











be best to let the new  
S. G. E. - when found I  
have a whole round in King  
before we definitely return  
to the matter at home

I am not sure if the man  
in King is at present the  
last number - or would  
rather not say - King the  
where - A/ in  
letter sent to Hardy

pl

W. Vanghem

yourself will be

W. Vanghem  
24.12.47

Wait for reply from  
Mr. Mather on W. Vanghem  
See on page 100

2/12 at one - order  
at night 1947

W. Vanghem

Major Furl

Ref. vide your own of 4/12

W. Vanghem  
24.12.47

Mr. Gossman

As you have seen by correspondence  
I have written to you about  
the matter of the school  
which was in 1901  
and which was the  
of the school  
the matter of the school  
the matter of the school

From King & the school

of the man you could  
find here. The schools  
there are all accounts  
about this & the better  
the school, the more  
accounts it is

As far as the school would be fatal.

Perhaps you will discuss with some time what the next course should be but at present

I am inclined to believe the idea of the first stage of your new director (where you position)

AST

I see in my opinion I the we had better talk the give... the matter suggest as to the could I suppose say that this suggestion has been put before several public schools & that the consensus of opinion is that while the proposal is theoretically desirable the practical difficulties are very great & therefore as at A

(we are much indebted to you for what you have done for the ground)

9/2/28

above CA 10.24

To Gen No 136

(Refer Form No 58 of 20 28)

see 10/3/28

Hammisch

This paper has been sent up for me to see. Apparently you have never seen it. You may like to mention the subject to Mr. Scott before he sails so that he may have it in mind.

A. L. Parkman

I have shown the correspondence to Mr. Scott, and the following are the remarks he made to me in a personal letter:-

"I think the Colonial Office is doing right to shelve the thing for the present. The type of man in the Colonial Services who would fit in to an English Public School is my man. There may be one of them in Kenya. I should like to explore the proposal in the first case in a more limited way. It would perhaps be possible to get the loan of a public school master to Kenya without an exchange. He would then go back to his school - having been good for Kenya and got good for himself - and if a Kenya man wanted to come to an English school for a bit then the Home man would be in a position to say 'There was an excellent fellow at such and such a school in Kenya who would fit in here for a year.' English H.M.s would be less terrified of getting a dud. But anyhow I expect you will jog my memory in about a year or eighteen months time."

Hammisch

fully A. L. Parkman 27.10.28

Mr Eastwood

please advise Mr Fisher's  
minutes of 20/10/32

W. H. H. H.

1/11/30.

W. H. H. H. is due to leave

that

Note on his file

to see when he arrives

Edward

W. H. H. H.  
1/11/30.





desirable the practical difficulties are  
very great, especially having regard to the  
specialisation of modern teaching and the  
consequent necessity for finding masters  
of cross-similar qualifications for the



2 all

2, Richmond Terrace,  
Whitehall, S.W.1.

22nd December, 1927

Dear Mr. Marten,

Please forgive me for not having thanked you before for your letters of November 29th and December 6th about the scheme for interchange between Public School masters here and the staffs of Kenya schools. My excuse is that I have been waiting to get replies from two or three Headmasters, etc. to whom I have written before writing further to any of my correspondents. From the answers I have received it is clear that the theory is excellent, but that it would prove very difficult in practice. I want to make one or two more enquiries before we decide whether we will take any definite action at this stage. It might, I think, prove wiser to let education in Kenya advance a bit further first, but I am not sure of this at the moment.

Thank you for telling me that the Headmasters' Conference is the appropriate place in which we should raise the question in case we decide to do so. Could you now add to your kindness by sending me the name and address of the Secretary, and also if you know them, the probable dates of the next two Conferences. I say the next two because I have

C. H. K. MARSH, ESQ.

an idea that one comes off quite soon, <sup>may</sup> and prove too  
early for our purposes.

All best wishes to you for Christmas and the New  
Year. I had hoped to come down this morning but was unable  
to get away since the Sunday that I was supposed to be  
and unfortunately this year I shall not be able to return  
next half.

I hear your house finished and  
I hope you are very happy with only  
I hope you are very happy with only

2, Richmond Terrace,  
Whitehall, S.W.

22 December,

Dear Mr. Whatley,

I am sorry not to have written earlier to you  
re your letter of November 25th with regard to the  
interchange between masters of Colonial Schools and  
Schools here. I have, as a matter of fact, been  
asked to reply from one or two other Headmasters  
I have written on the same subject to a writing  
my correspondents.

I am very much obliged to you for your letter  
and I have sent out the replies I got from the  
masters to whom I have written. It would clearly be an  
easy scheme to work, and I am making every effort  
before we take any definite steps.

I am sure you will be very much interested in the  
steps I have taken.

Yours sincerely

(Signed) R. D. FURSE



11  
E. Richmond Terrace,  
Whitehall, S.W.1.

Dear Major Hardy

I am sorry not to have written earlier to thank you for your letter of November 30th with regard to the question of interchange between masters of Colonial Schools and Public Schools here. I have, as a matter of fact, been waiting to get in replies from one or two other Headmasters to whom I have written on the subject before writing further to my correspondents.

I thank you very much for your very fair and interesting proposal which will be of great value to us. Clearly it will be difficult to put through such a scheme effectively, and I am making some further enquiries before I decide whether we will take any definite steps at this stage at the Headmasters' Conference or not.

Very many thanks for the help you have given.

Sincerely,  
(Signed) J. J. [unclear]

MAJOR H. H. HARDY

2, Richmond Terrace,

White, N.Y.C.

2nd December, 1927

Very sorry not to have had time to thank

you for your letter of November 23rd with

regarding the interchange between Masters of Special  
and Public Schools here. I have, as a matter of fact,

been waiting to get in replies from one or two other heads

to whom I have written in the spirit of the above, but have not  
yet received any of my correspondents.

The general run of the replies received to date  
seems to indicate that, while in practice it is

not so different in theory, it will be found to be

difficult to carry out in practice. As I did not

write an objection, I presume that you have

intention of mentioning the matter at the

Headmasters' Conference. You said you

had heard from me to the contrary. I

could tell you the same if you had received

my letter. I also let me know the date of the next

Headmasters' Conference are likely to be held.

W.W. Fisher, Sec. would be kind enough to give me the

address of the Secretary in case the Secretary of State  
decided to raise the matter with the Conference. I ask  
you to the next two Conferences because I have an idea that  
the next one is likely to occur during these holidays, and  
it might be ~~too~~ premature to raise the matter then.

I am very grateful to you for your letter, and for  
the trouble you have taken. I must apologise for bothering  
you further, but the scheme appears to hold out useful  
possibilities, if it can be worked. Equally clearly it  
will be necessary to find the right way to produce  
any practical effect. So I <sup>sh</sup>ould also be glad of any  
further help you can give us.

Yours sincerely,

(Signed) R. D. FURSE.

Dec. 4th, 1927.

14  
ETON COLLEGE,  
WINDSOR.

Dear Ralph,

I am considering your letter. It is awfully difficult to arrange those exchanges, they are so excellent in theory and so difficult to work out in practice. The staff of a public school now is so specialised, they are classicists, or languages, or history, or more mathematics, or very little of science. Then they always have other jobs, like their school work, and exam pupils, etc., so that to find any particular man to fit <sup>in</sup> any other man's place. Various proposals from time to time have been made for exchange but I think hardly any exchange in practice have been made.

With regard to your questions:

(1) I should suggest a year as the length of exchange, and the standard of qualifications with regard to the man sent home would have to be more or less the same as the man going out. The financial side of it would have to be worked out by a Committee of the Headmasters' Conference.

(2) I do not think I want any more information with regard to the colonial side of the problem. I feel



ETON COLLEGE,  
WINDSOR.

sure it would be an excellent thing for a man to do, and  
equally sure that it won't be at all easy to find the man.

(3) The Headmasters' Conference is undoubtedly  
the place to raise the whole question. The Secretary  
would tell you which Headmaster or Headmasters have  
at the subject before and it might be well to get in  
touch with them first. In fact I should be inclined if  
you can spare the time to go and see the Secretary of the  
Headmasters' Conference and possibly the Council before  
raising it officially.

*John*

Yours sincerely,

*C. H. C. H.*

Yours

*(The C. H. C. H. Master  
Laurie Mearns  
of Eton)*

Nov. 29th, 1927.

Waynflete,

St. Eton, Windsor.

Dear Ralph,

Dear Mr. Vaughan

Many thanks for your letter. In answer to my written reply:

to your questions:

(1) I suppose a year would be about the length of the period of exchange.

(2) I think perhaps some more information as to the Colonial side would be rather interesting.

(3) I will ask the Headmaster what he thinks the best way to go forward.

It seems to me an excellent idea; but it might not be quite so easy to work out in practice.

Masters soon get filled up with various jobs in school and it is not easy for them to get away.

Though your letter is marked "confidential"

I imagine there is no harm in the Headmaster seeing it.

Yours sincerely,

know when the next



November 30th 1927.

Dear Major Furse,

I have long thought that there was a great deal to be said in favour of exchanges between English Public Schools and Schools overseas. Some four years ago we carried out an experiment of this kind, sending one of our men for nine months to Australia, and having in his place a Master from the other end, actually from Iselong School, near Melbourne. That experiment was in every possible way a success. Of course it is a big matter to commit oneself, for two Terms or even one, to having a complete stranger on one's Staff, and one has to have very particular assurances that the visitor is in all respects competent and persona grata. In the Australian case, we had such assurances, and they were completely justified. I agree with you that the exchange is far more feasible where the overseas School is for the education of white boys.

If two Terms are sufficient for an exchange with Australia, I should say that it would be quite worth while to have even a one-Term exchange with Kenya, though two Terms would be better. Naturally what one wants is to have a man from overseas who could take over, en bloc, the work of the English Master, because then no re-adjustment of time-tables - an accursed business - is required.

As regards pay, each man received from the School he visited the pay he would have received at his own School; and pension contributions went on in the ordinary way, as far as we were concerned. The sole difficulty was the passage money, and in our case each man had to find that for himself - a very big item; though if one was making an exchange with a School under the Colonial Office, possibly public funds would come to our rescue.

I think the matter might certainly be referred to the Headmasters' Conference, though each of the Schools is entirely independent in a matter of this sort, and probably more actual business would result from your sending a printed notice of the opportunity to the Headmaster of a certain number of Public Schools. I am only speaking, of course, of the English end.

We are all very nervous about not being landed with a dud in such cases, and that is really the crux of the matter. Quite often one could find a man ready to make the experiment from England. We were actually negotiating an exchange with New Zealand more recently, and also approaching one with South Africa; but in each case, the man concerned was wanted for a new job here, which really put out of court the idea of even six months absence, and both the attempts fell through.

Yours sincerely,

Major E. D. Furse,  
The Colonial Office,  
2, Richmond Terrace, Whitehall, London, S.W.1.



16  
CLIFTON COLLEGE

29 November 1927.

Dear Sir,

I have received your letter of 28 November in which you ask me to give my opinion on the suggestion that a system of temporary exchange should be arranged between masters in English Public Schools and masters at schools for white boys in Kenya.

My opinion is that all these schemes for exchange are excellent but when it comes to the point they are extremely difficult to work in practice because it is extremely difficult to get masters who can be spared.

There are already good schools in South Africa and Australia which would be able to arrange exchanges of this sort but I have not yet succeeded in arranging with them a suitable exchange. I have one master here who would I think be willing to go out on exchange but he teaches advanced mathematics and it is unlikely that a school in Kenya would be able to supply a mathematician of sufficient ability to take his place.

I wonder if you have written on this matter to Dr. Rendall, the former Headmaster of Winchester? I know that he has gone rather fully into this matter and has tried to arrange various exchanges. I think that at the moment you would probably get more out of him than anyone else.



School House

Rugby

29th Nov. 1927.

Dear Colonel Furse,

There is already a scheme in existence for exchange of Masters between Colonial Schools and the Public Schools. It does not work very fruitfully, but I am inclined to think it would be better for you to try to bring Kenya Colony into the same scheme. It is nearer England than Australia and New Zealand, and men might be willing to go there who were not willing to make the longer journey. I do not think that any less than two Terms would be of use, and a whole year would be better. In other cases I think men have simply switched over - a man going out to Kenya still having the same salary as if he remained in England and the man coming to England having the salary he would get in Kenya. What I rather advise is that you should write to W. A. Bulkeley-Evans Esq., 5a, Paper Buildings, Temple, E. C., for any particulars of the scheme that may be available, and I will take care that it is mentioned on Thursday next in a very tentative way at the Committee of the Headmasters Conference, unless I hear that the "confidential" at the head of your letter should preclude me from mentioning it at this stage.

Yours sincerely  
W. A. Bulkeley-Evans

Colonel Furse,  
3, Richmond Terrace,  
Whitehall,  
London, S. W. 1.

11th Nov. 1927

Mr. Major ...  
Mr.  
Mr.  
Mr. B. C. Hardin  
Sir G. ...  
Mr. J. ...  
Mr. ...  
Mr. G. ...  
Sir S. Wilson  
Mr. ...  
Lord ...  
Mr. ...

I would be very glad if you could give me your opinion as to whether you think a scheme on some such scale as that outlined below would be at all feasible.

A suggestion has been sent to us from Kenya that an attempt should be made to arrange a system of temporary exchange of masters between English

**DRAFT**

H. H. HARDY, ESQ.

*In this direction of ...  
...  
...  
...*

Public Schools and schools in that Colony. Such a scheme would undoubtedly benefit the Colony by its effect on the tone and discipline of the local schools, and by the stimulus which the infusion of fresh blood, for the time being, ought to give to education generally out there; while the advantages to the man who comes home from Kenya far outweigh the loss of a big school in this country are obvious. The advantages to the big English Public Schools are, of course,

*Handwritten notes and scribbles on the left side of the page, including the word 'Master' and other illegible text.*

less obvious, but I think you will agree that there is something to be said for giving an English Public School master a chance of seeing a few of the problems tackled under these conditions, as well as the interest and stimulus which it ought to give him to do a year, or a couple of years, in a colony.

If the scheme could be worked in Kenya it might be possible to extend it elsewhere; but on account of difficulties in connection with the different languages, it seems to me that the scheme is more likely to be possible where the Colonial authorities are one for the teaching of white boys. Such opportunities, of course, are limited, and it would be well to start the experiment in a place like Kenya where they exist on some scale.

I will not plague you with a long letter at the moment, but if you think the idea is worth considering further, would you tell me:-

(1) What you think the governing conditions should be from the English school side, i.e., as to the length of the period of exchange, the standard of qualification which would be insisted upon with

Extract from despatch No. 581 from Officer

Administering the Government of

Kenya. (forwarding the annual report of the

Dated 20th August, 1927.

Director  
Dept 1926)

The difficulties of arranging an exchange of masters between English Public Schools and schools in this Colony are many and obvious, but I consider that useful steps can be taken in this direction. Granted a regular interchange with certain of the greater public schools, the scheme would have an undoubted effect upon the tone and discipline of schools in this Colony, to which too much importance should be attached, and give a stimulus to education. In practice it would necessitate increases in staffs of the public school, at which the exchange is arranged, at the expense of the Colony. The rates of pay in the Education Department compare well with the salaries paid to masters in the English Schools. I believe that the schools in England and in this Colony would benefit considerably from the special opportunities which would be afforded to members of their staffs of experiencing entirely different conditions and of obtaining a wider vision. The natural conservatism of the greater public schools will perhaps need to be overcome, but the advantages to all concerned are so great that I trust the proposal will receive your approval and that the scheme may be made a subject of direct reference by you to the Headmasters' Conference, or to such public schools as you think may be likely to consider the idea favourably, and make proposals to this end to this Government.

The Director of Education while on leave in England, found the greatest enthusiasm displayed by the great public schools, not only towards European Education generally in Kenya, but especially towards the foundation of a great public school at Kabete. A suggestion submitted by the Director - that assistant masters from public schools might be seconded to Kabete for a three years tour of service was favourably considered in several quarters. In every public school, the one question asked was "How can we help" and there is no doubt that the new school at Kabete will be welcomed by the public schools of the Empire.

With regard to those boys who will proceed to England for higher education, one great public school has offered to reserve one place yearly from 1931 for a boy from Kenya, while many others are favourably considering the proposal. It will be realised, in view of the difficulty of getting boys nowadays into public schools, how great is the privilege bestowed.

At no time in the history of Kenya have the prospects of European Education been so promising, and it merely remains for the school to justify the confidence reposed in them.

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