

3. a.

City of Leeds Training College,
LEEDS.

June 14th, 1916.

Dear Sir,

I should be glad if you would submit to the Governors of the City of Leeds Training College, my resignation of the post of Lecturer in Geography, to take effect on August 31st.

My reason for requesting this is that I am unable to be loyal to the educational policy of the Governors as expressed by you on June 13th.

Yours faithfully,

L. M. HARDY.

To the Secretary for
Education.

b.

"Whinfield",
Alma Road,
Headingley, LEEDS.

14th June, 1916.

Dear Mr. Graham,

I have to ask you to lay before the Governors my resignation from the staff of the Training College to take effect at the end of August.

It is with deep regret that I find myself forced to take this step, but I feel unable to uphold the ideals of the Governors for the conduct of the College as laid down by you last night.

Yours faithfully,

G. E. CLAPHAM.

c.

"The Elms",
Westwood Lane,
Headingley, LEEDS.

14th June, 1916.

Dear Mr. Graham,

I have to ask you to lay before the Governors of the Training College my resignation from the Staff to take effect on the 31st August. It is with deep regret that I find myself forced to take this step, but I feel unable to uphold the ideals of the Governors for the conduct of the College as laid down by you last night.

Yours faithfully,

Z. WALFORD

3. d.

City of Leeds Training College,
Beckett Park, LEEDS.

14th June, 1916.

Dear Sir,

Will you please submit to the Governors my resignation as Librarian and Lecturer in English at the City of Leeds Training College to take effect on August 31st.

I am,
Yours truly,

ISABEL STEPHENS.

James Graham, Esq.,

e.

City of Leeds Training College,
Beckett Park, LEEDS.

14th June, 1916.

Dear Sir,

I shall be pleased if you will kindly submit to your Governors my resignation as Assistant Mistress of Method at the City of Leeds Training College, to take effect on August 31st, 1916.

I am, Sir,
Yours faithfully,

EMILY MATTHIAS.

James Graham, Esq.,

f.

City of Leeds Training College,
LEEDS.

14th June, 1916.

Dear Sir,

I shall be glad if you will submit my resignation as Assistant Mistress of Method in this College to your Committee. The resignation to take effect from August 31st, 1916.

I am,
Yours truly,

D. EDMONDS.

James Graham, Esq.,

4.

a.

Spring Bank,
Headingley, LEEDS.

June 15th, 1916.

Dear Sir,

I beg to resign my post as Resident Tutor on the staff of the City of Leeds Training College.

After hearing the ideals of the Governors of the College as laid down by you on Tuesday last, I feel that I could not honestly go on with the work or try to carry out those ideals.

It is with regret that I give up College work in Leeds.

I am,
Yours truly,

The Secretary for
Education, LEEDS.

ELIZABETH BIRDSELL.

b.

Beckett Park,
LEEDS.

June 14th, 1916.

Dear Mr. Graham,

I think I should send you a letter with reference to our conversation this afternoon. I then explained to you my wish to try and secure work of a rather different character than that I am now doing in the Training College, - and my feeling that I should take this step for the Autumn, partly because it does not seem wise to defer it longer if it is to be made, and partly because the new conditions at the College involved in the Vice-Principal's resignation, make the present moment seem the right one for such a change.

As you know, the kind of work I desire is something in the nature of educational organisation and local inspection. If any opportunity were to occur for me in Leeds, I should be very glad indeed, as I have many friendships with the teachers, and should much prefer to work in the way suggested, here, than to start afresh in any other place. At the same time, I feel I should be making enquiries as to possible opportunities elsewhere in case of need.

I realise, of course, that if I am not to be available for the Training College in September, it is desirable for the Committee to take steps before the end of this term to fill my position. I wish to say, therefore, that I quite understand that this will be necessary.

Yours faithfully,

GRACE OWEN.

5.

Leighton Hall,
Beckett Park,
LEEDS.

16th June, 1916.

Dear Mr. Graham,

I have thought things over very carefully and fully since I saw you this afternoon, and I cannot feel confident that I can carry out the organisation and development of the training of upper school teachers satisfactorily as the College will be constituted next term.

I, therefore, feel that it is right to resign my appointment, the resignation to take effect from August 31st, 1916.

I deeply regret the necessity for this resignation.

Yours sincerely,

S. WALKER.

6. a.

City of Leeds Training College.

17th June, 1916.

Dear Sir,

We should be glad if you will allow us to state to you the reason why we resigned our position in the City of Leeds Training College.

On 13th June, the Secretary of Education explained to a Meeting of Resident Tutors and Housekeepers the general educational policy and ideals of the Governors for the College.

The ideas then set forth came to us as a great shock, and we feel that we cannot continue our work in an Institution where the avowed policy of the Governors, as expressed by their Secretary, differs so widely from the ideals we have hitherto followed here and in other Schools and Colleges.

In addition, the reference made to the details concerning the residential life proved to us what we have long felt, that the present constitution whereby the Housekeepers are directly responsible to the Secretary of Education and the Tutors to the Vice-Principal & Principal, is not sound in practice nor conducive to the efficiency and harmony of the hostel life.

Yours faithfully,

(Signed) L. M. HARDY, Lecturer in Geography
Resident Tutor.

ISABEL STEPHENS, Resident Tutor,
Librarian, Lecturer in
English.

ZOE WALFORD, Resident Tutor,
Lecturer in Mathematics.

EMILY MATTHIAS, Resident Tutor,
Assistant Lecturer in
Education.

GERTRUDE ELLA CLAPHAM, Resident Tutor,
Assistant Lecturer in
Education.

ELIZABETH BIRDSELL,
Senior Resident Tutor,
Assistant Lecturer in
History and Education.

DOROTHY EDMONDS, Assistant Lecturer
in Education, Resident
Tutor.

To Alderman Clarke,
Chairman of the Education Committee.

6. b.

City of Leeds Training College,
LEEDS.

16th June, 1916.

To Alderman Clarke,
Chairman of the Staffing Committee.

Dear Sir,

I should like to be allowed to state to you the reason why I have resigned my position as Head of the Department of Infants and Junior School Teachers in the City of Leeds Training College.

I had before this spoken to Mr. Graham about my desire to take up educational work of a rather different character when opportunity should offer - but this was not my immediate reason for resigning my post.

I have resigned at this time because of the change in conditions at the College which the Vice-Principal's resignation seems to me to involve.

Whatever arrangements may be decided upon for next year, I could not fail to find myself - were I to remain - in what would be to me a very undesirable position. Should another Vice-Principal be appointed under conditions similar to those which have controlled the situation during the last three years, I could not but look forward to a repetition of what has occurred with the accompanying hampering of the whole work of the College.

Should no responsible Vice-Principal be appointed in our College which even in normal times contains such a large preponderance of women students, I feel I could not co-operate unreservedly with such a policy, and this would make my own work unsatisfactory to all concerned.

I have, therefore, felt obliged to send in my resignation, although I have done so with the most genuine and deep regret.

Yours faithfully,

GRACE OWEN.

7. a.

20th June, 1916.

Dear Mesdames,

I am in receipt of your letter. You state that the responsibility of the Housekeepers to the Secretary of Education and of the Tutors to the Principal and Vice-Principal, is not sound in practice, nor conducive to the efficiency and harmony of Hostel life, but I am quite unaware of any instance in proof of this. The arrangement would prima facie appear to be a business-like and reasonable one, and I should be much obliged if you could give me detailed instances in support of your view.

With regard to Mr. Graham's Address on the 13th instant, it would, I think, be only right (as I was not present) for you to explain what were the ideas which came to you as a great shock, and particularly in what respect they differ from the ideals followed in other and similar colleges.

Yours faithfully,

(Signed) WILLIAM HENRY CLARKE.

Chairman of the Education Committee.

Miss Hardy, Miss Stephens, and
others,
City of Leeds Training College,
Beckett Park, LEEDS.

7. b.

20th June, 1916.

Dear Miss Owen,

I am in receipt of your letter. You state that you are resigning your position at the Training College "because of the change in conditions which the Vice-Principal's resignation seems to involve".

I am not aware of any such change in conditions, and it would perhaps be more satisfactory if you would be good enough to define what change in conditions you refer to.

I also do not understand what you refer to by "a repetition of what has occurred with the accompanying hampering of the whole work of the College". I am not aware that the work of the College has been hampered, but on the contrary, I have been of the opinion that it had been highly successful.

If you will kindly give me details it will enable me to understand your reasons in a way which I must confess I am at present unable to do.

Yours faithfully,

(Signed) WILLIAM HENRY CLARKE,

Miss Grace Owen,
2, Grange Court,
Headingley,
Leeds.

Chairman of the Education
Committee.

C o p y.

Board of Education,

Whitehall, LONDON, S.W.

29th June, 1916.

Leeds City Training College.

Sir,

I am directed by the Board of Education to state that their attention has been called to the announcements which have appeared in the public press that the Vice-Principal and nine other members of the teaching staff of the Leeds City Training College have resigned their posts. The Board have no information on the matter other than that which has appeared in the press; but the Governors will readily understand that the Board cannot but view the situation arising out of so large a number of resignations with great concern, and they would be glad if the Governors would furnish them at an early date with a statement of the circumstances in which the present position has arisen.

I am, Sir,

Your obedient Servant,

(Signed) L. A. SELBY-BIGGE.

James Graham, Esq.,
Education Offices,
Calverley Street,
LEEDS.

June, Miss Owen gave as her reason for resignation, a wish to try and secure work of a rather different character than that I am now doing in the Training College - and my feeling that I should take this step for the Autumn, partly because it does not seem wise to defer it longer if it is to be made, and partly because the new conditions at the College, involved in the Vice-Principal's resignation, make the present moment seem the right one for such a change"; Miss Walker said "I cannot feel confident that I can carry out the organisation and development of the training of upper-school teachers satisfactorily as the College will be constituted next term".

Previous to the receipt of the resignations, no complaint or grievance had been forwarded to the Governors; and as the reasons given for the resignations were so vague, the Chairman of the Education Committee asked the resigning members of the Staff to formulate a definite and detailed statement as to any cause of complaint they had. No such statement has been received except from Miss Owen. The resignations, after careful consideration were accepted by the Governors on the 21st June, and confirmed by the full Education Committee on 28th June.

The Governors have given the most careful consideration to this matter, and they are convinced that, in the circumstances, the acceptance of the resignations was in the best interests of the College; and the Board may rest assured that the Governors will ensure that the efficiency of the College, in all departments of its work, is maintained.

We are,
Yours faithfully,

(Signed) WILLIAM HENRY CLARKE

Chairman of the Education Committee, and
Chairman of the Staffing & General Purposes
Sub-Committee.

(Signed) FRED KINDER

Vice-Chairman of the Education Committee,
and Chairman of the Higher Education and
Training College Sub-Committee.

CITY OF LEEDS TRAINING COLLEGE.

RESIGNATIONS OF STAFF.

SUMMARY of circumstances which have led to the present
position.

1. 17th May: Resignation of Miss Mercier, the Vice-Principal. The resignation was accepted, with regret, on the 23rd May. The acceptance of the resignation was confirmed by the full Education Committee on the 31st May, and by the City Council on the 7th June.

(Copy of letter of resignation is attached).
2. 13th June: The Secretary for Education met the Residential Staff of the Training College and spoke to them regarding Economy and Conduct in the Halls of Residence.

(Copy of full notes of the "Talk" is attached).
3. 14th June: Resignations of Misses Hardy, Clapham, Walford, Stephens, Matthias and Edmonds.

(Copies of letters of resignation are attached).
4. 15th June: Resignations of Miss Birdsall and Miss Owen.

(Copies of letters of resignation are attached).
5. 16th June: Resignation of Miss Walker.

(Copy of letter of resignation is attached).
6. 17th June: Letters received by the Chairman of the Education Committee:
 - (a) from seven members of the staff who had resigned, and
 - (b) from Miss Owen.

(Copies of the letters are attached).
7. 20th June: The Chairman replied to the letters of the 17th June, asking for a more definite and detailed statement.

Copies of the Chairman's replies are attached:

 - (a) to the seven members of the Staff, and
 - (b) to Miss Owen.

8. 21st June: Miss Walford and Miss Clapham, two members of the staff who had resigned, interviewed the Chairman of the Education Committee to ask whether he had any objection to the two letters of the 17th June (a) that signed by the seven members of the staff, and (b) that signed by Miss Owen, being sent by them to the Members of the Education Committee. The Chairman informed them that this was a matter within their own discretion. The Chairman took advantage of their visit to ask them to state explicitly wherein lay their objection to the policy and ideals of the Governors as expressed by the Secretary for Education. To this they replied that they would rather consult their colleagues.
9. 21st June. The resignations of the nine members of the staff were accepted by the Governors.
10. 22nd June: The letters of the 17th June to the Chairman, signed by seven members of the staff and that of Miss Owen, were sent to the Press, without copies of the Chairman's replies.

The "Yorkshire Post" telephoned the Chairman, who felt that the letters, if published, should not appear without his replies. He, therefore, dictated over the telephone, the replies he had sent, with the consequence that the Chairman's replies appeared in the "Yorkshire Post", with the letters from the staff, whereas in the other papers, only the letters from the staff appeared.

(Press cuttings are attached).

11. 23rd June: A paragraph appeared in the "Yorkshire Post" to the effect that an opportunity had been given to Miss Mercier by the "Yorkshire Post" to place her side of the question before the public, but she said that she desired to say nothing at present.

(Press cutting is attached).

12. 24th June: A letter from Miss Mercier appeared in the Press in which she said that she had no case to put before the public.

(Press cutting is attached).

13. 24th June: A letter signed by seven of the members who had resigned, appeared in the Press, in which they stated: "We have no grievance to bring forward, the point at issue is one of educational principle".

(Press cutting is attached).

14. 25th June: Letters (marked "Private") were received by the Chairman of the Education Committee:

- (a) from Miss Owen,
- (b) from the seven members of the staff,

in reply to the Chairman's letters of the 20th June.
(Copies of letters are attached).