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Advisory Committee  
on Nature Education in Tropical Africa

13<sup>th</sup> Meeting.

April 9<sup>th</sup> 1925

MINUTES

Present: Mr. G. W. H. ...

Mr. J. ...

3/16/26  
at once

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COPY.

ADVISORY COMMITTEE ON NATIVE EDUCATION

IN TROPICAL AFRICA.

Chairman  
Minutes of the 12th Meeting held  
on Thursday April 11th at the Colonial  
Office.

PRESIDENT

Mr. Ormsby-Gore  
Major Church.  
Sir Frederick Lugard.  
Bishop Sidwell.  
Dr. Fattomley.  
Mr. Strachey.  
Mr. Vischer.

Chairman

Secretary

Major Purse.  
Mr. Seel.

Mr. Gowrie (Governor designate of Uganda.)

The Minutes of the 11th Meeting were approved.

The Chairman then read a number of communica-  
tions received by him:

(a) from Miss Rev. Johninistress of St. Paul's  
School or Miss Gray suggesting that a woman member should  
be appointed to the Advisory Committee, or alternatively,  
that a small Committee of women should be formed to deal  
with the education of native women.

(b) a letter from Mr. Oldham saying that he was in  
favour of Miss Gray's suggestion and proposing that  
Miss Gray, or Miss Allan of Somerton College, Oxford,  
be asked to join the Advisory Committee.

(c) a letter from Sir Samuel Sadler supporting  
Miss Gray's suggestion and proposing that she should be  
appointed a member of the Committee, or, alternatively,  
that Miss Burstall, High School, Manchester should be  
appointed.

Sir Frederick Lugard asked which of the alternative suggestions would be the better - to put a woman on  
the Committee or for a Committee of women to be formed.  
The Chairman preferred the former suggestion, since, if  
a small Committee were formed, its members would  
probably not be in full possession of facts concerning the  
work done by the Advisory Committee.

After some discussion the Chairman strongly advised  
that Miss Burstall should be asked to serve on the  
Committee. He would speak to Mr. Amery and, meanwhile,  
he proposed that the following action be taken: to tell  
Sir Oldham again that the Committee considered  
Miss Burstall very suitable person to serve on the  
Committee, and to ask him to ascertain if she would be  
willing to do so. The Committee agreed.

(d) The Chairman then read the following letter from Sir Michael Sealer on the subject of the Teachers' (Superannuation) Bill, now before Parliament:

"I have read the Superannuation bill and have considered the phrasing of Section 20 (1) (c) by which the Board of Education hope to meet the needs of British teachers engaged in any part of the Dominions. It runs as follows:

"The Board may, with the consent of the Treasury and subject to the provisions of this section, make regulations . . .

For giving effect to any arrangements made with any authority administering a statutory scheme of superannuation for school teachers in any part of His Majesty's dominions, providing for the extension (whether general or without notification) of the provisions of Part II of this Act to service in the capacity of teacher in any part of His Majesty's dominions, and for the extension of such statutory scheme to contributory service under Part II of this Act."

This section presupposes the existence of a statutory scheme of superannuation for teachers in the part of the dominions concerned. It is presupposed that no provision has been made.

It is not yet existing. I think it will take a long time to get such superannuation schemes statutory. I think it will be a long time. My province of Quebec has a rate, in regard to contributions which are approved by Government though not exact, maintained by Government. You will check my facts, but I think I am right.

(3) it will take a long time to get such superannuation schemes statutory, instituted -

(a) because of the expense;

(b) because in some parts of the Dominions there is no desire towards educational institutions not maintained by Government itself;

(c) because the interest of the comparatively few teachers who may be temporarily employed from outside is not a sufficient motive for the going into legislative machinery.

(d) because in India the Government oppose such a new legislation.

It is, however, urgent that something be done, especially for Australia, Canada and India because it is of great importance from the point of view of Imperial unity, the large interchanges of teachers more frequent during the last few years. We can't afford to wait.

An amendment of the Bill gives the only opportunity. I will try before closing this letter to draft, for the consideration of the Committee, a clause which might meet the case.

(I enclose a suggested draft for new clause. The financial difficulty raised by the B. of E. can always be met by rules and readjustment of constitutions, which the Treasury would be free to require).

Superannuation Bill 1925.

Add to Sub-section 2 (1) (b) a new sub-section between the sub-section (viii) and that now numbered (viii):-

tion)

"(viii) In the capacity of teacher employed in any part of the dominions in an educational institution approved by the Treasury and the Board of Education for this purpose."

(as altered by telegram).

"(viii) Subject to approval in each case by Treasury and Board of Education, in the capacity of a teacher employed in any part of the dominions in an educational institution approved by the Treasury and the Board of Education for this purpose."

Mr. Viscount reported that he had discussed the Bill with officials at the Board of Education, who held the view that it was quite impossible to make separate provision in the Bill for each dependency, etc., but that it was possible to bring within its scope, under the terms of Section 20 (2), such dependencies as adopted the principles involved in the Bill. This, however, was not considered satisfactory by Sir Michael Bowles, who probably wished to bring teachers in any part of the Empire under the same scheme. The Committee said it was not possible to provide for all the Colonies, etc., but that they could do themselves have to do the necessary legislation. Major Churchill held that the Bill, as it stands, Sections 20 and 13 would cover all the Committee thought necessary in regard to pensions for teachers employed for a certain number of years in the Colonies and Dependencies. He thought that it would be more economical, from the point of view of the Dependencies to adopt the Imperial Act, but there were all sorts of difficulties such as differences in the retiring age, etc. Sir Frederick Lugard submitted, in regard to officers on the Home Establishment, in order to enable them to retain their pension rights while temporarily employed overseas, the following suggestion: "that the Board should be asked (in accordance with Clause 20 of the Act) to submit to and obtain the consent of the Treasury to a "scheme" on the following lines:- That the Governor in Council

of any African dependency, being an "Authority administering a Statutory Scheme of Superannuation for school teachers" (viz the Pensions Ordinance of the dependency) should be empowered to appoint an officer on the Home Establishment to the Educational Service of the dependency, and that the officer so appointed should enjoy all the Superannuation benefits secured to him under the Act, in like manner as if he had remained on the Home Establishment, provided (a) that the appointment is approved by the Board. (b) that the Board shall direct to the Colonial Government at such times as it shall see fit to the terminations of the service of the said officer.

May I point out that the liability of the Government in respect of the superannuation of the officers and other officials of the Colony should be the same as claim through the Crown. Government will be liable to pay the salary of a duly qualified full time Member of Parliament in respect of his services. It would be necessary to make a provision for the payment of external services and the like, but that would depend on the education arrangement, I think. Clause 20.

Mr. Strachey asked whether the Committee of Education would carry out the recommendations of the Royal Commission. Mr. Fraser said they must do so before the end of the session and then put it into effect in the Dependencies. The Royal Commission dealt with Africa and should on the whole be applicable with any other colonies, etc. The Royal Commission's recommendations in connection with Sir Michael Sadler's recommendations in connection with the various educational institutions, such as, schools, etc., having to be approved individually by the Board of Education in this country. A statement should be drafted by the East African Officer Departments showing the present position of their teachers' pensions, and putting up a report to the Agent General for information. The Committee agreed and Mr. Fraser was instructed accordingly.

Mr. Strachey asked the case of African officials, who were transferred to the service of the Colonial Governments offered no useful solution. It was pointed out that the cases which it was particularly desired to cover were those of men employed for a definite period and then returning to employment in this country, and not as in the case of Post Office Officials, permanently transferred to Colonial Services.

3. The Secretary then brought the following to the notice of the Committee:

- (a) Three letters received from Mr. Fraser which would be circulated as a Memorandum, and a telegram from Mr. Fraser saying that he was leaving the Gold Coast on May 9th. There would, therefore, be an opportunity to discuss with him the various matters regarding Achimota College. (b) The Treasury had approved expenditure for the appointment of a Director of Education in Nyasaland. (c) A letter from Mr. Orr, Director of Education, Kenya.

Mr. Stradley drew attention to certain copies of examination papers enclosed with this letter, and remarked that the matter of curricula and school examinations ought to come up for discussion. Sir Frederick Lugard said that Mr. Goodchild, the External Registrar of the University of London, had been consulted as to the adaptation of examinations to local conditions, and had said that the matter would be considered.

The Chairman asked if Mr. Orr's letter were really a question for the Committee as a whole, and suggested that Mr. Fletcher should write to Mr. Orr (since Mr. Orr had written personally to Mr. Vincher) and indicate the points on which criticism had been made. Mr. Orr should also be urged to come forward for discussion with the Committee.

(d) A letter from the Director of Education, Tanganyika Territory, saying he was anxious to hear from the Committee regularly.

4. Sir Frederick Lugard referred to the Committee's memo on Education in Irenuval Africa and suggested that it would be desirable to have a copy of the publication of the Report as a full paper with public indication of its date by the Secretary of State. The Chairman pointed out that despite the letter sent to the authors concerning the memorandum to him, and his request that it be given to the Secretary of State, no such copy had been sent by the Ministry of Education.

5. The Chairman said that the memorandum on Religious Education in Irenuval Africa discloses that this view must be maintained, and it was essential that both Bishop Pilkington and the Mayor of Liverpool should be present.

6. Similar. The Committee had been furnished with copies of a confidential despatch dated 24 November from the High Commissioner of Zanzibar, regarding the educational policy to be pursued with regard to Agriculture. The Chairman remarked that the views expressed therein seemed to be in accordance with those of the Committee. Sir Stradley commented on the provision that African and Arab students should be separated in doing manual labour and considered it unsatisfactory that African students should be regarded as destined to return to a status of inferiority after attending the Agricultural Primary School. The Chairman said the Committee should comment on this.

7. The Committee then proceeded to discuss the Memorandum on Education Staff. Major Furse ~~read~~  
~~following statement which he had prepared,~~ ~~read~~  
~~a full~~ ~~the same text in attached paper)~~

~~X at the request of the Chairman.~~

In the course of the ensuing discussion the Committee first considered Sir F.D. Lugard's suggestion that the Education and Administrative services should be amalgamated. When he made this suggestion he had in

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view the fact that the education service as it stood now held no chances for promotion such as were attainable by officers of the administration. By amalgamating the services men could be selected according to their capacities for a term in the Education department - say for 3 or 5 years. In this way men could be marked out for promotion. The disadvantages of this plan were then discussed. The education service would be more and more of an executive in its character and art of education. Such a map requires some different type of training required in administrative work. Moreover the liability of the administrative officer would increase. The education department of the government should have a good effect on the native teachers. The native teachers should be given a good education and treated as civil servants. They should be given a good education and be well prepared for the work. The Committee agreed that the question of employment of educated natives should be left to the service and treated as a specialized service.

The question of vernacular in education officers was then discussed. It was decided that the different classes of native teachers can discuss. Dr. Gifford drew the attention of the Committee to the difficulty. It was necessary that education officials should have a good knowledge of the vernacular of the native teachers and pupils. He also agreed that interchange would destroy the feeling of friction. The Chairman pointed out that it should be made clear that actual teaching was only temporarily the duty of Bureau staff. Teaching in elementary schools should be given by natives. He approved of Major Furse's suggestion that non-appointed to the Education Department should be called Superintendents of Education. He considered that the wide choice given by intercultural counted for much in the psychology of the individual.

The Committee agreed that education officials required special training and discussed the post-graduate courses then. Dr. Gifford suggested that the course should be divided into three parts. The first part should be available to all. The second part should be available to those who had passed the first part. The third part should be available to those who had passed the second part. It was agreed that the best help for recruiting the right people and getting the right spirit into the service from the beginning.

It was decided that on the basis of Major Furse's paper and taking into consideration the various points mentioned in the general discussion, the memorandum should be revised, that the views of the absent members of the Committee should be ascertained and that the question of the post-graduate course should be discussed at a meeting at which Dr. Hurn and representatives from Oxford and Cambridge should be present. The Secretary was instructed to take the necessary action.

8. It was arranged that the next meeting of the Committee should take place at the Colonial Office at 11 o'clock on April 28th, to discuss the use of the vernacular in native education.

22nd April, 1925.

Secretary of State,

At its meeting on the 8th of April last the Advisory Committee on Native Education in Tropical Africa considered a letter which had been received from Miss Gray, Headmistress of St Paul's School for Girls and President of the Schoolmistresses' Association, in which Miss Gray expressed regret that the Committee did not include a lady, as representing the interests of female education amongst its members.

The Committee have for some time felt that a lady of acknowledged educational experience would be of great assistance to them in considering and advising on the education of girls and women in Africa, which is one of the most important of the problems which are presented to them; and after careful consideration of the matter they have unanimously agreed to submit to you the special recommendation of Sir Michael Sadler, that Miss Sara A. Burstall,

Hertford College, October 2nd, 1917. We invited  
you to lunch.

Miss Burroughs has recently accepted the  
appointment of Headmistress of the Manchester  
High School for Girls. She is one of the best  
headmistresses of her time, very enlightened in  
her views, practical, wise, and strongly in  
sympathy with the point of view which is taken  
by the Committee. She has had long experience  
on public bodies such as the Manchester Education  
Committee, and has written several excellent books  
on education. She has on several occasions  
visited the United States and is acquainted with  
the aims and objects of the institutions  
at Hampton and Tuskegee. She understands the  
importance of the new demands in education and  
the value of co-operation between different  
agencies, and the need for adjusting education  
to the requirements of the community without  
forgetting individual aspirations.

I therefore venture to express the hope

that

will you plz give the recommendation  
to Miss Burns without any name to

John C. Gould  
Chairman of the Committee.

100

1. Take

02°

Signature  
to header.

Minutes (S.A.S.)

26 April

1925

considered a letter which had been received from Miss Gray, Headmistress of St Paul's School for Girls and President of the Schoolmistresses' Association, in which Miss Gray expressed

and lost the other day.

as a City for spending

the winter. But the exception

is that it is not

so much a place for

the winter as for

the summer months.

It is a place where

you can get away from

the heat of the sun.

It is a place where

you can get away from

the problems which

you have to face in

the city, and

considering all

the considerations

have unanimous by agreed

to submit to you the

special recommend ation

to Michael Sculley that

Mrs. Brewstall, of Girton

College, Cambridge, should

be invited to come for

the meeting.

This Brewstall has

recently retired from the

admt'g Headmress of

The Rancharon High School

for Girls. She is one of the

best headmresses of her

time, very enlightened in

her views, practical wise, and

RAF.

SIR,



Mr. Sul.

403

I have been asked to prepare  
draft letter from Assembly for to  
S. of S. Will you please assist?

Thank you

Hannibell

10.6.25

and the present association  
is a flat in Addison Committee and now  
Woman on my fit the number

The Committee can tell her for corrections  
related to the stone. She has a history of  
acknowledged educational knowledge and  
experience would be of great assistance in  
studying and advancing in the cause of the  
female laborer for the education of the family  
and the post. A woman who is well up  
in most pressing problems of the  
tropical departments.

After considering the matter and  
the general recommendation of Dr. Johnson  
the Committee unanimously agreed that  
Mrs. Brewster be name of this Postman  
be submitted to you with a view to asking her  
to serve on the Committee.

X (dated letter)

The Master's Lodgings, University College,  
Oxford.

April 7, 1925.

My dear Vischer,

Lady Sadler is critically ill and, though since Sunday there have been rays of hope, we are still hourly anxious. The pneumonia and pleurisy have exhausted her, and though she is just holding her own, we dread the result of her weakness in case some other attack comes on.

It is a great disappointment to me that I cannot come to London, as I had arranged to do, on Thursday. Will you express my regret to Major Ormsby-Gore and the members of the Committee, and tell Mrs. Vischer how sorry I am not to be able to lunch with you and to have the pleasure of meeting Mr. Elliot Seebooke again. I should like to tell him how much we admire his work and how well his pictures are here and in Leeds University.

There are several things which will come up at the Meeting of the Committee which am particularly sorry to miss.

miss/.

1. You know how urgent I feel the question of the Superannuation will be and how dissatisfied I am what the Board of Education present rules are. The Committee wish me to go into the matter and will give me an indication of this wish, I will do my best. Perhaps you would come down to see me.

On reflection I am drawn to the conclusion that for reasons of public policy in educational circles in this country it would be prudent to give weight to the suggestion made I understand by Miss Gray after the dinner, that at this juncture a woman should be added to the Committee. In this way I think the Committee (and the College Office) might enjoy advantages which are otherwise likely to be less readily given. Miss Gray herself is a first rate member of a Committee. & she is too busy, I think the name of Miss Burstall (present address: Girton College, Cambridge) might be considered. X Miss Burstall (who was a pupil and colleague of Mis. Frances Buss of the North London Collegiate School, is recently retired from the headmistership)

headmistrresship/

of the Manchester High School for girls. She is one of the best headmistresses of the time, very enlightened in her views, practical, wise, and strongly in sympathy with the point of view which is taken by our Committee. She has had long experience on school boards, on the Manchester Education Committee and has written several excellent papers on Education. She has been more than once in the United States and knows the significance of our school and its mistakes.

She understands the importance of the demands in education and the value of co-operation between different countries and the need for adapting education to the requirements of the community and the forgotten and dual aspects of it.

Her presentation of our case is very important. Perhaps you will do more of what the Colonial Office is planning. I am sending a Major Purse and you should see what is being done in France and in Germany. In Holland, it would be well to copy what we have done. Not that we have done all that we could do right from the first. We have had many difficulties to overcome in the educational field. We could not

- 4 -

in/

visiting Paris, Antwerp and Berlin in the study of education for commerce. We found we could not copy, but that we were stimulated, and the reports were a help to the public.

Very sincerely,

T.S.

After the discussion of the subject you will please copy it in full in your report and send it to me for record.

AGENDA FOR THE 15TH MEETING OF THE  
ADVISORY COMMITTEE ON NATIVE EDUCATION IN TROPICAL  
AFRICA.

To be held at the Colonial Office on  
Thursday, April 9th, 1896, at 11 a.m.

Local Agenda circulated

- Minutes of the 12th Meeting  
Notices by the Chairman.  
Letter from Miss Grey,  
The Leader of the Opposition, Hull.  
Notices by the Secretary.

1. You are invited to attend the 2nd Annual General Meeting on Friday 10th November 1922 at 8 p.m. at the Victoria Hall, Hull.  
2. Dr. Lester M. Bowles, Member of Parliament for the constituency of Hull East, has been elected Vice-President.  
3. Mr. G. A. Fletcher, of Liverpool, Member of Parliament for the constituency of Liverpool, has been elected a Director of the Association.  
4. The course of study will consist of 10 hours per week.  
5. Letters from members of other Associations will be read.  
6. Purpose for the establishment of a Cultural Price Commission.  
7. Report of Education Staff (organized 1st August, 1922), to consider report prepared by Private Secretary.

Advising Committee on N. Somers

B. Hulsey. 9-4-25

The Chairman.

Correspondence

1. Miss Gray.
2. Teacher (supervision) Hill.
3. Platine Station (donor.)
4. Dr. Davis (treasurer)

# ASSOCIATION OF HEAD MISTRESSES.

Founded 1874—Incorporated 1896.

Secretary, to whom all  
official communications  
should be sent:

MISS R. YOUNG,  
29 Gordon Square,  
W.C. 1.

Telephone:

Regent { 658 } 2 lines.  
{ 659 }

President: Miss F. R. GRAY, M.A., J.P.,  
St. Paul's Girls' School,  
Brook Green, W. 6.

Chair. in of Committee: S. LANEY, A.  
Woolwich, Bright

MIG BROWN, M.A.,  
Lord High School,

Major Ormsby-Gore.

Major Ormsby-Gore, the guests at the Annual General Meeting last night and I was greatly interested in the discussion that was followed up by the question put by Mr. G. H. Studdert-Kennedy, "Is it not a fact that there are many people living in poverty in this country?" Major Ormsby-Gore replied that he had no doubt that there were many people in poverty in this country, but that the work which his Committee does is not to help the poor, but to help the middle classes. He said that of course he would do what he could to help the poor if it were possible, to do so when who would have the power to do so? He said that the ability to enable her to do so in the case of the girls who are in the service of the State, is not available.

Believe me,  
Yours faithfully,

Major the Hon. W.G.A. Ormsby-Gore, M.P.

*J.R. Gray*

TELEGRAMS - TELEFONIC - LETTERS - LONDON  
TELEGRAMS - TELEFONIC - LETTERS - LONDON

CHURCHES  
MISSIONS  
CHINE, TAIWAN, MONGOLIA

TELEGRAMS - TELEFONIC - LETTERS - LONDON

# INTERNATIONAL MISSIONARY COUNCIL

*Composed of Representatives appointed by*

UNITED MISSIONARY COUNCIL OF AUSTRALIA  
SOCIÉTÉ UNIE DE MISSIONS PROTESTANTES AU CONGO

NATIONAL CHRISTIAN COUNCIL OF CHINA

JAPANESE MISSIONS COUNCIL

DEUTSCHE EVANGELISCHE MISSIONSBÄRGE

ASSOCIATION DES MISSIONS ÉVANGÉLIQUES DE PARIS

CONFERENCE OF MISSIONARY SOCIETIES IN GREAT BRITAIN

AND IRELAND

NATIONAL CHRISTIAN COUNCIL OF INDIA, BURMA AND CEYLON

NATIONAL CHRISTIAN COUNCIL OF JAPAN

COMMISSIE VAN ADVIES (THE NETHERLANDS)

MISSIONARY SOCIETIES OF NEW ZEALAND

NORSE MISSIONSBRÄD

FORIGN MISSIONS CONFERENCE OF NORTH AMERICA

(UNITED STATES AND CANADA)

MISSIONARY ASSOCIATION OF SOUTH AFRICA

SØMEN LÆHETTSKEVÆRFT

SVENSKA MISSIONSBRÄD

ASSOCIATION OF MISSIONARY SOCIETIES IN SWITZERLAND

SERVICES

12 OLDHAM  
-L. WAGENHUIS

CABINET  
JOHN R. MOTT

EDINBURGH HOUSE

2 EATON GATE, LONDON

1st April, 1925.

Dear Mr. Mott,  
I am sorry that I shall not be able to attend the meeting of the Advisory Committee on April 13th as I shall be on the continent.

In the event of Miss Gray's absence from New York before the 13th, unless the present text of a woman on the Committee is accepted, I should like to suggest that you consider my suggestion.

I am doubtful whether the education of women in Africa receives from a committee composed exclusively of men the attention which it deserves and needs. In my view the education of women in Africa is one of the most urgent problems facing us, and I think that the help of a woman educator would be of great advantage to the Committee.

Apart from this, one of the most important constituencies to interest in African matters at the present time is that of the women teachers in this country. I am confident that Miss Gray's view will be shared by almost all of them and that they will not be satisfied unless there is a woman on the Committee. If we are able to secure the right woman, moreover, she would be of great help not only in extending an interest in Africa in educational circles.

THE MASTER'S LODGINGS · UNIVERSITY COLLEGE - OXFORD  
TELEPHONE : OXFORD 681

Enfield 1925

476

Dear Major Ormsby Gore,

~~With great difficulty~~ will and check my  
exclusiveness. The ~~is~~ very serious import-  
~~ance for its~~ ~~in~~ ~~the~~ ~~rafting of~~  
~~the national~~ ~~area.~~

...use that you will have to buy the  
CONTRACT FOR EACH

Figure 1. A photograph of a longitudinal section of a 10 mm long *Leucaspis* larva.

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*Am. Journ. Ora-*

1998  
BE 1  
ALL P  
PUBL

10th April, 1924.

for your letter of this

10th instant, I now

wish to draw your

attention to the

fact that we are

in

dangerous position. Your plan was

to increase our influence in a wide

number of countries.

It is imperative that immediate action be taken

in order to meet the emergency.

It is also necessary to take

the secretaries

and others to take

such steps as to take

Yours sincerely,

R. C. S. F. O. J.

ROUGH DRAFT

Dear Sir Richard

I thank you for your letter of the 1st April about the Teachers' (Superannuation) Bill.

Education, in accordance with Section 4(1) paragraph 4 of the Bill, provision is made for the employment of teachers. It is suggested that this paragraph may be altered to give it widest effect as possible, but it would then appear that, where there is no time for immediate action on our part, the Advisory Committee should consider the matter at their next meeting with a view to making the necessary recommendations to the Secretary, Secretary, and Assistant who steps should be taken excepting those which are illegal. Dependence

Please return.

419

TELEGRAMS: "INNOCO, SLOANE, LONDON"  
TELEGRAMS: "INNOCO, LONDON"

CODEN:—  
MISSIONS  
CHINA INLAND MISSION

TELEPHONE:—VICTORIA 16

## INTERNATIONAL MISSIONARY COUNCIL

Composed of Representatives appointed by

UNITED MISSIONARY COUNCIL OF AUSTRALIA  
SOCIETE BELGE DE MISSIONS PROTESTANTES AU CONGO  
NATIONAL CHRISTIAN COUNCIL OF CHINA  
CHINE MISSIONSHAARD  
WORLD EVANGELICAL MISSIONSBUND  
LE DES MISSIONS EVANGÉLIQUES DE PARIS  
CONFERENCE OF MISSIONARY SOCIETIES IN GREAT BRITAIN  
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CHRISTIAN COUNCIL OF JAPAN

COMITE VAN ADVIES (THE NETHERLANDS)  
MISSIONARY SOCIETIES OF NEW ZEALAND  
NORSE MISSIONS  
FOREIGN MISSIONS CONFERENCE OF NORTH AMERICA  
MISSIONARY SOCIETIES OF SOUTH AFRICA  
SUOMEN LÄHETTYSTÄEVOSTO  
SVENSKA MISSIONSFÖRSTET  
ASSOCIATION OF MISSIONARY SOCIETIES IN SWITZERLAND

Chairman  
JOHN R. MOSS

GENERAL SECRETARIAL OFFICE

10, VICTORIA LANE, LONDON, S.W.1

See notes  
H. O. MAN  
W. ENSHINE

SECRET

Will you see your letter. I am going to write  
about the Superannuation. It is intended  
to examine carefully by view of it  
whether it is that it does not meet the  
needs.

It is proposed to submit this to the  
Committee of the World Missionary Conference  
in May. It will be submitted to the  
Committee of the World Missionary Conference  
and the W.M.F. will be asked to  
submit its report to the  
Committee of the W.M.C. with the  
recommendation of the W.M.C. by the  
Committee of the W.M.C.

It is possible for  
the Committee of the W.M.C. to  
recommend that the  
Committee of the W.M.C.

Section 8 of the may possibly be made  
clearer for arrangement with the  
Committee of the W.M.C. It would not, however, so far as I can see, affect  
the use of teachers in grant-aided schools.

In/

# PHELPS-STOKES FUND

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OFFICERS  
J. T. DODGE, President  
C. E. DODGE, Vice-President  
W. H. STOKES, Secretary  
T. J. JONES, Treasurer  
R. L. COOPER, Auditor  
C. C. WOODWARD, Director  
C. H. MANNING, Director

101 PARK AVENUE  
NEW YORK

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L. A. ROY, Office Secretary

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## FOREIGN REPRESENTATIVES

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C. T. LORAM, 80 Edith Place, London

1767 Q. Street, N.W.  
Washington, D.C.

Dear Com. Friends Sirs,  
I am sorry to the Government  
regret my inability  
to leave for the U.S.A. in

the invitation I tried to send a few days ago, but it would make no difference in time it would probably be better to go later. Dr. Jones has expressed his appreciation to the Fund for the work done by me and I thought it would be better to leave with the members of the Advisory Committee.

May I repeat what I have so frequently said, that the Phelps Fund has done a great deal to encourage and to cooperate with colonial offices in the U.S.A., and to Mr. Vischer and your representative, Dr. Aggrey, I wish to say a special thank you for your preparation of the Report and all arrangements for our African tour and what obligations to you.

My visit to America was remarkably successful. I was received very cordially this week by representatives of several of the leading foundations and I feel very sure that some arrangements may be at the present stage on a small scale.

Sincerely yours,

John Edward G. Ormsby Gore

John Edward G. Ormsby Gore

THE MASTER'S LODGINGS - UNIVERSITY COLLEGE - OXFORD

TELEPHONE : OXFORD 681

27 III '45

Dear Major Ormsby-Gore,

Have a very pleasant time and  
thank Charnley for his gift. I should like you  
to let him know I am grateful.

The last night we saw a few "2g"

down below, down a hillside

for pell-mell.

Dawson

## DOWNING STREET.

April 17<sup>th</sup>, 1868.

Dear Sir James,

The last meeting of the Committee was a  
very small one as usual, owing to the illness of  
Mr. ... and Mr. ... but we had  
Speaker himself, Buxton, Church, Stanley, and Wesley-  
Brown in the Chair.

A number of notices were sent to  
the Tenure of Employment Bill, & written  
communications that had been received by Mr. ...  
and myself. It was decided that the ... did  
not see its way to oppose it, & that the  
Superannuation Bill ... will provide for all  
engagements to be made between the ... & Education  
the Treasury and any Dependencies. After putting  
the latter to the various Governments of Tropical

Africa/

- 3 -

and /

had a long discussion about it.  
finally agreed the best way  
at a special Meeting of the Society  
promised Lugan to let him have his views  
in a paper due out interesting  
the public to see what he had  
to say. Finally agreed that  
he would do so accordingly.  
you, Chung and myself have a go at it,  
and I am preparing all the prints and getting addi-  
tional information to be ready on your return, when I hope  
you will be better informed with the matter.

I had an excellent letter.

365y.

seems to have been in Japan for some time  
not his native place. In fact he was  
seen by the consultation of all having every  
sort of anti-Japan hosts. Idea of making  
a religious rivalry by the  
priests on his part.

THE MASTER'S LODGINGS . UNIVERSITY COLLEGE . OXFORD  
TELEPHONE : OXFORD 681

RECD. 16 APR. 25.  
ANS'D. 16 APR. 25.

429

16th. April 1925.

Barbara Vischer,

from Miss Burroughs whose

name I have written above

ad

total for

trips run a higher price

call her. She will be a most valuable

Will you do so good to number all the

literature about the work? She wants to keep it

She ought to have the help Stokes and

the other things

Kind regards,

Yours sincerely,

A. E. H. Vischer

Barbara Vischer, Esq.

## DEGWING STREET.

April 15th, 1925.

Dear Sir Frederick,

Taking you very much for your letter of the 9th, giving me the details of your suggestion regarding Superannuation Benefits, which I am very glad to have for the Minutes Society meeting. For copies of the Memorandum to Education Staff

I shall refer you to the Secretary of the Standing Committee of Vice, Policies and Principles, who interests.

Synderston's address is 2270 10th Street.

S. L. Synderston,  
2270 10th Street,  
Brooklyn,  
N. Y.

The Office to receive the paper

13TH MEETING OF ADVISORY COMMITTEE ONNATIVE EDUCATION IN TROPICAL AFRICA.

April 20, 1947

London

EQUALITY by Macberry

With No. 3046: Done in London, 1947.

11th Nov. 1947. of does Court according to  
Annual Report.10th Nov. 1947. copy of His Excellency's speech  
of Nov. 1947.

Size:

Zomba Library

The main occupation of the native  
is agriculture (cotton industry). The land  
is nearly all owned by Arabs who form a  
small proportion of the population and  
are described as degenerating. The  
farm work is done by the bulk of the  
inhabitants.

the/

Inhabitants who are Africans of Bantu stock  
and Mohammedans. They were originally

nomads. A great number of natives from the  
country have settled annually for the harvest.

Education. The Education Department  
under the Director of Education, Mr. J. R.  
Gibson, has 110 Government Schools, five excep-  
tional and Day nursery schools, and one secondary  
school with an average attendance of 327 boys  
at the former and 26 boys at the latter.  
There are 174 children taught in 11  
Mission Schools.

The number of  
children at school is given at 2,904, includ-  
ing 1,641 Indians. The government school  
system is in full swing, it comprises  
the various forms of training and the  
various trades.

There is no uniform control on education  
and the authority of the Governor and President  
is limited by the independent action of the Missionary  
bodies, Government Departments and Ryab and  
Indian tribes.

In 1924 the expenditure on education was  
£9,148 (£1,000 Grants-in-Aid). The total  
Revenue was £426,418.

In the proposals made in the High Commissioner's despatch of 24 November, 1924, the educational policy previous to 1925 is summed up and mention is made of the Education Commission report, Sect. 5 (V and VI) which, assuming the future of agriculture to lie in the main with the tribes, recommends the establishment of an

agricultural school, under top priority, in each of the districts and despatch of the orthodixy to being pushed as far as possible. At the same time the necessary land will be available.

Very difficult to find suitable sites for such schools in Africa. The pupils should do some manual work in order to evolve both masters and servants. Medium of instruction should be Swahili. Teachers required: 3 European (all under 27) and 4 Native. A four years course proposed. Pupils to pass to Government plantations afterwards. Buildings could be erected for £9,000 but could not start school till 1928.

1. 15/4/25  
2.

9.4.25

LITTLE PARKENDS,  
ABINGER COMMON,  
BY DORKING,  
SURREY.

my dear Vischer,

question which I submitted in regard to offensive  
weapons to his name, in order to make them &  
mention effects while limbering, replied  
as follows:-



by referring to a Scheme for the  
armament of the  
Army of the Empire of any German extension  
in full force, consisting of an  
infantry division, an  
artillery division, and a  
cavalry division, the  
number of the regiments

in the Home Establishment to the Education  
Service of the dependency, & that the Office is

expended thereon in pay all the departmental

salaries of officers & men under the tech-

nical class as of the 1st March, 1863, be ad-

ministered, provided

that the Department be allowed by the Board

of the Board from time to time to ex-

pend the amount of the services of the

Government in the same proportion as

the amount of the services required by it, to

keep up the force of the departmental

service, and to pay the expenses of

the amount of the services

rendered to the dependency

as independent to the extent of one

annually, and in case of re-

quest to the Secretary of State to make

Home Service over any appointment

under the Education department, or not merely

Teachers Classes 2d

Teachers Classes 3d

Teachers Classes 4d

Teachers Classes 5d

Teachers Classes 6d

Teachers Classes 7d

Teachers Classes 8d

Teachers Classes 9d

Teachers Classes 10d

Teachers Classes 11d

Teachers Classes 12d

Teachers Classes 13d

Teachers Classes 14d

Teachers Classes 15d

## DOMING STREET.

9th April, 1925.

Dear Sir Michael,

Your absence this morning was very much regretted by everybody.

Worthy Sir, I am sorry to say, that you & Mr. Gove, Mr. Bailey, Mr. Brereton, and Mr. Fawcett, will not be able to go to the meeting at the Royal Albert Hall on Friday evening.

After reading your letter regarding this meeting, and also the fact that you & Mr. Gove have approached us with a view to induce us to join the General Strike, I am compelled to inform all of the people present, who supported your suggestion, that

I, Mr. J. H. D. Macmillan, of 14, Grosvenor Hill, London, and representing the Local Committee, do not think it would be possible to agree with Sir Michael & Mr. Gove to consider the provisions for extending the benefits of the Act to Teachers employed

in/



POST OFFICE

THE GOVERNMENT

of the steamer of an English vessel bound  
for portment of self the sum of £1000 paid  
and that there was no payment of the amount  
Special conditions are referred to the postmaster  
THIS FORM MUST ACCOMPANY ANY ENQUIRY OR PAYMENT MADE ON THIS TRANSACTION

Office of Origin and Service Instructions

S 845 DIV. OX FURE T 44

RECD APR 7.20  
ANS'D APR 7.20

FISCHER COLONIAL OFFICE DOWNING STREET SW

INSTRUCTION PLEASE PREFIX TO MY SUGGESTED AMENDMENT FOLLOWING

BEGIN SUBJECT TO APPROVAL IN EACH CASE BY TREASURY AND BOARD

ENDS PLEASE WIRE DECISION OF COMMITTEE TODAY PROPOSE WRIT

UNAL ASSOCIATION = SADLER UNIVERSITY COLLEGE OXFORD +

AGENDA FOR THE 13TH MEETING OF THE  
ADVISORY COMMITTEE ON NATIVE EDUCATION IN TROPICAL  
AFRICA.

To be held at the Colonial Office on  
Thursday, April 9th, 1925, at 11 a.m.

To replace Agenda circulated on 26th March.

1. Minutes of the 12th Meeting.

2. Notices by the Chairman:

Letter from Miss Gray.

The Teachers' (Supervision) Bill.

Letter from the Secretary:

- (a) Nyasaland: Information received from Department regarding new returns on Native education.
- (b) Points from letter received from Director of Education, Kenya Colony.
- (c) Dithie, from Director of Education, Tanganyika Territory.
- (d) Memorandum circulated and its cause of preparation.
- (e) Letters received from Mr. Fraser and C. Moore.

Zanzibar: Proposal for the establishment of an Agricultural Primary School.

Memorandum on Education Staff (circulated 21st January, 1925), including report prepared by Private Secretary.

t to all  
bers and  
owers.

13a file .

AGENDA FOR THE 13TH MEETING OF THE  
ADVISORY COMMITTEE ON NATIVE EDUCATION IN TROPICAL  
AFRICA.

To be held at the Colonial Office on  
Thursday, April 1st, 1938, at 11 a.m.

To replace Agenda circulated on 20th March.

1. Minutes of the 12th Meeting.

2. Notices by the Chairman:

(a) Letter from Miss May.  
 (b) Teachers' (Superannuation) Bill.

3. Report of the Secretary:

(a) Information received from  
 Director of Native Education in Native  
 Areas.

(b) Letter from Director of Native Education in Native Areas.

(c) Letter from Director of Native Education in Native Areas.

(d) Memorandum circulated by the Secretary.

(e) Memorandum dated 20th March, 1938, from the Secretary.

(f) Memorandum dated 20th March, 1938, from the Secretary.

4. Consideration of report of the Secretary on preparation of an  
 Annual Report of the Native Education Department.

## DOWNING STREET.

April 6th, 1925.

Dear Mr. Frederick,

Thank you for your letter of the 5th.

I have received, together with letter addressed

to me, a copy of the Report of the Select Committee on the Interest

of the Bank of England.

No. 1470, the Report.

Memo. - Ed. - When I left, there was first circulated

your Memorandum No. 1470, which I handed to you, a government member.

Understand that, before discussing the Memorandum at

the meeting, you will have an opportunity of hearing from the Secretary. Or, otherwise,

only if you desire, you may do so before it becomes evident that

you could not be present at the time.

I hope that you will be forced at the meeting to read

and discuss the Memorandum. In this way, members,

(who)

by/

mentioning the various points from correspondence, etc., which the Chairman and I myself receive between the meetings. As you will see from the modified Agenda, which I enclose under same cover) there are a number of these notes. Ormby-Gore received the letter from Mrs. May suggesting that a woman be put on the Executive Committee, and Badier and Glazebrook have both written to support this proposal. The Education (Emancipation) Bill has been laid before Parliament and Badier and Glazebrook have paid some notice to it. It can immediately be seen that notes need not say "no", nor need be signed with "yes" on the statements of the establishment of a National School in a number:

3. Reg. 3d. the Member for the Right. in Education in Government schools, - Mrs. Gore thought last night not yet ready for it, and tant a discussion, though on file for a later meeting.
4. It would, of course, be best if we could keep

to/

## BIRMINGHAM STREET.

March 31st, 1863.

Dear Sir &amp; Co. -

Enclosed you will find a copy  
of the new patent, I  
was able to get. Granting the same  
as a matter with his son and son-in-  
law he is capable of. He has given  
me no time to get it done.  
Sir - I hope we could have  
it ready in a few hours.

Yours etc. -

John C. Lincoln

Lincoln

Enclosed you will find a copy  
of the new patent, or copies, as we  
bought from the Library office. Copies are  
being sent off officially to the Governor,

Colonel L.

7th March 1926.

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DUNNING STREET.

March 31st, 1926.

Dear Mr. Frederick,

letter I wrote you received on

the 21st of March. I am sorry to be

so long in replying, but I have been very busy with my work at the  
moment. I will try to explain what has  
been done from time to time. At the  
next meeting.

I will thank you for your letter.

Fredrick Lugard.

## DONNING STREET,

March 26th, 1925.

Dear Mr. Rich.

It will be well for me to copy your letter to your letter of  
the 19th March, and to add a few words on the arrangement  
of the first of the Education Departs together.

On Sep 19th I wrote to you to advise you of the importance of having an exact knowledge  
of what is being done in other countries for the  
training of men going to the Colonies. You and  
I and myself are anxious to get first hand knowledge  
of the various institutions they have for that  
purpose on the Continent, and I hope that it will  
be possible for me to go with you to visit the  
various places. I think it would be a good thing  
if you brought the matter up at the next meeting of  
the Committee.

Yours sincerely,

26 : March

45

AGENDA for the 15th Meeting of the  
Advisory Committee on Native Education in  
Tropical Africa.

Matters of the Last Meeting.

NOTICE OF DOCUMENTS, etc., RECEIVED BY SECRETARY.

1. Memorandum concerning a letter received from Director regarding expenditure on Native Education.

2. Points of information from Director of Education, Coles.

3. Two letters of application Tanganyika.

Information from the Board of Education regarding Teachers' Superannuation Act.

a) Memoranda already sent in course of preparation.

*Class in Native African Story.*

b) Library Project for the establishment of an Agricultural Primary School. (See attached notes.)

Memoranda on Education Staff (circulated 1st January, 1925), to be considered by Private Secretary.

## DOWNING STREET,

March 25th, 1915.

Dear Sirs,  
Dr. J. Biddle,

I thank you for your letter of March 11.  
The Chairman and the Members  
greatly regret that you will not receive  
dinner on Thursday next.

I hope you will be in London  
on the 15th April. I am sending to you  
by express, and the papers to receive  
from Mr. H. H. Aspinwall, to be forwarded to  
you by the 15th April.

Yours sincerely,

John W. J. Biddle

25.3.25  
25.3.25

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Rome March 25

Dear brother

Ask you for your letter

15<sup>th</sup> which was sent  
in last batch of 3. How  
are you getting along.

Letter to the house

family has also  
arrived here.

I'll be back in time  
and at all times.

C.O. 533

DOENING STREET,

March 20th, 1925.

Dear Sir Frederick,

Mr. Ormsby-Gore just told me that he was  
going to have us discuss at our next  
meeting the question of education of students.  
My Memorandum is a veritable pile, therefore,  
was not able to attend the meeting on the 28th and not able  
to write to you this morning.

It will not be possible to circulate  
it for you to do until some short time before  
the meeting. I am sending it to you  
and the notes supplied to you  
before the meeting.

Yours sincerely,

DUNNING STREET,

March 20th, 1915.

Dear Sir Frederick,

Mr. ... told me that he  
had a note just received from you  
concerning the question of the final distribution of  
my Memorandum. I have not yet had time to read it, therefore,  
come forward. I will do so with the best will.  
I wrote to you this morning.

It is my intention to circulate  
your Master's note at the next short time before  
the Meeting, so I think the best thing will be to  
discuss the question at the time of your Memorandum  
and the notes say 2nd or 3rd of April. At the meeting,  
etc. etc.

charge.

of native education and that they urgently require some technical and scientific assistance from outside. To provide this assistance it has been

suggested by the Indian International Bureau to

the Secretary General Long

Literature in

house. This Bureau would take charge

for all information regarding

including a copy of experts on

the Government, living

in India and abroad, who may be

available to be engaged.

This Bureau will be established

as soon as possible, and

will report to the Secretary General.

It will consist of a School

of Experts, who will be relieved of

great amount of work, the full extent of which is out

of their scope.

The range outline of such

an organisation was

originally with

1000/-

- 4 -

with/

use illness during my visit to America in

last year, your proposal to con-

clude this meeting at the

earliest date will be welcome.

which we expect a number of min-

utes will be required for the

responsible members to do their

business and to discuss

any other business which may

arise. I hope you will be able to

arrange for the meeting to be

held in the early part of May

in the City of London or vicinity

and I hope you will be able to

arrange for the meeting to be

held in the early part of May

in the City of London or vicinity

and I hope you will be able to

arrange for the meeting to be

held in the early part of May

in the City of London or vicinity

and I hope you will be able to

arrange for the meeting to be

held in the early part of May

- 5 -

9th./

On the Agenda for next Meeting will be  
some minor matters referring to Kenya and Zanzibar,  
which need not take long.

Yours sincerely,

Colonel  
Frederick Lugard, G.C.M.G.,  
C.B., D.S.W., etc., etc.  
Sir George Macaulay, Abinger Common,  
Nr. Dorking.

first 7 lines on p. 3. Obviously, nothing to do with the London Standard  
part & 2 p. 5 of minutes but I do not think it will be understood without  
some explanation; - now is the question of London degrees the  
one at the moment. I suggest the following in substitution; -  
Institute, however, that for the present the London Examination Standards  
apply. The question of foreign degrees need not at present be con-  
sidered, but the Committee is unanimous in its view  
as to the use of Western Exams first (which is increasingly critical, dominoes  
style). It is agreed that the ultimate policy is difficult for any  
class - therefore, a class of exams is held to acceptable - to  
the Committee. Therefore, it becomes my place to forward  
the Western Examination Society in order to understand their  
policy. To go to a foreign country