

"PRIVATE".

2, Grange Court,
Headingley,
LEEDS.

June 22nd, 1916.

Dear Alderman Clarke,

I am in receipt of your letter of June 20th. I am far too deeply interested in the College to desire to depreciate in the least degree any success to which it has attained, but since you ask me to give more details, I feel obliged to state the results of my experience.

I think there is a "change in conditions" involved in the Vice-Principal's resignation, because it indicates that after three years' trial, a Vice-Principal, unusually well-qualified to judge, has found the position impossible.

It is now quite a year since I have come to the conclusion that there exist, at present, certain fundamentally wrong conditions, which must always hamper progress if they are not altered. The conditions to which I refer are these:-

(a) We have in this College men and women students brought together in considerable numbers, but no co-education. I was myself in a co-educational College for three years, and in close contact with co-educational schools for the same period. I am a whole-hearted believer in co-education when it is fully and carefully carried out.

I consider that, though it is exceedingly difficult to carry out successfully, it is the natural and ideal method of organisation. In our College, however, I feel that the type of "mixed" system followed, is the reverse of educational in the best sense of the word. In my opinion, the women students are not gaining anything valuable from their contact with the men, nor, as far as I am able to judge, (though I know very little of the men's side) the men from the women: indeed, I think that the reverse is the case. With one or two exceptions, the men and women do not work together in classes, gaining benefit from their differing points of view, and sharing serious interests. They mainly meet on social occasions and in the grounds etc. The fact that they live on opposite sides of the quadrangle involves a number of artificial restrictions as to intercourse etc. which are anything but desirable. My observations during the years I have been at the College lead me to conclude that such a system inevitably hampers progress: that men and women may be trained, either together in work and recreation, or in separate Colleges, but that the compromise between the two which has been adopted here is inadvisable from every point of view.

(b) We have here a much greater number of women students than of men students: in normal times the proportion is 300 to 180. We have a Vice-Principal over the women students, and a Principal over both men and

14 a. (cont.)

women. Seeing that the Principal is responsible for the women as well as the men, there is a double supervision of the women, which is not conducive to progress. I have also felt that since the number of women students is so large, the problem connected with their life and study need the direct handling of the Vice-Principal, but that her freedom is necessarily limited by the fact that the women are taught also by men tutors responsible only to the Principal. This has appeared to me to hamper in practice the progress of the women's side, and to interfere with its efficiency, and thus to call for serious consideration as to a remedy.

(c). Although I am not in residence, I may perhaps be allowed to add, that I am convinced that the system of dual responsibility existing at present in the Halls of Residence is seriously disadvantageous to the students, and prevents them from gaining the full benefit they might from their life in the Halls. The fact that the Housekeepers are directly responsible to the Secretary of Education only, while the Tutors are responsible to the Vice-Principal and Principal, brings about an inevitable tendency to lack of harmony in details of organisation, and a want of unity of spirit in the Hostel life. The students suffer by this system, I am convinced, and the desired family atmosphere at times becomes impossible.

Having come to these conclusions, I feel that I should now fail to render effective service, were I to remain on the Training College Staff.

Yours faithfully,

(Signed) GRACE OWEN.

P.S. Miss S. Walker, Head of the Department of Upper School Teachers (Women), who was unfortunately away from Leeds when my last letter was sent to you, wishes me to say that she endorses the above.

"PRIVATE".

City of Leeds Training College.

24th June, 1916.

Alderman Clarke.

Dear Sir,

We are in receipt of your letter of 20th inst. With regard to your request that we should explain what were the ideas in the Address of the Secretary that "shocked" us, and that we should give examples of the difficulties incurred in working under the system of dual control in the Hostels, we would submit that such explanations and examples would involve a written communication of excessive length. We should greatly prefer to support our views personally.

We are approaching our professional organisation, the Training College Association, with a view to obtaining a formal enquiry by the Board of Education. In the meantime we wish to say that we are in entire agreement with the letter forwarded to you to-day by Miss Owen.

(Signed) Yours faithfully,

E. BIRDSELL.
GERTRUDE E. CLAPHAM.
D. EDMONDS.
L. M. HARDY.
EMILY MATTHIAS.
ISABEL STEPHENS.
ZOE WALFORD.

26th June, 1916.

Dear Miss Owen,

I am in receipt of your letter dated the 22nd instant, which, however, was only delivered yesterday.

I observe that it is marked "Private". May I enquire whether you intend this to preclude me from reading the letter to the Education Committee who will be expecting to hear it. I ought to point out to you that if I do read it to the Education Committee, it will become public property as Reporters are present.

Perhaps you will kindly let me know what your wishes are by return of post as the meeting is on Wednesday.

Yours faithfully,

WILLIAM HENRY CLARKE.

Miss Grace Owen,
Leeds Training College,
LEEDS.

26th June, 1916.

Dear Miss Birdsell,

I am in receipt of your letter of the 24th instant.

I observe that it is marked "Private". May I enquire whether you intend this to preclude me from reading the letter to the Education Committee who will be expecting to hear it. I ought to point out to you that if I do read it to the Education Committee it will become public property as Reporters are present.

Perhaps you will kindly let me know what are your wishes by return of post as the Meeting is on Wednesday.

Yours faithfully,

WILLIAM HENRY CLARKE.

Miss E. Birdsell,
Leeds Training College,
LEEDS.

Yorkshire Post
26th June 1916.

(16)

THE LEEDS TRAINING COLLEGE RESIGNATIONS.

A VIEW FROM THE INSIDE.

To the Editor of The Yorkshire Post.

Sir,—It was with grave concern that the writer noted the resignations of so many old colleagues of the City of Leeds Training College Staff; but it was with still deeper concern that the implications contained therein were viewed. Those implications, mysterious and disturbing to the outside public, have a very concrete and every-day basis on the one hand, and an important bearing on the problems of education on the other.

It is because of the bearing of this apparent crisis in the career of the Leeds Training College on the general policy of Municipal Training Colleges that I am impelled to put before the public a point of view which I held throughout my residence in the L.T.C., and which, as one now quite outside official capacity, I feel that I am in a position to state; moreover, I feel that the position of the College as such is seriously jeopardised should no explanation free from personal bias be forthcoming.

The crux of the whole problem lies in the organisation of the hostels, of which there are in normal times six, accommodating each 60 students. The staffing is in two sections—domestic and tutorial. On the domestic side, a matron and assistant matron control the domestic arrangements. These women are expected to be thoroughly qualified, not only in the machinery of household management, but in the knowledge of food values and the laws of diet, and in home nursing—to be specialists in domestic science, in fact. The tutorial staff consists of two tutors, classified amongst themselves as senior and junior tutors. Their business is the maintaining of the social atmosphere and moral tone essential to the real success of a hostel, and the giving of assistance in studies. The matrons are responsible to the Director of Education in all matters concerning expenditure and administration; the tutors are responsible on their side to the Vice-Principal. This would seem to be a very sane and obvious position, yet it is out of this arrangement that the trouble fundamentally arises.

It must be kept in mind that the Training College is a public institution run by public funds, and that the problem of expenditure lies at the core of all administration. It is this consideration, I believe, which has directed the Committee's policy of keeping the domestic machinery under direct control, and the friction between tutorial and domestic staff, where it has arisen, has been fundamentally due to the world-old problem of economy and expenditure; for the fact that public money must be guarded involves that a certain mean of expenditure, both in food and in service, must be observed, and this is the concern of the housekeeping staff.

It is obvious that the two sides of hostel work cannot be run independently, nor is it intended that they should. It is understood that matrons and tutors shall confer on hostel matters in general, and the equality in social status is suggested by the arrangement that they breakfast and dine together at the staff table. Should difficulties arise, the tutor has the right of appeal through the Vice-Principal to the Director, who is then the instrument for bringing the contesting parties to arbitration, as suggested in the text of the resignations. It would seem that the principle is democratic enough, and with reasonable people should work well.

The disturbing element, however, is a theory, which has been in the air from the very beginning of hostel administration, namely, that the senior tutor of the hostel should have control of the housekeeping arrangements, a position to some extent analogous to the position of warden, a position belonging to a wholly different type of institution and (which is the main point) resting on a wholly different financial basis. The Leeds Training College, rightly or wrongly, is an immense concern and it follows that work must be specialised, and domestic work no less than any other branch. It is absurd to suggest that a mere cook (with due respect to the cook!) under the direction of a specialist in geography, literature, or any other academic subject, could replace the matrons, yet this suggestion has cropped up time and again, in spite of the fact that staffing in all cases is on a strictly economical basis, lecturers having their hands full, particularly on the women's side. If care of the house is to be added to the academic duties of tutors, it must involve adding to the tutorial staff. This implies that persons who have not specialised in domestic matters, and who are paid from £125 to £250 a year, replace women who have been specially trained, and who receive from £30

to £80 a year. From the point of view both of public expenditure and of business efficiency, the inference is obvious.

On all counts, it appears to one who has watched the system from inside, that, in itself, the existing scheme should be successful, and that it is precisely the arrangement suited to an institution of a municipally supported college.

A further cause of friction arises from a misconception of what should be expected from residence in such an institution. The tutors have private sitting and bed rooms, and no restriction is laid on the entertainment of personal friends, the number entertained being left to their good sense and moderation. And, when all is said and done, a college is not one's own home, or even a first-class hotel. But when an educated woman requires a tired housemaid, who already does the work of one and a quarter maids, to trail to the top of a building to turn down the sheets and take a night-dress from its case, one wonders whether the position has been rightly grasped. When, as a democrat, and one who appreciates the value of the underworld, one dared to protest on the ground that the service rendered was not worth the extra strain on a tired maid, the counter arguments were that to object would subvert discipline, and that it really was necessary for some people. The question is—Can a Training College cater for such people?

Now a word as to the actual efficiency of the arrangement now existing. It is necessary from time to time that re-adjustments as to times of meals should be made, because of expeditions, etc., arising in the course of the College work. These requirements are reported to the office and through the office sent to the housekeepers; at other times arrangements are made by head prefects. There was no case in the writer's experience of these arrangements failing, provided that notification was given, proving that the machinery as it exists is adequate enough, the problem is that of internal personal adjustments.

The Leeds Training College can and will stand for big things in education provided that people go to it primarily and entirely to be educated and to educate. All institutions have two aspects, a mechanical and a spiritual; vital and beneficent work can be done only when the two merge harmoniously. The Training College is but now getting its soul. That soul can be fed only through the selflessness and devotion of those in whose hands the guidance of its destiny lies. Is it not tragic to see such possibilities and powers sacrificed to a grasping for small privileges. Yet withal a gleam of humour shines through the dust of combat; humanity will out. Is it that your academic crust lies thin upon the woman, and that where the pots and pans are there will she also be?—Yours, etc.

DORA WALFORD TAYLOR, late Assistant-Mistress of Method, City of Leeds Training College.

Manchester, June 23, 1916.

17.

2, Grange Court,

Headingley,

LEEDS.

27th June, 1916.

Dear Alderman Clarke,

I am in receipt of your letter of this morning.

I am quite willing that my last letter to you be read to the Education Committee, and reported as part of its proceedings.

Yours faithfully,

GRACE OWEN.

Alderman W. H. Clarke.

Yorkshire Post

29th June 1916.

THE LEEDS TRAINING COLLEGE.

DISAGREEMENT ON POLICY.

THE RESIGNATION OF TUTORS.

In the course of a debate at yesterday's meeting of the Leeds Education Committee, Alderman W. H. Clarke presiding, fresh light was thrown upon the action of certain members of the residential staff at the City of Leeds Training College, who have resigned their positions. The circumstances in which the resignations have taken place, together with certain correspondence in reference thereto, have already been fully dealt with in "The Yorkshire Post," and yesterday's discussion arose on a resolution of the Higher Education and Training College Sub-Committee that the resignation of nine of the women tutors of the College be accepted, and that the Chairman of the Education Committee and the Chairman of the Sub-Committee concerned be given full power to fill the vacancies. In the correspondence already published reference has been made to a "talk" the Secretary for Education in Leeds (Mr. James Graham) had with the residential staff as to economy and conduct in the working of the various halls of residence, and yesterday copies of a verbatim report of Mr. Graham's remarks on that occasion were supplied to members of the Committee and representatives of the Press. The report appears in full below.

ALDERMAN KINDER REFUTES THE CHARGES.

Alderman F. Kinder, in moving the resolution of the Sub-Committee, said that three letters on the subject had already appeared in the Press, two being from the ladies who had resigned, and one—in last Monday's "Yorkshire Post"—which to his mind answered the other two. The last letter was from a former woman tutor of the College, who had had considerable experience before she left to get married. As to the first letter, which was signed by seven of the eight members of the staff, the reason assigned for the resignation was disagreement with the policy and ideals laid down by the Secretary for Education on behalf of the Governors of the College. These were stated to be contrary to the policy hitherto followed in the Leeds Training College, and in other colleges. He did not hear Mr. Graham's address, which had aroused so much comment, but he had taken the trouble to have it verified by other members of the staff, who said it was a correct version of what took place. That being so, he said unhesitatingly there was not a single statement which called for such a charge as that made by the ladies who had resigned their positions. In any case the onus of proof for the various innuendos that were made lay with the persons who made the assertions. They had been asked by the Chairman (Alderman Clarke) for specific points of disagreement, but so far as he knew they had specified nothing. The second reason for the resignations as given by the tutors, was that the policy of having housekeepers responsible to the Secretary for Education directly, whilst the teachers were responsible to the Principal and Vice-Principal, was unsound.

Mr. G. H. Pearson: Has this talk of Mr. Graham's in any way changed the policy of the College?

Alderman Kinder replied that it had not, but granting for the moment that the contention of the tutors was correct, then it was a point open to possible readjustment. He could not see in their contention any justifiable reason for the action which had been taken.

AN "ARROGANT AND IMPERTINENT" CLAIM.

The second letter which appeared in the Press was, to his mind, by far the more insidious of the two, for here was a lady suggesting as the only terms on which she would consent to retain her post were that she might be allowed to define the powers of the Vice-Principal. It was little short of arrogance to assert as had been done, that the work of the College was being hampered. It was, in fact, another example of what he unhesitatingly called impertinence. It was untrue that the work of the College had been hampered, and a statement like that might result in very great harm to the College, but apparently the writer thought little of the effect upon the College by her action. The position taken up by the lady seemed to let a little daylight into the whole business. Apparently the only terms on which the writer would condescend to stay in the service of the Committee were that the Vice-Principal should be allowed more power. "I have no hesitation," he declared, "in saying that the real reason of the prime movers is power for women."

Mrs. Cannon: Only in their own department and sphere.

Alderman Kinder: I am afraid I cannot argue that. (Laughter.) I do not know where woman's sphere begins and where it ends. (More laughter.)

Mrs. Cannon: With women students.

Alderman Kinder: Then you are upsetting the whole principle of the College if you attempt that. The reason he had given was laid bare by the letters, and more particularly by the action taken. There was a college staff of nearly 50, of whom nine apparently objected to the policy laid down. If the Committee did not accept the nine resignations, they might be faced with the resignation of some 30 others, who agreed with the conditions laid down, and who strongly objected to the action taken by the disaffected members of the staff.

AN IMPOSSIBLE SUGGESTION.

A third letter had been circulated among members of the Committee, in which the suggestion clearly was that the women students should be under the control of the Vice-Principal, and the men students under the control of the Principal. That was to say that the College should cease to exist as one college, and should be divided into two, with a Principal for the men's side and a Principal for the women's side. To that proposition he could not agree, and he would require strong argument before he altered his mind. It was in that direction that two, or three, or more of the teachers had been working for some time, and reading between the lines, the real reason for the resignations stood out clearly. How was it possible to have a happy family feeling when tutors and others were not working loyally by each other, and when tutors and housekeepers were not genuinely co-operating to make the whole a success? Surely educated people, as the tutors concerned must be, should know that the proper method of procedure, if there was a grievance, was to make a formal protest, and if their grievance was not remedied, then it was quite correct for them to resign their positions, but to resign first, and protest afterwards, was neither laudable nor fair. (Hear, hear.) The duty of the Committee was to accept the resignations, and fill the vacancies, and by so doing reproduce the loyal and harmonious feeling which was characteristic of the College a short while ago. (Hear, hear.)

Mr. T. Pearson seconded the resolution.

SUGGESTED BOARD OF EDUCATION INQUIRY.

Mr. R. Escritt, in proposing an amendment that the matter be referred back to the sub-committee, explained that he did so with a view of getting an inquiry into the whole question. Incidentally Alderman Kinder had remarked that the general public were not aware of all the facts. That was true, and it was equally true that the members of this Committee were not acquainted with them. He believed the Board of Education would be asked to hold an inquiry.

Alderman Kinder: They have been asked.

Mr. Escritt: I take it they will grant the request.

Alderman Kinder: It does not follow.

Mr. Escritt said he thought the Committee ought to have an inquiry first. He did not hold a brief particularly for these women, who perhaps had erred in some degree, but as the Committee were responsible for the administration of the institution they ought to inquire into the circumstances. He did not want the question to be treated as a "hole and corner" business.

Mr. G. H. Pearson, who seconded the amendment, said the proper course would have been for the tutors to make a complaint before sending in their resignations, but, womanlike, they had taken their own course. (Laughter.)

In reply to a question by Mrs. Cannon the Secretary (Mr. Graham) said that prior to the receipt of the letters of resignation nothing had been received in writing or by word of mouth with regard to suggestions as to the policy of the College. He had asked Mr. Parsons whether, as principal, he had received or heard anything in this respect, and his reply was in the negative.

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Leeds Mercury

22nd June 1916.

EIGHT RESIGNATIONS.

STRAINED RELATIONS AT LEEDS TRAINING COLLEGE.

There seems very considerable discontent amongst the staff of the Leeds Training College, and yesterday members of the Higher Education Committee received eight further resignations.

The signatures of seven residential tutors were attached to one joint letter, which members of the committee received yesterday morning. It read as follows:—

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

"On June 13th the Secretary for Education explained to a meeting of resident tutors and housekeepers the general educational policy and ideals of the college. The ideas then set forth came to us as 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 which have hitherto been followed both here and in other training schools and colleges.

"In addition, the references made to 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 for Education, and the tutors to the Principal and Vice-Principal, is not sound in practice, nor conducive to the efficiency and harmony of hostel life."

This is signed by Elizabeth Birdsell, assistant lecturer in education and history; Gertrude Ella Clapham, assistant lecturer in education; L. M. Hardy, lecturer in geography; Dorothy Edmonds, assistant lecturer in education; Isabel Stephens, librarian and lecturer in education; L. Walford, lecturer in mathematics.

Miss Grace Owen sends a separate letter resigning her position as head of the department of infant and junior school teachers in the same college, in which she says:—

"I have resigned at this time because of the change in conditions at the college which the vice-principal's resignation involves. Whatever arrangements may be made by the Education Committee 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 similar conditions to those which have controlled the situation during the last three years, I cannot 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 to our college, which, even in normal times, contains such a large preponderance of women students, I feel I could not co-operate unreservedly in such a policy, and that this would make my work unsatisfactory to all concerned. I have, therefore, felt obliged to send in my resignation, although I have done so with most genuine and deep regret."

It will be recalled that the resignation of Miss Mercier, the vice-principal, was accepted at the last meeting of the Education Committee. The letters quoted were discussed at a largely attended meeting of the Higher Education Sub-Committee held yesterday, over which Ald. F. Kinder presided.

It recommended that the resignations be accepted, and further information as to the real grievance at the college may be available at the monthly meeting of the Education Committee next Wednesday.

Daily News Leader

22nd June 1916.

TEACHERS RESIGN.

Complaint by Members of Leeds Training College Staff.

Following upon the resignation of Miss Mercier, the vice-principal of the City of Leeds Training College, comes the announcement that eight members of the staff have adopted a similar course. Seven of them signed a joint letter to members of the Education Committee stating:

"On June 13 the secretary for education explained to a meeting of resident tutors and housekeepers the general educational policy and ideals of the governors of 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 institute where the avowed policy of the governors as expressed by their secretary differs so widely from the ideals which have hitherto prevailed both here and in other training schools and colleges." The details concerning residential life they describe as unsound in practice and not conducive to efficiency and harmony. The letter is signed by Elizabeth Birdsell, assistant lecturer in education and history; Gertrude Ella Clapham, assistant lecturer in education; L. M. Hardy, lecturer in geography; Isabel Stephens, librarian and lecturer in English; Emily Matthias, assistant lecturer in education; and L. Walford, lecturer in mathematics. Miss Grace Owen, another member of the staff, sent out a letter of resignation addressed from 2, Grange-court, Headingley. She is head of the department of infant and junior school teachers, and she says: "I have resigned because of the change in the conditions at the college, which the vice-principal's resignation involves."

These resignations were discussed at a meeting of the higher education sub-committee yesterday.

"Yorkshire Post"
June 29. 1916

Much time is wasted, and inconvenience caused, by garments being sent to the laundry insufficiently marked, or altogether unmarked, or in a bad state of repair. Many inquiries are received regarding unmarked garments, but it is impossible for the staff at the laundry to deal with these during term time. The garments are put on one side until the end of the term, and then sent to each of the halls in turn for identification. At the end of the Easter term there was an accumulation of nearly 200 such garments. Sometimes garments are sent to the laundry in which pins, needles, and brooches have been carelessly left. If these are not detected, they constitute a danger to persons washing the garments, and are liable to catch and tear other clothing in the machines. The Governors are responsible for injury to their workpeople due to such carelessness. Before sending garments to the laundry, students should see that they are plainly marked, that the pockets are emptied, and all pins, needles, brooches, and fasteners are removed. Before a vacation excessive numbers of garments are usually sent to the laundry. This puts a great tax upon the capacity of the laundry staff, as the hours of work are limited by the Board of Trade regulations. The congestion could be relieved by students spreading the extra laundry over a longer period.

Crockery, cutlery, table furniture, sheets, blankets, etc., should be checked once a month, if possible, and at least at the end of each term. Any deficiencies should be reported at once. Inventories must be kept quite up-to-date. On one occasion when a housekeeper left the college, the extent of the deficiency, due to breakages not having been notified, was somewhat alarming. Breakages of crockery, windows, furniture, globes, etc., for which students are responsible, should be paid for by the students concerned, but in case of doubt, the student should have the benefit of the doubt.

For some time, Mrs. Jackson and Miss Roberts, as the superintendent and assistant superintendent of the hostels, have acted in a consultative and advisory capacity with a view to bringing about greater uniformity of dietary, and of getting the best food values. This work on their part will develop. This does not mean that they will interfere with the detailed internal working of the halls, which will remain as heretofore.

No nail or drawing pin should be driven into any wall or woodwork in the hall. This is for the protection of the building. The tutors and housekeepers are responsible for the careful and considerate use of all furniture or equipment within the hall. An inventory was recently taken of the apparatus that was removed from the educational block at the time of its occupation as a hospital. We found that while some of it had been legitimately used up, there were instances of pieces of apparatus being broken (in one case a valuable piece) and no one knew who was responsible for the breakage. Apparatus of various kinds should be obtainable only through responsible members of the staff, who should record its issue and return, and after examination, pass it into store. This is an ordinary business arrangement.

TUTORS AND HOUSEKEEPERS.

The senior tutor and the housekeeper are respec-

tively the first among equals. The senior housekeeper should give the assistant housekeeper every facility for learning all that there is to be learnt about the domestic arrangements of the hall. The assistant housekeeper should be given every opportunity for gaining experience in ordering the quantities required and the methods of utilising such quantities. In other words, she should be taught everything, so that, should the senior housekeeper fall ill, the assistant housekeeper can, without undue strain, anxiety, and worry, undertake the management of the hall. This is not always done. The senior tutor should similarly give the junior tutor scope for taking a full share in controlling the educational and intellectual sides of the life of the hall. This is not always done. It is extremely important that cordial working relationships should exist between tutors and housekeepers; otherwise the prevention of waste, as well as unnecessary work, avoidable damage, and the successful working of the hall, are made unnecessarily difficult. I have seen a housekeeper "out" a tutor at one of the social functions of the College, and a tutor ignore and pass a housekeeper and enter into conversation with a tutor of the same hall. Such action cannot have a good influence on the students. It is not what the Governors expect. We cannot be a mutual admiration society—that would be ridiculous; but we can be gracious and correct to each other, and set a good example to the students in our charge. It has always been a cardinal principle that personal misunderstandings and quarrels should not interfere with and injure work. Clear up any differences that may arise as quickly as possible, and forget them, for the sake of the work and the students.

Throughout the winter, and especially during the late spring and early autumn, economy in the use of coal fires should be exercised, and care should be taken not to leave large fires burning when retiring to rest.

The housekeeper should not interfere with the work of the garden, thus coming between the head gardener and the work for which he is responsible. The housekeeper would object if the gardener interfered with the domestic work of the hall. It is best, therefore, to leave the gardens to be controlled by the person responsible, in order that they may be worked to the best advantage of the College as a whole. Again, the housekeeper has ordinarily very little knowledge of the educational and academic work of the students. The tutor is responsible for this work; and, on the other hand, the tutor should not interfere with the domestic work of the hall, for which the housekeeper is responsible. But both tutor and housekeeper can do valuable work by cordially co-operating to make every activity of the hall a success.

RELIGIOUS INSTRUCTION AND PARENTS' WISHES.

The Governors are particularly anxious that the residential life of the College should be utilised to the full in producing young men and women of fine, strong character. For this reason, the scheme of religious instruction taught in the schools of the city was introduced into the College, in order that the young people who were being trained as teachers should be as well equipped in this as in any other subject of school instruction. Parents of students declare whether they desire their son or daughter to attend church or chapel, the students being left free to select their own place of worship. It then becomes the duty of the tutors to see that students follow the wishes of their parents. The parents' wishes should be respected. Prayers are read morning and night in each hall, and it is very necessary that the prayers, the portion of the Bible read, and the hymn should be carried through reverently, and from the heart. This duty at times has been hurried through, as though it were something to be got over quickly. If carried through in this way, it had better not be done at all, but if carried through reverently night and morning, the influence on the students over a period of two years cannot be otherwise than very considerable. Although we cannot control the religious convictions of adults, yet it is desirable that tutors in residence should show the students an example in church going, and should not allow men and women to miss church or chapel without good and sufficient reason. In any case, as the tutors are responsible for seeing that the students do go to church or chapel, they should not sit outside the hall smoking (no, I'll take that back), or at ease, showing quite evidently no intention of going to church themselves, when students are leaving the hall for church. I think you will agree that this is not quite the correct thing. Tutors should take a real interest in this side of college life.

THE STUDENTS' CONDUCT: LIBERTY OR LICENCE?

At one time, cigarette smoking began to be taken up by the women students. The matter was mentioned to Miss Mercier and to Mr. Parsons, and the practice was stopped. The girls do not come to us cigarette smokers, and I am sure it is not the parents' wish that they should develop into cigarette smokers here.

The Governors, being in loco parentis, desire to see the students spend a happy and profitable two years in the halls of residence. They do not want martinet discipline, but they do want order, which prefects can readily be trained to obtain and maintain. Having obtained order, which is the first essential, freedom and liberty can be given with safety without the danger of degenerating into licence. The desire is to see the students treated as a good, sensible, intelligent, and well-educated mother would treat her sons and daughters when on the threshold of responsible life.

I have seen schools and institutions controlled in various ways, firstly by fear, secondly by respect, and thirdly by love. We should like to see the corporate life, work, and activities of each hall controlled in a manner which would swing between respect and love.

If you attempt to give freedom and liberty without first securing order, you get licence. I remember approaching a hall one evening, and from a distance I heard an awful racket which became worse and worse as I approached; discordant noises were being thumped from the piano and groups of students were shouting different notes. As I entered the hall, to see the housekeeper on several administrative matters, a student was fired through the door of the common room across the corridor and fell on her knees, saving herself from the wall by her hands; a second and a third followed in the same way, and the noise was incredible. This was not order, freedom, or liberty, but licence.

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NEEDLESS DAMAGE.

With regard to the prevention of unnecessary work and avoidable damage:—Each holiday, on the principle of "a stitch in time saves nine," the furniture of each hall is examined by an expert and the necessary repairs effected. The number of such repairs is in excess of what is reasonable. At Easter nearly 30 cane chairs had to be repaired from one hall.

It is also a rule of the College, communicated to the students before they enter into residence, that they should be provided with house-shoes, and with silent slippers for the bedrooms. This reasonable rule is increasingly disregarded. In one hall three or four shovelfuls of dirt are taken up by the ronukers as against one in any other hall, and twice as long is taken to ronuk this hall than any other hall, and three times the amount of ronuk is needed. This is due to the use of boots with nails or protectors, and of shoes with projecting sprigs which damage the floors, rugs, and mats unnecessarily. The furniture of the bedrooms is moved about by the students, and in one room the floor is scored in all directions by the continual moving of furniture. All furniture has to be put into proper position before the ronukers can begin their work. Pianos are removed from room to room by the students, indenting and cutting the floors. A bogie on india-rubber wheels has been provided for the purpose, and instructions have been given that men on the estate will effect all such removals, if due notice is given. In addition to the damage to the floors and to the pianos, there is the risk of students or maids injuring themselves seriously, with consequent claims for compensation. When students accidentally spill ink, grease, or sweetened tea, they should be encouraged to report the matter at once to the domestic staff. The polish on the floors prevents it soaking into the boards at once. If allowed to lie for some time, the stain becomes permanent. Each generation of students should endeavour to leave the halls in as good a condition as they found them. During the hours that maids or ronukers are cleaning the upstairs corridors and rooms, the students should not be allowed to go to their bedrooms. This has always been a rule of the College.

STUDENTS WHO "STRADDLED" THROUGH WINDOWS.

In order to keep the central quad in good order, it was arranged that students should invariably use the walks, but they are wearing a path across the quad, and walking on the borders. If they must walk across the grass, do let them scatter and not wear paths which may have to be re-laid or re-sown. The students have the use of the quad near their hall during week-ends, as a privilege.

Recently, the women students, in addition to crossing the quad to the Grange, have straddled into the tuition-rooms through the windows, instead of entering by the students' entrance, where cloakrooms, etc., have been provided recently at considerable cost. When Mrs. Jackson remonstrated with them, they resented her action. The Grange was painted white with a "rippolin" finish, in order that it should last for a long time. It has been occupied by women and men five or six years, and although they have had a happy and jolly time, its condition is excellent. The wear and tear due to the use of the Grange for teaching purposes will be greater, but it is quite unnecessary that the paint should be spoilt by women students climbing through the windows instead of using the proper entrance. They would not be allowed to do these things at home, or in a hotel, nor will they do them in their own homes later. The damage and expenditure are quite unnecessary.

It is most important that students should be trained in self-control and self-respect. How can they as teachers, exercise the proper influence on the children of the future, if they have not been adequately trained in these qualities themselves? Established policy, rules, and regulations, which experience has shown to be necessary, should not be ignored by a tutor. The results become obvious later, and involve unnecessary damage and expense.

A Training College is a special institution, with a special aim and a special problem. The parents send their boys and girls to us to be educated and trained as teachers. We are asked to produce a fine type of teacher. The Governors are desirous that we should produce young men and women of fine character. Great importance is attached to the development of character, and the longer I live the more convinced I become that character is the sheet anchor of life, and probably is of more importance than anything else. By the provision of gymnasia, playing fields, and the best food the Governors desire us to produce young men and women of good physique. With regard to education, the Governors feel that, with the staff they have appointed, the educational side of the College work should come along easily. The educational preparation and training for the work of a teacher is well defined, yet it provides full scope for the highest intellectual ability, aims, and ideals. That circle contains all our essential considerations as an educational insti-

tution, and the success of the boys' and girls' schools of the future depends upon our products.

PROPAGANDIST WORK NOT APPROVED.

All problems and movements extraneous to this circle are outside the scope of the Training College as such, and only provide subjects of interesting debate and illustration. Nothing is objected to so long as the tutor leaves the students' minds free, and so long as the true and unbiassed academic statement only is given. I hold strong opinions, but it would be a misuse of my position if I used that position to propagate my private opinions. In connection with the residential work of the College, we have nothing to do with the "pro" or "anti" of anything. Propagandist work of any kind is offensive both to parents and to Governors. It is taking an unfair advantage of immature minds at their most impressionable age. Students should leave the halls of residence and the College committed to no particular political movement or devotees of any particular persons or parties, as a result of our instigation, but they should be left free to form judgments for themselves later, after they have reached full manhood and womanhood.

Persons and movements should be debated as problems only, care being taken that the "against" is equally strongly represented with the "for," in order that the students may get a true, unbiassed view of each problem. The problem should then be left, the students being told that it is a problem they will meet with and have to consider after they have left college. The students should leave the college with free minds, trained to reason and act for themselves. Judgments which they form will be arrived at after carefully weighing the facts for and those against, and their convictions will, as a result, endure through life, because they are the result of the reasoning of a mature mind.

At one time an attempt was made to establish a Socialist Society in one of the men's halls. This was stopped for the reasons already pointed out, and the men were told that they could debate any subject connected with Socialism on the lines of those connected with other movements, but that the College could not be used for political or religious propaganda. Similarly, we have nothing to do with the pro or anti of anything, whether it be vaccination, anti-vaccination, Conservatism, Liberalism, suffrage, or anything else of like description except as interesting problems for debate and unbiassed illustration. There should be no secret societies about the College; no cliques, no factions. Everything should be frank, open, and above-board. There is an old and very true French saying: "Innocence and mystery never dwelt long together." The College is one and the staff is one. These act as a united whole. Be loyal to the parents, to each other, to the Principal and Vice-Principal, and all, including myself, be loyal to the Governors and to the Local Education Authority in regard to their policy, remembering that we cannot be both servant and master.

TRUE PERSPECTIVE NEEDED: FACTS V. IDEALS.

Our duty is the claims of each day. The urgency of the specific claims of to-day should not be overlooked by students through the mind being generally occupied with the vague, far-reaching problems of the future. During the past four or five years, thorough medical inspection and treatment, rickets has practically disappeared in Leeds. The infant life of the city is now being tackled with a view to preserving and improving it. Each such life is doubly valuable owing to the losses we are sustaining in this war. Women students of the College have kindly offered to assist during afternoons at the Day Nursery. I overheard a student who was returning to the College say, "They ought to be drowned; it is wicked that the miserable little things are allowed to live; what we want is a large scheme of housing reform, etc." I looked at the student. Her hair was very untidy, her blouse could only be described as dirty, and her skirt, where it fastened, had a large, torn opening, and the two ends of the skirt-band were pulled together and fastened with a safety pin. It seemed to me that the student's appearance was a reflection of her own mind, which was missing the urgency of the work that lay around her, work which she could easily understand, and was occupied with something vague, which she did not understand. The children, who will be the parents of the future, must be taken in hand and educated to a better and fuller understanding of life. Thrifty, self-respecting families in clean homes, and unthrifty and disorderly families in dirty homes, are living side by side in the same street. The difference is usually a matter of upbringing. Education will work changes quicker than schemes of housing reform. Meantime, let us be saving the young lives now. It is for us to see that our students while in training see such questions in their true perspective.

I should like to take this opportunity to say how sorry I am that Miss Mercier is leaving us. No one regrets this more than I.

Note: Questions were invited, but none were asked.

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The resignations by women tutors at the Leeds Training College have attracted considerable attention throughout the country, and therefore we expect that the matter we publish to-day bearing upon those resignations will be very widely read. We do not know the real reasons for the resignations. There has been much talk about "ideals," but the word is not at all definite, and we have no sort of inkling as to what is intended by it. In the letter signed by seven of the tutors, reference was made to a speech addressed by Mr. Graham, the Leeds Secretary of Education, to tutors and housekeepers, after Miss Mercier had resigned, and it was indicated—though but vaguely—that this speech was destructive of the "ideals" entertained by the dissatisfied tutors. To-day we print what we believe to be an accurate account of the speech; we have, indeed, been obliged for reasons of space to cut out something like half a column of it, but this contained only generalised morality, to which not even the most idealist among those who have resigned could possibly take exception. We think that Mr. Graham's speech will meet with approval, the only question in regard to it being, whether it was necessary. If, as is indicated plainly, the defects which he enumerated had really been noticeable in the detailed conduct of the women's side of the Training College, it will, we think, be agreed that his strictures were not only desirable but necessary, in order to prevent the Education Committee from making a considerable clearing-out unless there were some improvement. We are often told that the main object of the feminist and suffragist movement is to bring about higher social and moral conditions, and we do not doubt that this is the wish of very many of those who take part in it; but the end can never be attained by lowering the standard hitherto demanded in the case of women, until it reaches that often tacitly acknowledged in the case of men.

In the women's side of the Training College, according to Mr. Graham's statement, there would seem to have been an idea prevalent that the girl students might do a thing because the young men did. Such an idea is bad in logic, and worse in manners and morals. By all means raise the standard in the case of men where this can be done, but, in the meantime, do not suggest that there should be an equality established, which would lower the standard for women. We take the case of smoking, noted by Mr. Graham. We have known of a girls' college in which smoking was openly permitted by the woman principal until the parents of some of the girls made complaint elsewhere. We do not suppose that Miss Mercier sanctioned it in the Leeds College, but surely her staff ought to have had some inkling of it, and have brought it immediately to the notice of the authorities. There is nothing criminal in a woman smoking, but the habit in men is in nearly every instance merely waste, and we do not suppose that the practice of women smoking would have extended but for the idea that it was a sign of freedom and a claim to be upon what is falsely called an equality with men. If the ideals desired by the tutors who have resigned are in any way in conflict with the speech recorded as having been delivered by Mr. Graham, we must say frankly that such ideals do not deserve to be encouraged, and that the governing body of the Training College would be quite right if they dealt firmly with any propaganda of them. This is as regards the practical. Where theory is concerned, the position is not essentially different.

It is the duty of tutors in a Training College, or a University, not in any way to impress their own individual political opinions upon the immature minds of students. Ignorance is bad, but one-sided instruction by persons themselves not too carefully balanced, and made authoritative by their position, is often very much worse. In a Training College, as in a University, there may be occasion to deal with theological questions; but if so, they must be handled merely with a view to instructing the students as to the opinions actually held by a variety of bodies, and there should be absolute avoidance of any suggestion as to the respective merits of the different religions. So, too, in the matter of political and social questions which come up for discussion from day to day. It would be improper that students should be turned out of their colleges as if they had lived in band-boxes. It would be a gross betrayal of the duties attending their positions if the tutors endeavoured to proselytise. The case of the young woman, disgracefully untidy, going back to the Training College from assisting in a Babies' Welcome, and complaining that the children ought to be drowned—apparently until there is social revolution—would seem to be a consequence of endeavouring to impress wild social theories upon minds wholly untrained and unfitted for the formation of considered judgments. The teachers who have resigned have not declared their reasons for so doing; they did not approach the Committee which employs them, and their action shows an inability to see the proportion of things and to recognise that, after all, they are, and must be, subject to regulations. For the Board of Education to interfere would make impossible the management of the College by the ratepayers.

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The Leeds Education Committee yesterday considered the situation arising out of the resignation of nine of the women tutors of the City of Leeds Training College, and after a lengthy discussion decided to accept the resignations. Alderman F. Kinder, in the course of a comprehensive review of the circumstances, refuted the charges made by the dissatisfied tutors, who gave as the reason for their resignation a disagreement with the policy and ideals laid down by the Secretary for Education in Leeds in an address to the residential staff of the College. A copy of the Secretary's address was supplied to each member of the Committee, and is published this morning.

LEEDS TRAINING COLLEGE RESIGNATIONS.

FULL DISCUSSION OF THE REASONS.

ALLEGATIONS BY LADY TUTORS.

At yesterday's meeting of the Leeds Education Committee, Alderman W. H. Clarke presiding, the resignations of nine women members of the teaching staff at the Training College were discussed at some length.

Alderman F. Kinder, chairman of the Higher Education Sub-Committee, who have immediate control of the institution, said that a letter which had been signed by seven or eight members of the staff assigned as a reason for the resignations disagreement with the policy and ideals laid down by the Secretary of Education on behalf of the governors of the college. These were asserted to be contrary to the policy hitherto followed in the City of Leeds Training College and in other colleges. "I did not hear the address of Mr. Graham which has aroused all this comment," said Alderman Kinder, "but I have had talks with him on many occasions as to certain matters at the college which in my view required adjustment, and I have carefully read through the whole of the details and the voluminous notes of the address which he gave to the tutorial and domestic staff and I have taken the trouble to have these verified or otherwise. They have been verified by other members of the staff, who say they are a correct version of what took place. That being so, I say unhesitatingly that there is not a single statement that calls for such a charge as that made by the signatories to these letters of resignation."

The Chairman interrupted the speaker to say that he had just been asked whether members could have copies of Mr. Graham's "talk." He had agreed, and was quite willing that the press should have copies also.

Alderman Kinder: The more publicity is given to the matter the sooner it will be clear. In any case the onus of proof of the various innuendoes made lies on the persons who make the assertions. It is not for me to disprove any general statements not supported by evidence, and I decline to be drawn into any such position. They have been asked by me for specific points of disagreement and so far as I know they have specified nothing.

The Chairman said that the ladies had replied in two letters, copies of which he thought members had. The ladies specified nothing.

Alderman Kinder said that a second reason for the resignations given by the teachers was that the policy that the housekeepers of the hostels should be responsible to Mr. Graham directly, while the tutors should be responsible to the Principal and the Vice-Principal was unsound. "I submit to you," he said, "that this is a matter purely for this committee as the local education authority, and not for the tutors at all."

Mr. G. H. Pearson: Has this talk of Mr. Graham's changed in any way the past policy so far as this committee is concerned?

Alderman Kinder said it had not, and went on to argue that, even assuming for the moment that the teachers were correct in their criticism that the policy was unsound, it would be a point open to possible readjustment if thought desirable, and the readjustment could take place without a serious variation of policy. But, personally, he could not see in this contention any justifiable reason for the action which had been taken. (Hear, hear.) The second letter sent by the teachers was to his mind far more insidious. Here they had a lady suggesting as the only terms on which she would consent to retain her post that she might be allowed to define the powers pertaining to the office of Vice-Principal and also to dictate the conditions of another office. That was little short of arrogance. It was easy to refute statements like those made in the letters, but the seriousness lay not in the statements themselves but in the fact that the general public could not be expected to test statements made in newspapers. He noticed in one paper a long paragraph with the sub-heading "Hampering the Work of the College." The paper was justified in using that phrase because it was borrowed from the letter itself, but it was untrue that the work of the college had been hampered, and a statement like that might result in very much harm. Apparently the writer of the letter thought little of the effect on the college of her action. The position taken up by the lady, however, seemed to let a little daylight into the whole of the business. It proved to him the real reasons for the resignations. The only terms apparently on which the writer would condescend to stay in the service of the committee were that the Vice-Principal should be allowed more powers. If the language of the letter were carefully and closely scrutinised it could almost be assumed that she objected to the title as well, and that she was confessedly for a woman Principal. "I have no hesitation whatever," he said, "in saying that the real reason of the prime movers is power for women."

Mrs. Cannon made some objection which was indistinctly heard.

Alderman Kinder said that the lady was entitled to her view, but it seemed to him that the aim was that women should have power.

Mrs. R. Hudson: Only in their own department and sphere.

Alderman Kinder: I am afraid I can't quite argue that. We don't quite know where woman's sphere begins and where it ends.

Mrs. Cannon: With the women students.

Alderman Kinder: Well, then, you are upsetting the whole principle of the college. This reason is laid bare by the letters; more particularly by the action of this woman. There is a college staff of nearly fifty, of whom nine apparently object to the policy laid down. I ask you to confirm these minutes and accept the resignations of these nine. Were you not to act in this way, in all probability you might be faced with the resignations of more than thirty others who already agree with the conditions laid down and who object strongly to the action taken by these disaffected members. Alderman Kinder went on to say that a third letter appeared to have been circulated among members of the committee, as a copy which reached him was marked "For private circulation only." He rather objected to a letter being sent to the chairman marked "Private" and to himself and others marked "For private circulation only."

Alderman J. Rawlinson Ford and several other members said that they had not received copies at all.

Alderman Kinder: Well, don't object to me but to Miss Grace Owen. Going on to criticise the third letter, Alderman Kinder said that Paragraph A said: "We have in this college men and women students brought together in considerable numbers but no co-education." That statement was not true, and if it were, the action of the Vice-Principal in claiming that the women students should not be taken by the men tutors and that women students should not consult men tutors with regard to their work would not improve matters. Paragraph B pointed out that there was a Vice-Principal for the women students and a Principal over both men and women, and claimed that there was thus a grievance by the double supervision of women that was not conducive to progress. That statement suggested that the Vice-Principal should exercise no influence over the men; in fact, it was claimed by assumption that the Vice-Principal was the Principal for the women students, and that was entirely contrary to the conditions laid down on the appointment of the Vice-Principal. The suggestion clearly was that the women students should be under the control of the Vice-Principal and the men students under the control of the Principal. That was to say, that the college should cease to exist as one college and should be divided into two, with a Principal for the men's side and a Principal for the women's side. With that proposition he could not agree for the moment. He would require to see very strong arguments before he would alter his mind on the point, although he would be willing to succumb to the arguments if they were good ones.

This, however, was the direction in which two or three or more of the teachers had been working for some time, but apart from it the whole letter suggested that the writer thought she should be allowed to define the powers pertaining to an office which she did not hold. Paragraph C suggested the "rushing in where angels feared to tread." It started by saying that although she was not in residence the writer might perhaps be allowed to add that she was convinced that the system of dual responsibility existing was seriously disadvantageous to the students. He maintained that the writer knew little or nothing of the life in the halls or she would not have presumed to make that statement. Nothing was said to show that the family atmosphere was not obtained because of the dual responsibility. Again the onus of proof was upon the writer and not upon himself as chairman or upon the governors as a whole. He took the position that dual responsibility had nothing to do with the matter as was evidenced by the fact of the correct feeling maintained in some of the other halls where the same system of government was in operation. Therefore the absence of the correct feeling in some halls was the consequence of the peculiar personal idiosyncrasies of the persons in charge. How was it possible to have a happy family feeling if the teachers were not generously co-operating to make the house a success?

When the resignations were sent in, Alderman Kinder added, they were either intended to be accepted or not so intended. If the signatories intended acceptance why should the committee act against their wishes? If acceptance was not intended then—he did not wish to use a harsh term—it was certainly unfair to impose upon the committee. He did not see any reason why any member of the committee should support the action of the women.

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chapel, they should not sit outside the hall smoking. ("No, I'll take that back) or at ease, showing quite evidently no intention of going to church themselves, when students are leaving the hall for church. I think you will agree that this is not quite the correct thing. Tutors should take a real interest in this side of college life.

"At one time, cigarette smoking began to be taken up by the women students. The matter was mentioned to Miss Mercier and to Mr. Parsons and the practice was stopped. The girls do not come to us cigarette smokers and I am sure it is not the parents' wish that they should develop into cigarette smokers here.

POLITICAL PROPAGANDA.

"With regard to education, the Governors feel that, with the staff they have appointed, the educational side of the college work should come along easily. The educational preparation and training for the work of a teacher is well defined, yet it provides full scope for the highest intellectual ability, aims and ideals. That circle contains all our essential considerations as an educational institution, and the success of the boys' and girls' schools of the future depends upon our products. All problems and movements extraneous to this circle are outside the scope of the Training College as such, and only provide subjects of interesting debate and illustration. Nothing is objected to so long as the tutor leaves the students' minds free, and so long as the true and unbiassed academic statement only is given. At one time an attempt was made to establish a Socialist Society in one of the men's halls. This was stopped for the reasons already pointed out, and the men were told that they could debate any subject connected with Socialism on the lines of those connected with other movements, but that the college could not be used for political or religious propaganda. Similarly, we have nothing to do with the pro or anti of anything, whether it be vaccination, anti-vaccination, conservatism, liberalism, suffrage, or anything else of like description except as interesting problems for debate and unbiassed illustration."

Yorkshire Post 6th July 1916.

LEEDS CITY COUNCIL.

THE TRAINING COLLEGE RESIGNATIONS.

ACTION OF THE EDUCATION COMMITTEE ENDORSED.

There was a good attendance of members of the Leeds City Council at the monthly meeting yesterday, the Lord Mayor (Mr. Charles Lupton) presiding. Some discussion took place on the recent resignation of nine women tutors at the Training College, and Alderman W. H. Clarke set forth the attitude of the Education Committee in the matter. After a futile opposition by members of the Labour Party, who wanted some sort of an official inquiry to ascertain possible grievances, the action of the Committee was approved.

THE RESIGNATION OF WOMEN TUTORS.

In submitting the minutes of the Education Committee, Ald. W. H. Clarke referred to the resignations of nine members of the staff of the Training College, which the Committee recommended should be accepted. Those resignations, he observed, were sent in without any preliminary disagreement with anything that the Committee were doing, and without any complaint being put forward. The reasons were given in "generalities," but one lady made the definite statement that she did not like the housekeepers being responsible to the Secretary for Education, and the tutors being responsible to the Principal and Vice-Principal. Well, a more businesslike arrangement than that could not be conceived, because the housekeepers had the spending and they ought to be responsible to the person who had the control of the money. If the Committee had suggested that the tutors should be responsible to the Secretary for Education, he could have understood the objection. He did not see that they could make a better arrangement than that those responsible for education should be responsible to the Principal and Vice-Principal. If there had been anything wrong it was the duty of these ladies first to ask that it should be put right, and it was putting the cart before the horse for them to send in their resignations first. From the point of view of the good of the College they were bound to let the resignations go through, because it ought not to be said that the Education Authority allowed persons who had shown some amount of disloyalty to triumph over them to the prejudice of those who remained loyal. "These tutors," he said, "are only nine out of about fifty. So far as I am aware there is no trouble whatever in regard to the others; they are thoroughly content. And with regard to these nine, we are in a fair way of being able to supply their places with persons quite as highly qualified, and quite as able to carry on the work of the Training College in every way." It was an unpleasant incident, but he trusted it was a closing chapter, and that the College would go on rejoicing in its strength and continuing the good work it had been able to do.

Alderman F. Kinder, in seconding, remarked that so far from the incident bringing trouble to the College, he believed they would get rid of it, and he believed the work of the institution would be better done in consequence of the course they were now taking.

LABOUR PARTY ASK FOR AN INQUIRY.

Mr. R. Eseritt, for the Labour party, moved to refer back the minute accepting the resignations. He thought it was unfortunate that Mr. Graham's "notes" should have been addressed to the tutors, as the tutors were only responsible to the Principal or Vice-Principal, and it was the latter who were responsible to the Education Authority. If they took such a serious view of the alleged "misdeemeanours," they would only be indicting the administration of the College.

Alderman Clarke said it was absurd to apply the term "misdeemeanour" to such things as Mr. Graham pointed to.

Mr. Eseritt urged that the resignations should be left in abeyance until there had been a thorough investigation.

In seconding, Mr. C. E. Mulholland remarked that the Labour party had taken no ex parte view of the matter, and their sole desire was to have an inquiry into the causes of the resignations. He thought the report of Mr. Graham's "talk" with the residential staff indicated either that there had been a state of anarchy in the institution, or that the report was exaggerated out of all proportion to the facts of the situation. There was some cause for the resignations, and, therefore, inquiry should be made.

Alderman C. H. Wilson said he did not think the Council would be so foolish as to set on foot an inquiry on such a flimsy pretext as that put forward. "I say flatly there is nothing to inquire into," he said. "Nothing has been put forward that deserves the time and the trouble we should be put to. What is behind it, apparently, is that some of the parties concerned resent the perfectly proper suggestions made with a view to the economy in the working of the institution." As long as the City Council set up the Education Authority, they would rule, and not the tutors, or any section of them.

Alderman H. Brown supported the adoption of the minutes, and criticised the Labour party, who, he said, had always been willing to listen to any "tittle-tattle" that was going on among the employees of the Corporation.

Replying on the debate, Alderman Clarke remarked that they had men and women students in the College, but not co-education, but they would have had men tutors assisting the women students if the men tutors had not been "cautioned off" by some of the very ladies who were now resigning, and who had been working "women for women" all the way through. So strongly had this feeling been running that they had actually asked for complaints through the hostels against one of the most trusted officials, to see whether they could not get sufficient complaints to have him removed, and a woman appointed in his place. He resented the suggestion that there had been anything approaching "anarchy" in the institution, and it was doing it a deliberate disservice to use the term. He thought Mr. Graham did right in talking as he did to the tutors.

Mr. Owen Connellan thought the Committee were to blame for publishing Mr. Graham's "talk," and said many of the complaints he made were trivial.

Alderman W. H. Clarke remarked that in other colleges cigarette smoking had been introduced, and it had had to be stopped. It must be understood that in the Leeds Training College smoking was not allowed among the women. The committee proposed to put the whole of the facts and correspondence before the Board of Education, and they were prepared to abide by their decision.

The amendment, which was supported only by the members of the Labour party, was lost, and the minutes were confirmed.

The resignation of nine women members from the tutorial staff of the Leeds Training College was discussed at the monthly meeting of the City Council yesterday. The minutes of the Education Authority contained a resolution in favour of the resignations being accepted, and on Alderman Clarke moving for confirmation by the Council, the Labour members made an effort to secure an inquiry being held into the circumstances that led to the resignations. In the course of discussion it was stated that there had been a strong women's movement in the College. The Labour amendment was lost by a large majority, only Labour members voting for it.

LEEDS CITY COUNCIL.

THE TRAINING COLLEGE RESIGNATIONS.

COMMITTEE'S ACTION ENDORSED

The recent resignations at the Leeds Training College had been so fully discussed at the meeting of the Education Committee that there was hardly room for fresh matter yesterday when the City Council were called upon to confirm acceptance of them. The Labour Party, however, made another effort to get an inquiry made into the whole matter, their idea being that the resignations should in the meantime be left in abeyance. An unfortunate use of the word "misdemeanour," which quite obviously did not convey the same meaning to its user as it does to a lawyer, prolonged the debate somewhat, and a misunderstanding of what Alderman Kinder said when referring to the resignation of Miss Mercier proved still more misleading.

What Alderman Kinder really did say was that the Vice-Principal had resigned. This was a complete and self-contained statement which had no relation whatever to his later regret that the lady's state of health had not been satisfactory, yet there was a tendency to link the two statements together and blame the alderman for misleading, whereas it was the misconception of the listener that misled himself. However, these matters were put right, and on the ground that no inquiry could be granted where no cause for inquiry could be shown, the Council endorsed the action of the Education Committee.

THE TRAINING COLLEGE.

A brief reference was made by Alderman Clarke, the chairman, in moving the adoption of the minutes of the Education Committee, to the resignations of nine members of the staff of the Training College, which were discussed at the last meeting of the committee. The recommendation of the committee, he said, was that the resignations should be accepted with regret. Alderman Clarke defended the arrangements of the college, and said that if there had been anything wrong it was the duty of the ladies to point out what, in their opinion, was wrong before resigning. The talk by Mr. Graham, which was objected to, seemed an address such as the business head of any establishment might give, and was a very proper talk on a very proper subject. They were bound to let the resignations proceed, and they could not have it said that they had allowed persons, who had shown, he was sorry to say, some amount of disloyalty, to triumph over the committee. The affected persons were only nine out of about fifty. So far as he knew there was now no trouble in any shape or form at the college, and the committee were in a fair way to filling the places of the tutors who had resigned with persons quite as highly qualified and quite as well able to take their places in every way.

Mr. Joseph Clark: Can you replace from the present staff those who have resigned?

Alderman Clarke: No, from outside. The speaker added that the committee had arranged for the services of one lady from London whose name was a household word. He trusted that an unpleasant incident would be closed, and that the Training College would go on its way carrying on the good work it had hitherto done and be a credit to the city.

Alderman F. Kinder seconded the resolution and emphatically endorsed Alderman Clarke's concluding sentences. At the Education Committee meeting, he said, he had remarked that so far from this incident bringing trouble to the Training College the governors would get rid of it. He still believed that. He thought the college would be better and that the work would be better done as a consequence of what the Council were being asked to sanction.

Mr. R. Escritt moved that the paragraph concerned be referred back. If anything, he said, his convictions were stronger now than before regarding the necessity of a thorough investigation being held. After reading the notes of Mr. Graham's address he came to the conclusion that it was to some extent unfortunate that the address was delivered. He did not think that misdemeanours should have been mentioned by Mr. Graham to the tutors. If the Council were to take a serious view of the alleged misdemeanours it seemed to him to be a very serious indictment against the administration of the institution.

Alderman Kinder protested against the use of the word misdemeanour, adding that Mr. Escritt did not appear to grasp its value.

CIGARETTE SMOKING.

Mr. Escritt said it was claimed that women climbed out of windows and smoked cigarettes.

Alderman Kinder: Those are not misdemeanours.

The Lord Mayor thought that too much should not be made of the inexact use of the word. Mr. Escritt was not a lawyer and perhaps did not attribute the meaning to the word misdemeanour that it deserved.

Mr. Escritt said that all he wanted was that the whole matter should be investigated and that acceptance of the resignations should be left in abeyance

for the time being. The institution was large and important, and should have a glorious future, but if resignations of this kind were going to occur he feared it would get an undesirable reputation. The matter had been discussed very widely in the city, and people generally did not understand it; even many members of the Education Committee did not understand it. When the vice-principal resigned the members were misled as to her reasons.

Alderman Kinder flatly denied the statement.

Mr. Escritt: One reason given for the resignation was ill-health.

Alderman Kinder denied that statement also.

Mr. C. E. Mulholland seconded the amendment, which he said, was not put forward by the Labour members in any ex-parte spirit. The sole desire was that an inquiry should be made into the causes of the resignations. Mr. Graham's speech showed either that there had been a state of anarchy almost incredible in the institution or that certain incidents had been exaggerated out of all proportion to the necessity of the situation. His point was that nine educated women had resigned from positions of great trust—and, he supposed, of satisfactory remuneration—and that there must be some reason which had not yet been arrived at.

WHO IS TO RULE THE COLLEGE?

Alderman C. H. Wilson thought that the Council would not set up an inquiry. No point had been put forward by the mover and the seconder of the amendment that deserved the time and the trouble of the Council. What was behind the resignations seemed to be that some of the parties concerned resented any perfectly proper suggestions which had as their object the securing of economy. The small matters alluded to by the last speaker were not magnified by any of the governors, but the question was: Who is to rule the college? The answer was: The governors and not the tutors, nor any section of them. If any formal complaint had been put forward or any anomaly pointed out the whole Council would have responded, but not a single thing had been put forward that could be dealt with. "If I am dissatisfied with my position in the Council," said Alderman Wilson, "and I resign, you are not likely to run after me and ask me to reconsider—(loud laughter, and cries of 'Not likely')—but I am not going to do it. I propose to be a troubler in Israel for some little time longer." (Laughter.)

Alderman H. Brown thought the Council had no other alternative but to accept what had been done. He could not understand the attitude of the Labour party; ever since he had been in the Council they had been prepared to listen to any tittle-tattle that was going on among Corporation workmen. If he had his way not one of these women would be employed by the Education Committee. (Hear, hear.) The sooner they were out of the way the better. He was quite satisfied that the vacancies could be adequately filled.

Mr. G. H. Pearson thought it strange that with everything "growing and growing" at the Training College these resignations should have been received. Whether the women were right or wrong he thought there was room for an inquiry.

Alderman J. Rawlinson Ford said that had the resignations been preceded by a statement of grievances or complaints it would have been the proper course to hold an inquiry, but it was obviously quite improper for the committee to hold an inquiry after the resignations had been made. He had asked Alderman Kinder at last week's meeting of the Education Committee if he would give an undertaking that the whole scheme of government of the college should be laid before the Higher Education Sub-committee, and he had done that for the reason that it seemed to him something might require amendment if so many ladies of repute and position sent in their resignations. In the meantime the resignations must be accepted.

ALDERMAN CLARKE'S REPLY.

Replying to the discussion, Alderman Clarke insisted that the resignations must be accepted; they would take effect at the end of the term. The committee could not rely upon people who had resigned in this manner to be loyal, and the idea of the Labour Party that the governors should float nebulously along until an inquiry had been held could not be justified. "I say distinctly and deliberately," Alderman Clarke remarked, "that there is nothing whatever behind the resignations so far as I know beyond what appears in the letters of resignation." He quoted extensively from the letters, which have already been published, and in answer to several interruptions said that so strongly had the feeling been running "Women for women; down with the men," that some of the women had actually been asking for complaints from the hostels against one of the most trusted men officials, to see whether they could get him shifted and a woman appointed in his place. When one knew that this sort of thing was at the bottom it threw a flood of light upon the whole business. Alderman Clarke objected to the use of the word "anarchy" by Mr. Mulholland, saying that there was never anything of the sort at the college, and he remarked incidentally that it was well known that in other colleges cigarette smoking had been introduced by higher-educated women. In the Leeds Training College cigarette smoking was not and would not be allowed among the women. (Hear, hear.)

The amendment was lost, only the Labour members voting for it, and the minutes were duly carried.

The Leeds City Council yesterday discussed the resignations of several members of the Training College staff. The Labour Party made an effort to get an inquiry into the whole matter, but the Council endorsed the action of the Education Committee in accepting the resignations.

Yorkshire Post

July 7th 1916.

THE RESIGNATIONS AT THE LEEDS TRAINING COLLEGE.

To the Editor of The Yorkshire Post.

Sir,—The report in to-day's issue of the proceedings at the meeting of the City Council impels us to ask you to give us an opportunity of restating our position as we defined it on June 23rd. As we said in our earlier letters we do not desire to enter into a public controversy. We are convinced that such a course would wound still more deeply the life of the College, and we also consider that the educational issues involved are of too serious a nature to be handled in such a manner. They need the searching investigation of a competent authority.

In the meantime, we would appeal to the readers of "The Yorkshire Post" to reserve judgment on the case, and to remember that one side has not yet begun to speak.—Yours, etc.,

WINIFRED MERCIER and GERTRUDE
ELLA CLAPHAM, on behalf of E. Bird-
sell, D. Edmonds, L. M. Hardy, E.
Matthias, G. Owen, I. Stephens, Z. Wal-
ford, S. Walker.

The Training College, Beckett's Park,
Leeds, July 6, 1916.

Sir,—As a head mistress who has sent students to the Leeds Training College, and has long known the Vice Principal, I venture, through you, to ask the public to suspend judgment on the matters raised by the resignation of the nine distinguished teachers at the College until further inquiry has been made, if it be possible, by some independent educational authority. The Board of Education, or the Teachers' Registration Council, if they were willing, would be able to deal with the questions of principle involved; questions vital to the future of national education in England.

The whole North must suffer by the loss of the fine educational tradition which Miss Mercier and her colleagues were building up, and of the research they were doing into methods to help primary schools.—Yours, etc.,

SARA A. BURSTALL, Past President of the
Head Mistresses' Association; Member of the
Manchester Education Committee.

Manchester High School for Girls, Dover
Street, Manchester, July 6, 1916.

* * We wonder if the Manchester Education Com-
* mittee would agree that any group of teachers
employed by it should send in their resignations
without courteously asking the Committee to hear
what they have to complain of, and thereafter
should ask some outside persons to destroy its
authority by sitting in judgment in regard to
accusations not formulated. Miss Burstall
apparently wishes to convey the impression that
she knows the questions involved and has already
adjudicated upon them. No public authority with
the slightest self-respect or sense of responsibility
could submit to such treatment as Miss Burstall
evidently considers consistent with fine educational
tradition. If she put before the Manchester Com-
mittee her theory of the relationship between the
Committee and the teachers it employs, we think
she would find herself in a very small minority.
Her intervention is not likely to have the effect
she may be supposed to desire.—Ed., Y.P.