

SECTION 3.
CITY OF LEEDS

TRAINING COLLEGE.

EFFECT OF POLICY OF VICE-PRINCIPAL.

INVESTIGATION INTO THE SYSTEM UNDER WHICH THE TRAINING

I. STATE OF CONTROL.

COLLEGE IS CONTROLLED AND MANAGED, WITH SPECIAL

REFERENCE TO THE RECENT RESIGNATIONS OF MEMBERS

OF THE STAFF.

Among some of the women students there gradually

grew up a spirit of irresponsibility towards the

rules of the College, and a tendency towards

Rebellion in SECTION E. E. Hall of Residence.

Statements are attached from:-

EFFECT OF POLICY OF VICE-PRINCIPAL.

MR. PARSONS.

MR. T. P. HOLGATE,

I. LACK OF CONTROL. Lack of Method.

(a) GENERAL NOTE.

Lecturer in English.

(b) STATEMENT OF PERSONS ASSOCIATED WITH COLLEGE.

MR. E. H. PARKER.

II. CHECK TO CO-OPERATION.

(a) GENERAL NOTE ON RELATIONS OF TUTORS
AND HOUSEKEEPERS.

(b) STATEMENTS BY:

(1) THE PRINCIPAL OF THE COLLEGE.

(11) THE MEDICAL OFFICER.

(111) A MAN TUTOR.

(iv) A WOMAN TUTOR.

15TH AUGUST, 1916.

SECTION E.

LACK OF CONTROL.

EFFECT OF POLICY OF VICE-PRINCIPAL.

A tendency to Bohemianism among some of the women students is exemplified by:

I. Lack of control. Halls.

2. Sitting with legs dangling out of windows.
3. Among some of the women students there gradually grew up a spirit of irresponsibility towards the rules of the College, and a tendency towards Bohemianism in some of the Women's Halls of Residence.
6. Frequent attendance at Music Halls.
7. Statements are attached from:-

The women **MR. PARSONS.** checked often expressed or showed resentment with the result that the friendly relations that had existed from the establishment of the College between students and staff had a tendency to disappear.

This is illustrated by the following statements from **MR. T. P. HOLGATE,** Master of Method.

- MR. HAROLD LACY,** Lecturer in English. as:
- (i) **MR. R. H. PARKER,** Art Master. students to attend a lesson by Miss Walker.
 - (ii) The Performance of a Charade - What do you know of "The Yellow Peril?"
MRS. JACKSON, Senior Matron.

MR. A ROCKLIFFE,
Superintendent Caretaker.

Mr. J. E. Rellin
Inspector in matters of Education.

MR. PARSONS.

MR. E. F. HOLGATE, B.Sc.,

LACK OF CONTROL.

Master of Method.

A tendency to Bohemianism among some of the women students is exemplified by:

I. COMPARISONS BEFORE AND AFTER 1913.

1. Smoking in Halls.
2. Sitting with legs dangling out of windows.
3. Going into Headingley without Hats.
4. Tendency to carry unconventionalism to excess by promenading grounds in Gym costumes.
5. Loudness in conduct and in speech in cars etc.
6. Frequent attendance at Music Halls.
7. Rowdiness in Halls.

The women students when checked often expressed or showed resentment with the result that the friendly relations that had existed from the establishment of the College between students and staff had a tendency to disappear.

This is illustrated by such incidents as:

- (i) Refusal of a body of students to attend a lesson to be given by Miss Walker.
- (ii) The Performance of a Charade - What do you know of "The Yellow Peril?"

MR. T. P. HOLGATE, B.Sc.,

Lecturer in English.

Master of Method.

I. COMPARISONS BEFORE AND AFTER 1913.

1. Students. My own contact with women students being practically nil since the Vice-Principal's appointment I can only speak as an observer.

I have noticed what I can best describe as the growth of a "loudness of tone" amongst the women students. This has evidenced itself in (a) loud discordant noises issuing from their Halls - the most notorious case being Macaulay Hall. I don't know of anything so rowdy occurring in a Men's Hall; (b) a boldness of gait and bearing in the presence of men. I have noticed this not only in the presence of men students but also, for example, when the V.F.C. marched up for the intended reception of Viscount French. On that occasion women students lined up along the drive in their hockey costumes (including the goal keeper in pads) and chaffing remarks were made to the men as they passed, whilst in Leighton Hall women students were sitting dangling their legs out of the windows.

Lowering of "tone".

In the latter period I seemed more and more to detect evidences of growing unruliness, of noisy self-assertive conduct which had certainly been absent from the women students whom I had known in the earlier period.

(a) In the Women's Classes I took in 1911-12 correct behaviour in class was a matter of course and any departure from propriety by individuals was immediately disapproved of by the remainder of the class.

In 1914-16 I found myself obliged to point out
MR. HAROLD LACEY, M.A., at College etiquette demanded. In
the autumn of 1915 I was compelled openly to protest
Lecturer in English.

(b) In the autumn term of 1915 when snow was on the
THE "TONE" OF THE COLLEGE AND THE MANNERS OF THE
STUDENTS.

My opinion is that in the Men's Halls there has been
a steady improvement.

(a) In 1914-16 there was less rowdiness, less
horse-play apparently than in 1911-13.

(b) I felt that in their College work the men were
more reliable and approximated more to the standard of a
"University" class.

(c) In the Hall more of the students showed real
"student spirit". More serious reading was done; there
was a greater eagerness for consideration of educational and
other social problems: there was also a more widespread
interest in and desire to appreciate the pictures in the
Hall.

As regards the Women Students, comparing the
periods 1911-13 and 1914-16, I feel that there was a gradual
lowering of "tone".

In the latter period I seemed more and more to
detect evidences of growing unruliness, of noisy self-
assertive conduct which had certainly been absent from the
Women Students whom I had known in the earlier period.

(a) In the Women's Classes I took in 1911-13
correct behaviour in class was a matter of course and any
departure from propriety by individuals was immediately
disapproved of by the remainder of the class.

In 1914-16 I found myself obliged to point out at intervals what conduct College etiquette demanded. In the autumn of 1915 I was compelled openly to protest against the discourtesy of large sections of certain classes.

(b) In the Autumn term of 1915 when snow was on the ground, I was surprised one evening soon after the commencement of "Private Study" to hear wild howling and shouting on the Drive - on inquiry, I found that a large number of women students in "Gymn " costumes had marched over to the Mens' side of the Quad and were challenging the men to a snow fight.

(c) In the same term I attended in company with Mr. Dent a meeting of the Browning Circle held in Macaulay Hall. The coats and hats of the men who attended were left in the lounge. At the end of the Meeting it was found that a party of women students had jumbled the coats and hats together, putting pepper in the latter, and, by tying the sleeves and other means, making difficult the putting on of the coats.

I sent for the Senior Prefect of Macaulay next day and expressed my surprise and disgust at so unladylike a coarse attempt at a practical joke and demanded for Mr. Dent, myself, and the men students an apology from Macaulay Hall.

Such episodes as (b) and (c) would have been inconceivable in the early years of the College.

MR. PARKER.

Senior Matron.

MR. R. H. PARKER, A.R.C.A.

Art Master.

REMARKS CONCERNING THE MANAGEMENT OF HOSTELS AND RELATIONSHIP
BETWEEN THE TUTORS IN RESIDENCE AND HOUSEKEEPERS.

In the year 1914-15, working at the Thoresby High School, I was repeatedly asked to call attention to the untidy state of the rooms after women's classes had occupied them.

I put this down to the strangeness of new surroundings and ignorance as to the usual resting places of materials, but in 1915-16 in smaller premises and with Art desks, we have had to complain and object with greater force.

This charge is made against senior and junior women. My opinion is that the sense of responsibility is not so apparent as formerly, neither have the students matured to such advantage as in previous years when it was quite easy to recognise a second year student from her general deportment and sense of responsibility.

converted into a Hostel for 40 men students - two resident tutors.

As Senior Matron I took charge of this Hostel and superintended the management of Fairfax and Cavendish Halls for men students.

MANAGEMENT:

During a period extending over 5 years the management of the Hostels has been practically on the same lines, costing being referred to the Secretary for Education. The arrangement has proved to be very satisfactory.

MRS. JACKSON.

NAME OF PURVISOR, ETC:
Senior Matron.

Housekeepers require from the students such behaviour as would be expected from them in their own homes, with REMARKS CONCERNING THE MANAGEMENT OF HOSTELS AND RELATIONSHIP BETWEEN THE TUTORS IN RESIDENCE AND HOUSEKEEPERS. During the past three years there has been a noticeable lapse on the part of women students in this matter.

EXPERIENCE: Christmas the Grange has been used for lectures to Women Students; and I have found it necessary to speak to the women students regarding: Senior Matron or Superintendent Housekeeper since the College opened in 1907. Temporary premises.

(a) Students climbing through the windows instead of entering by the Women's Entrance. The damage resident tutors and 45 students.

In charge of St. Ann's Hostel for men - two resident tutors. Period $1\frac{1}{2}$ years.

(b) The excessive dirt brought into the Hall by the women students. In charge of The Grange Hostel for 60 women students and two resident tutors. Period 4 years.

When the permanent premises were ready, the women students vacated The Grange Hostel, and it was converted into a Hostel for 60 men students - two resident tutors.

As Senior Matron I took charge of this Hostel and superintended the management of Fairfax and Cavendish Halls for men students.

MANAGEMENT: During a period extending over 9 years the management of the Hostels has been practically on the same lines, costing being referred to the Secretary for Education. The arrangement has proved to be very satisfactory.

CARE OF FURNITURE, ETC:

Superintendent, Carleton.

Housekeepers require from the students such behaviour as would be expected from them in their own homes, with respect to the care of furniture, floors, etc. During the past three years there has been a noticeable lapse on the part of women students in this matter.

Since Christmas the Grange has been used for Lectures to Women Students; and I have found it necessary to speak to the women students regarding:

(a) Students climbing through the windows instead of entering by the Women's Entrance. The damage to the paint is very evident and indicates

(b) The excessive dirt brought into the Hall by the women students.

I must say I was greatly surprised at the attitude of the women when I spoke to them. It was quite contrary to what I had experienced from previous women students.

RELATIONSHIP BETWEEN TUTORS AND HOUSEKEEPERS:

During a period extending over 9 years, in which I had experience of living with both women and men tutors, the relationship was most friendly. Requests from the Tutors were invariably reasonable, and over matters of Hostel discipline we "pulled together" and always avoided friction.

Another mystery to me was the reason that made women students in gymnastic costumes while away the time on the grass so near the barbed wire on the lawn when they had so many acres to choose from.

7.

A. ROCKLIFFE.

Superintendent Caretaker. There are in this matter could be seen any day at the four tennis courts to the North of Friarley Hall. There are two courts given over for the Nurses' use and two retained by the women students. My work in the College and my residence at the Lodge provide me with exceptional opportunities for judging the students' behaviour both inside and outside the Halls. I have for some time been struck with what I can only call a peculiarity on the part of the women students to disport themselves on every possible opportunity in Gymnastic Costumes. These costumes, when worn for the purpose they are intended I have no doubt fulfil all requirements. When worn at other times, they appear freakish, conspicuous and out of place.

I can understand the freedom the short skirt gives the wearer in a strenuous game of hockey or net-ball, but I cannot understand why dozens of other students should make exhibitions of themselves in their costumes when merely spectators and particularly when the playing fields are so near the public. Every Saturday I have to stand like a policeman for hours at a stretch at the main gates to prevent people entering the grounds, and I am confident that the attire of the students is the attraction. When women students parade and saunter up and down the front drive as they often do in this attire, often accompanied by friends from outside all eyes in the public park are focussed on them, they are made the butt of much personal abuse, and remarks of no flattering description are thrown out.

I could never understand why the women students in this dress decided to play leap-frog, kissing-ring, and other similar games on the drive side - with wounded soldiers on the one side and the public in the park on the other.

Another mystery to me was the reason that made women students in gymnastic costume while away the time on the grass so near the barbed wire on the lawn when they had so many acres to choose

from. A most noticeable feature in this matter could be seen any day at the four tennis courts to the North of Priestley Hall. There are two courts given over for the Nurses' use and two retained by the women students. Whenever tennis being played there is a large audience of soldiers. Whenever students are playing the audience is with them and the nurses playing better tennis are left with no onlookers. I have often thought how much better for the students it would have been, seeing that public opinion cannot altogether be ignored, if they wore a less conspicuous dress, at any rate here.

Time Table of PolishingNovember 1912.

Name	Time	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Rockliffe	6.30 to 8.0	College	College	College	College	College	College
	8.30 to 1.0	Macaulay Top Floor	Priestley Top Floor	Macaulay 2nd Floor	Priestley 2nd Floor	Macaulay Ground Floor	Priestley Ground Floor
	2.0 to 5.0	College	College	College	College	College	
Helm	6.30 to 8.0	College	College	College	College	College	College
	8.30 to 1.0	Leighton Top Floor	Caedmon Top Floor	Leighton 2nd Floor	Caedmon 2nd Floor	Leighton Ground Floor	Caedmon Ground Floor
	2.0 to 5.0	College	College	College	College	College	
Foxcroft v	6.30 to 8.0	College	College	College	College	College	College
	8.30 to 1.0	Bronte Top Floor	Fairfax Top Floor	Bronte 2nd Floor	Fairfax 2nd Floor	Bronte Ground Floor	Fairfax Ground Floor
	2.0 to 5.0	College	College	College	College	College	
Pearson	6.30 to 8.0	College	College	College	College	College	College
	8.30 to 1.0	Cavendish Top Floor	The Grange Top Floor	Cavendish 2nd Floor	The Grange 2nd Floor	Cavendish Ground Floor	The Grange Ground Floor
	2.0 to 5.0	College	College	College	College	College	

In September 1914 owing to the change of College hours
A. ROCKLITFE. work in the women's Halls had to be done in
the afternoon instead of morning. Brooks and Macaulay
Superintendent Caretaker.

The time-table attached was arranged by me to give the
maximum amount of polishing work which was equal at each Hall.

When it was drawn up I stated it was only possible to
carry out the scheme subject to certain conditions:-

- (1) That the time-table was rigidly adhered to
as regards times and rooms.
- (2) That whilst polishing was being done the rooms
were clear of students.
- (3) That the polisher spent his time polishing,
not getting the rooms ready.
- (4) That the furniture remained in the places
it was designed for.
- (5) That students and others wore indoor footgear.
- (6) That, as the amount of surface to be covered by
the polishers daily did not allow for any
time to be spent making good possible damages,
sufficient time should be allowed during
vacations for complete renovating.

I laid special stress on Nos. 2, 3, 4 and 5.

I submitted the time-table and remarks to Mr. Armitage, who
in November 1912. He forwarded a copy to each Hall and told
me to work to it, and said arrangements had been made for
the suggestions being carried out.

Until Midsummer 1914 the polishing arrangements worked
smoothly. If rooms were not ready - if students were occupying
rooms - if furniture was in different positions or if a floor
showed signs of unfair wear and tear - those rooms were left
until attention had been drawn to them in the Hall, and to
Mr. Armitage. Only in rare instances did occasion for
complaint arise, and whenever such an occasion did arise it was
immediately dealt with and the matter adjusted.

In September 1914 owing to the change of College hours the polishing work in the women's Halls had to be done in the afternoon instead of morning. Bronte and Macaulay quickly adapted themselves to the change. Great difficulty was experienced at Leighton with the students' rooms. They were seldom, if ever, got ready for polishing. If the polisher, as was generally the case, had three or four pairs of boots, shoes and slippers, as likely as not a pair of studded hockey boots and shin guards to pick up from under the bed, hockey sticks, tennis rackets and balls and umbrellas from behind the bed or out of the corners, stockings, towels, swimming costumes and caps, articles of apparel, hand-bags, hat boxes, handwork or nature study apparatus, quantities of books, papers, drawing boards, etc., to pick up and put on the bed - if the polisher had dozens of glass photo frames, ornaments, teapots, cups and saucers, clocks, flower vases, ink bottles, plant pots, etc., all students' properties, to move into safety before he could commence to polish - the eight minutes allowed for each room disappeared before he started to work. Many times at Leighton only two or three rooms have been ready, instead of twenty. This meant that several rooms did not get necessary attention sometimes for weeks at a stretch, for whatever the polisher missed doing one day could not be made good another.

About this time the Leighton Hall students began to rearrange their bedroom furniture. Isolated cases arose at Bronte and Macaulay, but they were promptly dealt with. At Leighton the habit grew until the correct arrangement was the exception, not the rule. The furniture in the students' rooms is designed to fit in certain places. If not in those places it does not fulfil its purpose and it is a peculiarity of the furniture that when in place any one piece can be

moved for polishing under and round separately and independently. I have many times polished rooms at Leighton where I have had to drag furniture about unmercifully to attain the object sought, and that has taken two or three times the length of time they should have done. Another view to be taken of the moving of furniture is that when this is done the feet dig into the surface of the floors and damage of a permanent nature results, - and the furniture not being made or built to move and particularly when loaded with 2 or 3 cwt. of books, gets badly strained. Whilst this difficulty was being dealt with I discovered one case, and suspected others, where the student arranged the furniture correctly when the polisher was due and altered it immediately he was gone, thus aggravating the mischief.

From this time (September 1914) a marked tendency on the part of students at Macaulay and Leighton to wear outdoor boots and shoes indoors was noticeable. This habit grew until the maintenance of the polished flooring was beyond control. In spite of protests both at the Halls and the Office, very little improvement was to be seen. The Common Rooms, Dining Rooms, Tutors' Rooms, Libraries, Corridors upstairs and down, were constantly in need of Renuk and Stain, and even with this assistance always looked badly splintered and in need of attention, and compared most unfavourably with Bronte. I have seen two or three students with dirty boots destroy in a few minutes a polishers' work for a day. I have frequently known this occur by the front door users.

During this change in the conduct of the women students at Macaulay and Leighton, I was much surprised with the habitual condition of the polished flooring at the two men's Hostels, -

the Grange and Cavendish. I have polished the Grange floors since we took the place over eight years ago. I have known it in use both by men and women. More is expected from women than men, but nevertheless the flooring in the Grange was never better, never cleaner, or more pleasing to the eye than during the period 1914-15. With Cavendish a similar condition existed. The two together with Bronte established a standard which it is possible to have had throughout the estate.

The period October 1915 to Easter 1916 was a disastrous one from a polisher's point of view. At Leighton and Macaulay no matter what expedients were tried, the full quantity of work could not be done owing to its bad condition nor could a fair standard of work be maintained. When the Grange was used by women as the College ill-usage was early seen, and I believe was only kept in anything like bounds by the vigilance of Mrs. Jackson.

With regard to Macaulay and Leighton matters reached such an unsatisfactory state that I was compelled to place the matter before Mr. Perkins, to this effect that unless the conditions on which all the polishing work is based are fulfilled, it is impossible to do the work satisfactorily with the present staff.

The complaints I laid were:-

- (1) Students and others habitually wear outdoor footgear indoors. This treads off the Ronuk, splinters the boards, and done for any length of time destroys for good the surface of the wood. It entails an extra application of Ronuk (time and material) and extra time for brushing.

Bronte goes from vacation to vacation without Ronuk, and always looks well. Leighton ground floor was ronuked practically throughout each week during the Easter term, and Macaulay four times.

- MR. F. E. BRONTE
- (2) Students leave untidy rooms (chiefly Leighton, where fluff and accumulations of rubbish also cause much trouble). If a polisher spends three minutes putting things straight in each of fifteen rooms before he can start work, the next five rooms he has not time to do. This is a regular occurrence.
- After the summer vacation of 1914, it became quite evident to me that the same thing was happening.
- (3) Students re-arrange their furniture.
- From time to time
- (4) Spilling of ink by students. If dealt with at the time it can be erased. If not it leaves a permanent disfiguration.
- part and present.
- (5) The inability of the polisher to get on with his work because of students being about.
- MURDO MALLIS:
- (6) Complained strongly of the condition of the Dining Room floor at Leighton, and the corridors both at Macaulay and Leighton. The Dining Room was renuked for nine consecutive weeks in the Easter term, it had twice the amount of brushing that Bronte got, yet at the end of the term the surface of the floor was a mass of tea, coffee, and milk stains, covered with a layer of grease and treacle mixed with pussing and water, and the lot ploughed up and rubbed in by students wearing nails in their boots. The corridors were nearly as bad.
- It came as soon as we were going to Macaulay nights. This incident I refrained from going to Macaulay. Students went away before. Miss Wall to go to the library on a Saturday night to see Oscar Asche and Lily Brayton put themselves of the pretext.
- (7) Students moving piano out of Common Room at Leighton. The appearance of the floor is permanently disfigured by ruts. The polishers will any time on request move a piano. They have for the purpose a rubber-tyred boggy, which neither bumps nor jars the instrument, damages the floors, not yet because of long practice do the polishers damage the door jambs in passing pianos through.
- RESTAURANTS:

I kept a record of additional material and time it took to do the necessary work at Leighton during the Easter Vacation.

3	14 lb tins	conc. Ronuk at 17/6	£2.	12.	6.
3	1 gallon tins	Ronuk " 10/6	1.	11.	6.
12	packages	steel shavings at 1/6		18.	0.
	Time	- wages	8.	12.	6.

This has been in existence ever since I have been at the staff. At the time I mention, it grew to an

The most unpleasant feature was that the women students began to

This was over and above Bronte, Grange and Cavendish. Macaulay's cost was just over £25 extra.

MR. F. E. RELTON, B.A., B.Sc.,

Tutor in Mathematics and Education.

Halls have at different times told me that smoking was quite common. After the summer vacation of 1914, it became quite evident to me that the tone of our women students was deteriorating. From time to time I have discussed this with women students, past and present, and all the evidence is cumulative.

MUSIC HALLS:

It came as something of a shock to find that women students were going to Music Halls (Empire and Hippodrome) on Saturday nights. This increased to such an extent that my colleagues and I refrained from going on that night of the week. Many women students went unaccompanied who had never been to such places before. Miss Walker of Leighton Hall gave nine girls permission to go to the Hippodrome on a Saturday night to see Oscar Asche and Lily Brayton play Hajj. Many women students refused to avail themselves of the Organ Recitals as it was so freely used as a pretext.

RESTAURANTS:

Personally I gradually found it increasingly difficult to co-operate with Miss Walker, Miss Mathias, Miss Hardy and Women students began to patronise restaurants (The Grand and Powolny's) as distinct from Cafe's and Tea Shops at various hours of the day.

PHILANDERING:

This has been in existence ever since I have been on the staff. At the time I mention, it grew to an inordinate extent. The most unpleasant feature was that the women students began to strike casual acquaintance with men (not students).

SMOKING:

APPROX OF POLICY OF THE PRINCIPAL.

Several girls from Leighton, Priestley, and Macaulay Halls have at different times told me that smoking was quite common. I have frequently seen the glow of cigarettes at upper windows of these Halls when taking round the letters.

Women who were students in the early days of the College assure me it was almost unheard of in their time.

ROWDYISM:

of the staff and difficulties with the Women Tutors and the Housekeepers in some of the Halls arose.

Many women students have refused to take supper on the grounds that the proceedings were unruly past belief. Latterly stupid displays of rowdiness became common at term ends, both day and night.

LOSS OF CONFIDENCE:

I have met cases where women students have justifiably lost confidence in their women tutors, notably in Miss Mercier, Miss Walker, Miss Hardy and Miss Matthias.

(b) Lack of confidence.

Personally I gradually found it increasingly difficult to co-operate with Miss Walker, Miss Matthias, Miss Hardy and Miss Edmonds, whether it was in connection with School Practice or with Postal Arrangements.

(11) THE MEDICAL OFFICER.

(111) A MAN TUTOR.

(1v) A WOMAN TUTOR.

SECTION E.II

EFFECT OF POLICY OF VICE-PRINCIPAL.

NOTES ON RELATIONS OF HOUSEKEEPERS AND TUTORS.

CHECK TO CO-OPERATION.

The following appear to be the only possible methods

Relations of Tutors and Housekeepers.

of organization of the domestic side of the Halls:-

1. The loss of unity of aim in the College naturally resulted in less co-operation with the different members of the staff and difficulties with the Women Tutors and the Housekeepers in some of the Halls arose.

The difficulties were largely due to differences of temperament. Cordial co-operation between the Tutorial Staff and those responsible for the Domestic side is required for harmony and success in the Halls.

Women's Halls there has been no friction. Of course,

It would be impossible for the Tutors to conduct the domestic side of the Hall owing to:

- (a) lack of knowledge.
- (b) lack of convenience.

STATEMENTS ARE ATTACHED FROM:

Housekeepers themselves have made similar complaints with regard to the Tutors.

- (i) THE PRINCIPAL OF THE COLLEGE.
- (ii) THE MEDICAL OFFICER.

2. It has been suggested that the Housekeepers should serve as (iii) A MAN TUTOR.

Personally I do not see much chance of successful results by this method. Lecturers on the College

Staff who are appointed as Resident Tutors as a rule know little or nothing of Domestic Management and every case of interference would be interference with the

MR. PARSONS.

expert by the non-expert, with the necessary result

NOTES ON RELATIONS OF HOUSEKEEPERS AND TUTORS.

3. A scheme as adopted in some University Hostels
The following appear to be the only possible methods
of appointing a definite Warden of each Hall who
of organisation of the Domestic side of the Halls:-
would be responsible for the complete running of the

1. ~~Hall~~ Present method which places the Tutors under the control of the Principal and Vice-Principal and the Housekeepers under that of the Secretary for Education.
Given that the Housekeepers and Tutors are prepared to give and take, this should work out successfully. This scheme can be successfully worked is evidenced by the fact that no cases of difficulty have occurred in Men's Halls and that in some of the Women's Halls there has been no friction. Of course, it is quite easy to pick out isolated instances which are bound to produce friction, but these are mainly the result of personal idiosyncrasies and as a rule ought to be capable of easy adjustment. It should be borne in mind that while some of the Tutors are making certain complaints with regard to the Housekeepers, the Housekeepers themselves have made similar complaints with regard to the Tutors.

2. It has been suggested that the Housekeepers should serve directly under the Senior Tutor of the Hall.

Personally I do not see much chance of successful results by this method. Lecturers on the College Staff who are appointed as Resident Tutors as a rule know little or nothing of Domestic Management and every case of interference would be interference with the

expert by the non-expert, with the necessary result of continued appeal to higher authority.

3. A scheme as adopted in some University Hostels of appointing a definite Warden of each Hall who would be responsible for the complete running of the Hall.

On paper this appears desirable, but if the Resident Tutors who are not only placed in the Hall for supervision purposes but also to give assistance to students in their work, were to remain in the Hall, the College would be faced with the responsibility of providing accommodation for a Warden in addition to the accommodation provided at the present time. I do not see how this could be added to our present scheme without an additional expenditure of something like £2,000 per annum.

Housekeepers should be under their direction would be subversive of all authority over the maids as also over the students during the absence of the Tutors. Again, the Tutors have little or no knowledge of domestic arrangements, and being out of the Hostels on their professional duties the greater part of the day, they cannot be present to direct the same.

As far as dealing with patients is concerned it would be altogether impracticable. The Housekeepers are the only people in constant attendance upon the patients. I generally see the patients when the tutors are absent, and it would never do for me to give my instructions as to diet, treatment etc. to the tutors to be afterwards passed on by them to the Housekeepers. Who, indeed, would accept responsibility in such conditions?

DR. R. LEE BOLTON.

Medical Officer of the College.

RELATIONSHIP OF TUTORS TO HOUSEKEEPERS.

The Tutor has the sole responsibility over the studies and conduct of the students in the Hostel; the Housekeeper has the sole responsibility for the domestic arrangements therein. Both should respect each other's position and by mutual good will help each other in fulfilling their respective responsibilities.

The Housekeepers control the maids under them and to maintain order among the students in the Hostel during the absence of the Tutors, their position as Head of their Department must be recognised and due respect paid thereto.

The contention among some of the Tutors that the Housekeepers should be under their direction would be subversive of all authority over the maids as also over the students during the absence of the Tutors. Again, the Tutors have little or no knowledge of domestic arrangements, and being out of the Hostels on their professional duties the greater part of the day, they cannot be present to direct the same.

As far as dealing with patients is concerned it would be altogether impracticable. The Housekeepers are the only people in constant attendance upon the patients. I generally see the patients when the tutors are absent, and it would never do for me to give my instructions as to diet, treatment etc. to the tutors to be afterwards passed on by them to the Housekeepers. Who, indeed, would accept responsibility in such conditions?

MR HAROLD LACEY, M.A.,

point, before putting my scheme to the students, of learning
Lecturer in English.

from the Matrons what additional work the carrying out
of it would place upon the domestic staff. By this means

domestic staff and I worked harmoniously
together.

HOSTEL ADMINISTRATION.

(iv) I have never found my management of the
From 3½ years' experience I am of opinion that in the
Hall restricted or interfered with by Principal or
Secretary. Instead, I have received every encouragement
to put into practice whatever schemes I thought it proper
to attempt. And in their dealings with students and visitors
to the Hall both Principal and Secretary have done
everything to enhance the dignity of the tutors' position.

(i) I consider it desirable that the residential
tutors shall take an active share in the academic work of the
College and shall have such intellectual and aesthetic
qualifications that they can stimulate and encourage these
traits in students. The discharge of such work leaves
tutors no time for the supervision of domestic affairs; and
moreover tutors lack the knowledge and training requisite
for the domestic management of Halls of Residence.

(ii) I consider it an advantage to have in the Halls
ladies of equal social status with the tutors but discharging
duties of different character. Their presence serves to
vary the close academic atmosphere and to emphasise the
respect due to domestic work, which students often tend to
hold in disrespect.

(iii) I have been associated with four Matrons and so far
from finding that "dual control" hampered my efforts to
make the life of the Hall a full and happy one, I found the
Matrons always ready to assist the schemes which I wished
to carry through.

As seemed to me only reasonable I always made a

point, before putting my scheme to the students, of learning from the Matrons what additional work the carrying out of it would place upon the domestic staff. By this means domestic staff, students and tutors worked harmoniously together.

I have been a member of the Resident Staff of the College since its beginning in September, 1907. (iv) I have never found my management of the Hall restricted or interfered with by Principal or Secretary. Instead, I have received every encouragement to put into practice whatever schemes I thought it proper to attempt: and in their dealings with students and visitors to the Hall both Principal and Secretary have done everything to enhance the dignity of the tutors' position. My relations with Principal, Secretary and Matrons have been the only - women's hostel. My relations with Principal, Secretary and Matrons have been the basis of the happiest. Every help and encouragement has been given and in spite of the difficulties which have arisen a new venture of excellent tone has been made and the College goes on and prospers.

During the past two or three years there has been some lack of that friendliness and esprit de corps amongst the staff which had been so marked a feature in the earlier years, and this is not to be accounted for solely by the fact that the staff is so much larger than in the past.

In the course of nine years I have had experience of three housekeepers - each of the two last for a period of four years. They are both extremely competent and pleasant women who have ably looked after the welfare - in their own department - of students and tutors alike. They have co-operated with me where necessary and have been most loyal in their support of me as tutor-in-charge.

MISS A. E. MITCHELL.

senior Tutor at Bronte Hall.

I have been a member of the Resident Staff of the College since its beginning in September, 1907, when I was asked to take charge of the first - at that time the only - women's hostel.

My relations with Principal, staff and students have been of the happiest. Every help and encouragement was given and in spite of the difficulties inseparable from a new venture an excellent tone prevailed amongst the students and the College grew and prospered.

During the past two or three years there has been some lack of that friendliness and esprit de corps amongst the staff which had been so marked a feature in the earlier years, and this is not to be accounted for solely by the fact that the staff is so much larger than in the past.

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(1) THE PRINCIPAL OF THE COLLEGE.

(2) THE MEDICAL OFFICER.

(3) A MAN TUTOR.

(4) A WOMAN TUTOR.

10TH AUGUST, 1916.