least half his possible service."

" The amount of auxiliary pensions to be:-

" For men: £20 after 10 years service, with the addition of 1/2 for each complete additional year's service."

" For women: £15 after 10 years service, with the addition of 1/4 for each complete additional year's service."

" Provided that such pension shall not exceed the superannuation to which the teacher might have been entitled on reaching the age of 65."

" Annuity from contributions of teacher receiving auxiliary pension to be appropriated after 65 years of age to the partial payment of the pension."

————— " —————

Summary of Schools

London School Board				National Ch. of England				Roman Catholic			
No. of Schools	Accommodation	Attendance	Grant	No. of Schools	Accommodation	Attendance	Grant	No. of Schools	Accommodation	Attendance	Grant
425	475245	386205	£378776	290	155333	112295	£104872	73	41521	22500	£20548
20	-	-	-	47	-	-	-	-	-	-	-
445	475245	386205	£378776	337	155333	112295	£104872	93	41521	22500	£20548

British			'Wesleyan			Parochial					
12	5465	2590	£1990	16	9070	5458	£5135	22	10809	7060	£6450
17	-	-	-	2	-	-	-	1	-	-	-
29	5465	2590	£1990	18	9070	5458	£5135	23	10809	7060	6450

Others			Total								
72	37404	25036	£24499	967	734847	561144	£542270				
9	-	-	-	96	-	-	-				
81	37404	25036	£24499	1063	734847	561144	£542270				

Number of Teachers with Salaries employed by the London School Board.

Male Female

No. Salary.	71.	No. Salary.	66
£75 & under.	61.	£50 & under.	344
£85	47	£65	50
£95	263	£75	84
£105	284	£85	769
£115	150	£90	796
£120	134	£100	360
£125	120	£103	284
£130	119	£106	300
£135	141	£109	297
£140	160	£112	311
£145	197	£115	237
£150	152	£118	249
£155	537	£121	197
£165	102	£125	549
£200 to £250	89	£130-£150	155
£251 to £300	149	£151-£200	240
£301 to £350	132	£201-£250	386
£350 & over	39	Over 250	123
	<u>2883</u>		<u>5796</u>

Salaries of Assistant Teachers.
(Secondary Schools)

On this point the Royal Commission say:-

"With regard to the salaries paid to assistant teachers, it seems clear that, at least in some cases, they are too low, & that a higher scale of remuneration would tend to improve the quality of the education given. In the cheaper schools, where the expenditure per pupil is necessarily very small, it is impossible to provide adequate salaries for a sufficient number of well-educated teachers.

The teaching staff in such a case must be either defective in quality or else too small for the work of the school.

Even in schools where the average salary rises to £110 or £120 it is manifest that, if the juniors be adequately paid, the seniors can have no prospect of an increase in their salaries, & the school must suffer by the discouragement of experienced teachers. Saving for illness or

old age must be impossible in any

85
cases; & an economic position which involves privations & anxieties cannot be favorable to the vigor & influence of the teaching staff."

Girls Schools.

There is a good deal to be done to supply schools for girls living at about 16 & unable to pay a high fee.

No. of Secondary Endowed Schools in London - 50 (about)

Secondary Education shd. be under the control of local authorities

One central authority to be appointed.

All existing agencies to be utilized.

Funds now under control of local authorities for technical education to be made generally available for secondary education.

There is a deficiency of 2nd & 3rd grade schools at prices sufficiently

low to place them within reach of persons of limited means. This deficiency the local authorities shd. supply. Increased means are required of transferring pupils of promise from the lower to the higher places of education.

Training of Secondary Teachers shd. be systematic & thorough, both in theory & practice.

Notes on Evidence submitted to the R. Commission
Mr Barrett, H.M. Inspector of Schools & Training Colleges.

Advantages of Training. - Prevents the best teachers from making mistakes & improves the capability of inferior teachers. A knowledge of various systems enables a teacher to try experiments & prevents his becoming mechanical.

Trained teachers maintain better discipline with fewer punishments & acquire a greater

power of managing large classes.

A common system of training for all teachers is desirable.

Teachers in secondary schools are at present drawn largely from graduates of the older universities. There are also a fair number of former elementary teachers.

Witness believes in the system of apprenticing young teachers, & would make all schools wh. receive public money take a certain number of apprentices.

Examination of secondary schools shd. be under control of a central authority.

There is a deficient supply of schools for the lower middle class.

Training Colleges.

88

Miss Woods (Principal of Maria Grey Training College, Bridesburg)

Fees are £24 in lower & £30 in upper division, per year. The college requires 50 students to make it self supporting. ~~and the~~ all pupils are non-residential.

The average cost per pupil is £32.12 a year.

Lower division is for kindergarten teachers; higher division is for secondary teachers in high schools.

There are quite a small number of training colleges for women teachers in secondary schools compared to the total no. of such teachers.

Misses Jows & Day (headmistresses)

Registration - This must be made compulsory for all teachers. Unregistered persons shd. be unable to receive fees or to open new schools.

The register shd. be kept by an educational council, & there shd. be a temporary register to include all teachers of 5 years standing.

Separate lists for elementary & secondary teachers are requisite.

Training - Trainee teachers get work more easily, but have no marked advantage in regard to salary in secondary schools.

Dismissal - Head mistresses in high schools may not dismiss their assistants without reference to their council.

Salaries of assistant mistresses are too low.

90

Miss Marion Withiel, B.A., principal
of St. Hilda's College, Cheltenham,
& president of Association of Assistant
Mistresses.

Training Colleges. - There are not
enough of these for women secondary
teachers.

Registration of teachers shd. be
compulsory, but qualification & fee shd.
be low.

Salaries. - gives a number of
cases of salaries of assist. mistresses
in secondary schools, the range being
from £35 to £60

Dismissal. - There are very few
cases in wh. the power to dismiss
assistants rests solely with the head
mistress.

91

Mr. R. P. Scott, M.A., head master
of Parmiter School, Bethnal Green,
& hon. Sec. of the Head Masters
Association.

Parsons - Schoolmasters. - The no.
of clerical head masters is decreasing,
but there are ^{some} schools still in which
only clerical head masters are appointed.

||

L.C.C. Technical Education Board's Return
of London Secondary Schools.

ages.	Boys	Girls	
Under 13 - -	4042	3348	}
13-16 - -	5747	3712	
over 16 - -	929	1174	
all ages -	10838*	8234	

Public Endowed
Public Proprietary
Schools.

* includes 120 whose ages are not specified.

Under 13 - -	2279	2080	}
13-16 - -	1045	1100	
Over 16 - -	142	461	
all ages	3466	3641	
Combined -	14304	11875	

126 private
or semi-
private schools.

92

Girls Public Day School Company.

Has 36 schools with over 7000 pupils - 17 schools with over 4000 pupils are in London.

Fees: under 10 - £3.3. a term, 10-13 £4.4; over 13 £5.5; average payment a little over £15 a year, including all extras.

Assistant Mistresses are appointed & dismissed by the Council, They enter into a form of agreement & receive two months notice, ending with the term. They are taken on probation for two terms.

Salaries:- The teachers are divided into three classes (privately), in addition to junior probationers.

3rd Class teachers commence at £70 & go up to £95

2nd — " — " — " — £95 to £135

1st — " — " — " — £135 to £200

Promotion from one class to the other is not usual, but takes place sometimes. The educational qualifications & teaching ability in each class are different.

Head. Mistresses get £250 a year fixed salary

+ a capitation grant of £1.10 to £2 per pupil according to size of school above £100 scholars. The maximum salary is about £700, all salaries are without board & residence.

There are 35 teachers in 1st class, 183 in second, 101 in third class.

There is a provident fund in which mistresses can invest what amount they like & receive 4% interest, & an annual bonus, according to amount invested, up to £5.

(From Royal Commission on Secondary Education)

Incorporated Association of Headmasters

(1890)

(Dr. Scott, Parmenters School, Victoria Park, Sec)

Limited to headmasters of secondary schools which are incorporated under a definite form of public or corporate ^{control} school.

A Secondary School is taken to mean a School at which the majority of the pupils in attendance are receiving an education higher than elementary.

A School is held to be administered under a definite form of public or corporate control provided that it satisfies the following conditions-

- (i) That it is administered by a representative or other Governing Body of a public character under a Scheme of the Charity Commission, or some other special constitution of legal sanction.
- (ii) That the Governing Body has by its Constitution the power both to appoint & dismiss the headmaster.
- (iii) That the Governing Body exercises full & direct control of the School finances-

The Objects of the Association are:-

- (1) To facilitate the interchange of views & information on all School matters; e.g. Teaching Examinations, Scholarships, Internal Management & Organisation generally.
- (2) To influence Public Bodies connected with Education, and, further to watch and, if necessary to suggest legislation on educational matters.

There are 664 public secondary schools in England & Wales, of which 47 are in London District. The Association has 350 members, of whom 39 are in London, the other 8 (classical schools) being members of the Headmasters Conference, Annual Sub. £1-1-.

The Association is, in the Teachers Regⁿ Bill of 1896, one of half a dozen bodies of teachers empowered to nominate a representative on the Registration Council.

Organization

An elected Council was formed looks after the objects of the Association as a whole, while to secure due attention to local.

interests 16 Divisions - groups of Counties - have been made, each entrusted with the establishment of a local Committee.

A local Committee of the Association has already been formed in London; It has its representative on the Technical Education Board of the London County Council.

Co-operation with Educational Bodies:-

To ensure a proper representation of public interests in the Examination Schemes a new departure has been made. The Association may claim to have been the first Body to bring together all classes of Educational representatives for a public object. Their Scholarship Committees enjoy widely used powers of co-optation, which enable them to focus the opinions of the Universities (through the representatives of the Local Examination & the Joint Schools Examination Boards), of the Headmasters' Conference, of the Head Mistresses' Association, of the National Union of Teachers, of County Councils (through the Association of Organizing

98

Secretaries to County Councils). The City &
Guilds of London Institute, & of the London
Chamber of Commerce.

Public Examinations

In Public Examinations the Association
has brought effective weight to bear on the
Oxford & Cambridge Boards regulating the
Local Examinations, & has exercised on the
Science & Art Department an influence
which has led to fruitful results, & caused a
modification of Grants.

With the Civil Service Commission an important
correspondence has been conducted: the contentions
of the Association have been established - that
Secondary Education has been cramped by
the requirements of Civil Service Commission
Examinations; but pending the issue of the
Report of the Royal Commission ~~was sitting~~,
the Civil Service Commissioners reserved their decision.

The Royal Commission on Secondary Education:

The Association through its chairman a
representative ^{member} of the Royal Commission, has drawn
attention to the inadequacy of financial arrange-

ments under existing school schemes, has supplied statistics which have greatly assisted in making known the needs of increased funds for salaries, enlargement of staff & improvements of building & plant.

List of Secondary Schools.

This list issued annually in January by the Association, arranged alphabetically by Counties, though capable of further amendment, is by far the most complete in existence.

Pensions & Superannuation:

The Association has framed both for Assistant & for Headmasters a workable & easily understood Pension & Superannuation Scheme which has been commended by the Charity Commission, adopted by the Headmistresses' Association, accepted in many quarters, & is receiving the attention of Local Authorities.

General Aims:

The whole policy of the Incorporated Association of Headmasters may be summed up as an endeavour to obtain for the responsible

exponents of Secondary Education
public recognition, professional status,
legitimate influence:-

Literature &c.

Feb. 1896.

Interviews with

Mr. H. Wright (Chief of Press Gallery House of Commons)

Mr. H. S. Cornish (Sec'y Institute of Journalists)
(Reports &c obtained)

Mr. G. S. Jealous (Editor &c)

Mr. J. Haynes (Reporter)

Mr. G. Samuel (Journalist)

Sir J. R. Robinson - Manager Daily News

The gist of interviews as above is embodied
in the account of Journalists &c, prepared
for Vol VIII. No material point is omitted.

Societies:- Literature &c.

~~obtained~~ Institute of Journalists (H.S. Cornish Sec)
78 Fleet Street. (Particulars obtained)

~~obtained~~ Newspaper Press Fund. (W.W.J. Sharp. Sec)
11 Garrick St. W.C.

~~sufficient obtained~~ Newspaper Society (The Trade Society of Newspaper
Proprietors)
New Bridge Street. (W.W.H. Wharlow)

~~sufficient obtained~~ Press Club.
Wine Office Court. Fleet Street.

~~obtained~~ Society of Women Journalists.
(W.J.S. Wood, director - office of The Gentlewoman)

~~obtained~~ Royal Literary Fund.
6. Adelphi Terrace (Lt Roberts).

~~obtained~~ Incorporated Society of Authors (G.H. Knig. B.A.)
4. Portugal Street. W.C.

Incorporated Society of Authors

Est. 1883

Secretary. G. H. Thruig. B.A.

4 Portugal Street. W.C.

The Objects are:-

- (1) The maintenance, definition & defence of literary property.
- (2) The consolidation & amendment of the laws of domestic Copyright
- (3) The promotion of international Copyright.

In the first capacity it examines & advises on agreements submitted to authors, advises as to best publishers, examines estimates & accounts on behalf of authors in order to prevent overcharge, takes action (legal or otherwise) for the recovery of M.S.S or of payments due for literary work & publishes a monthly journal devoted to the maintenance of literary property.

Conditions of Membership. members must be persons who have published a book. Subscription £1. per annum

Persons who have not published a book may become Associates. Subscription & advantages same as members.

The Author Syndicate is an independent adjunct which takes charge of the business arrangements of members of the Society, confining its operations to authors whose works possess a market value.

Salaries

Editor of Times	-	-	£ 8000
Manager of Commercial Dept - Times	-		5000
Editor of Daily News	-		2000
"	Lloyds		1000
"	Pall Mall		800
"	other evening		600
Leader writers - Times	-		£1500 to £2000

Average scale on London dailies
 - 2 guineas an article.

Faded handwritten notes on the left page, including:
 - "Faded text" (top line)
 - "Faded text" (second line)
 - "Faded text" (third line)
 - "Faded text" (fourth line)
 - "Faded text" (fifth line)
 - "Faded text" (sixth line)
 - "Faded text" (seventh line)
 - "Faded text" (eighth line)
 - "Faded text" (ninth line)
 - "Faded text" (tenth line)





