

1927

Kenya.

No. 10169

C O. 533/367.

SUBJECT

*New posts in the Jeanes School.*

*Vacancy for an Assistant Mistress.*

Previous

*10084/27*

Subsequent

*See 15035/28*

X 10169

1927

KENYA

X 10169

1927 2

From

Date

New posts in the James School. Vacancy for an  
Asst. Mistress.

Previous paper	(Minutes within)		
X 10084	Mr Allen	9/5	
	Mr Fisher	15/5	
	Mr Allen		
	Mr Botmole	26.	
Subsequent paper	Mr Fisher	2/6	
Sec 15035	Mr Botmole	1/6	
28.5	S. C. Stanley	16.	
	Mr E. J. Romig	17.	
Mr Bell	Room 3	25/6	
20.0	Room 1		
Mr Allen	Major Vickers	27/6	
Room 1	Captain Wood		
Mr. Allott	Mr. McAllan		
Mr. Botmole	Room 3	9/11	
Mr. Seel			
Mr. (W)			
Room 1			
Mr. Seel			

(108) P.V. 1187/1927 (1) 25.5

(1) 25.7

NOT TO BE TURNED INSIDE OUT

1. ----- Gov's Dep. Denham ----- 31st December, 1926.  
1076. ----- 1928.

Trs. Form of Particulars for vacancy for an Assistant Mistress.

(Original despatch on X.10084/27).

2. To Board of Education - cons - 31st February, 1927.  
k. (mins on X.10084/27).

Mr Allen.

The pp about this vacancy have been registered separately in accordance with a decision on X.10084/27. (Copy of original despatch attached.)

? Put by

Cascy

JW Allen 7/11/27

7/13  
afree

3/11/27

----- by Oldham (s.o) ----- 9/11/27

This s.o. letter was sent over by Major Furse who asked us to deal with it as the vacancy has been remitted to the Board of Education. I had an opportunity yesterday of having a word with Mr. Oldham about it, and I explained that we heard nothing from the Colony with regard to Miss Adamson and did not know whether Mr. Dougall's views were endorsed by the Director of Education or the Acting Governor. I also explained to Mr. Oldham that we did not expect any recommendation from the Board of Education for about

about three weeks, and if the Colonial Govt. wished, Miss Adamson could, of course, be considered. Finally, Mr. Oldham undertook to send a telegram to Mr. Dougall saying that if it was desired that Miss Adamson should be considered, an application should be put through the proper official channels. *P.H.J.*

*J.P. McEwen*

18/3/27

*at hand*

*K.A.*

4 — 12 Oldham (s.v.) — 8 April.

I telephoned to Mr. Ainsworth at the Board of Education and later, at Mr. Allen's request, spoke to Mr. Oldham telling him that the last date for receiving applications at the Board of Education was passed but that if he had some probable candidates to put forward he should let us have particulars, and we would then ask the Board of Education to consider them with other candidates.

*trust*

*Sweet*

16.4

*FEK*

*Mr. Allen*

B. off. hasn't submitted any cand. yet. Ask them if they are yet in a position to recommend anyone for the post.

80

7.5 pm

*(H.A.)*

*UNDER BYLAWS* 27/5. 13 MAY 1927

4

6 — B. off. Duron — 16 May, 1927

Recommends Miss S. Sole for the appt. with Miss K. V. Galt as an alternative selection. Adds that Mr. H. L. Bradshaw was a member of the selection *Com.*

*M. S. Kitcher*

Off. for constn. commit.

We can inform B. of E. if and when the selection is completed.

*C.A. Cliffe*

No nothing was heard from Mr. Oldham presumably he had no candidates.

How can we proceed as to the lady we recommended?

*J.P. Allen*

19/5/27

*Mr. Allen*

I have mentioned this matter to Mr. Bottomley. Miss Buntall I know has the names of a number of non-trained women who might be more suitable for the post than Miss Sole. I propose that the papers should be shown to Miss Buntall before any action is taken and that in future the B. of E. be definitely told, as they were already told, that Miss Buntall and myself be asked to assist in the selection of women candidates.

*Hannah Kitcher*

Mr. Vinder

Please refer Miss Burstall  
as you suggest & let me see  
again before anything is said  
to the B. of Education. And  
(when you read on again) please  
let me know if the B. of E. have been  
with regard to this particular vacancy  
that you & Miss Burstall should  
be consulted again.

C. W. Strachey  
26.5.17

Mr. Hutchinson

I have seen Miss Burstall and discussed with  
her very carefully the question of this appointment.  
She showed me some letters which she had received  
from a friend of hers who had personal knowledge of  
Miss Cole as a pupil and a student. According to  
this friend Miss Cole evidently is not a suitable  
person for the post. The letter says that Miss  
Cole is unambitious and inefficient, but has got no  
ambition or adaptability. I think the Board of  
Education should be informed that they must look for  
candidates and also that the selection of a  
suitable candidate should be done with the assistance  
of Miss Burstall and myself, two members of the  
Advisory Committee, who are well acquainted with the  
needs of the Jeanes School in Kenya. I am afraid

Miss Burstall  
[unclear]  
[unclear]

A

this will raise a slight difficulty. The Board  
of Education were asked before to consult with  
Miss Burstall and myself regarding such appoint-  
ment, and although they were not specifically  
asked in this instance to do so, it might be  
assumed on our part that they would do so again.  
I have reason to believe that they left Miss  
Burstall out on purpose. Mr. Bradshaw, who was  
a member of the Selection Committee, has never had,  
as far as I know, any connection with the Jeanes  
school. His work was more in connection with  
European schools and for a long time he was in  
Mr. Orr's office doing purely administrative work.  
As the committee definitely recommended that Miss  
Burstall and myself should be consulted and assist  
in the selection of women candidates for educational  
appointments in Tropical Africa and especially as  
Miss Burstall has done a lot of work in making the  
needs of native education known in women's training  
centres in this country, and collecting names of  
likely candidates, I do not think that this appoint-  
ment should be made without consulting her.  
Unfortunately another candidate for such an appoint-  
ment in the Gold Coast has a few days ago been  
selected by the Board of Education without any  
reference to Miss Burstall or myself. As Mr. O'mara  
the D. of E. was present at the selection then he need not  
raise this Gold Coast Appt. with the B. of E.  
Hanna Vinder  
11. 8. 27.

Sir C. Strachey

As it is! The letter will require  
careful wording, as I gather that Miss  
Burstall is the little person grates  
at the B/E that they may refuse to  
help

help us now or ever.

The P.S. Abbe is ~~not~~  
the state over the filling of  
occasional vacancies for  
women.

W. H. Money  
146.17.

51

HA 7 To B. E. (to send) cons 25 JUN 1927

Mr. Bottomley,

I am sorry that this appointment is causing  
so much trouble, but under the circumstances it is  
perhaps not to be wondered at. In the first in-  
stance it is a difficult post to fill as the selec-  
ted candidate should not only have very special  
qualifications attaching to experimental work of  
this kind, but should also fit into the staff and  
be a person agreeable to and after the heart of  
Mr. Dougall, the head of the school. The whole  
history of the appointment so far shows that the  
sooner arrangements can be made to allow the  
Private Secretary to take over the selection of  
female candidates for education appointments, the  
better for everybody concerned. In the first  
instance Mr. Dougall got into touch with Mr. Oldham.  
Mr. Oldham brought the matter before the Committee  
and corresponded with the Students Christian Move-  
ment as well as with Miss Burstall. The result

6  
was that while the Board of Education advertised  
in the Press and set its vast machinery of local  
inspectoresses busy to weed out suitable candidates  
from the numerous applications received, the  
Christian Movement and Miss Burstall beat the  
wood of missionary colleges and girls' training  
institutions far and wide and produced a number of  
fervent and inspired candidates. At the present  
moment we have two names from the Board of Education  
who, as far as paper qualifications are concerned,  
are likely people and, on the other hand, two at  
least from amongst the names produced by Miss  
Burstall and Mr. Oldham <sup>who</sup> might be equally, if not  
more suitable.

The Board of Education, as I explained to you,  
misunderstood our letter and I suggest that this  
letter be withdrawn and that a letter be addressed to  
the Board, saying that we thank them for the trouble  
they have taken and that the two names they have  
submitted will be considered by the Secretary of  
State and that they will be informed of the selec-  
tion when it has taken place. That will put  
matters right with the Board of Education. I have  
seen Major Furse and Captain Newbolt, who agree, as  
an exceptional case, to select the candidate and I  
propose that the two ladies mentioned by the Board  
of Education and the two best candidates from the  
Miss Burstall crowd be invited to call on the  
Private Secretary at a suitable time. I further  
suggest that Miss Burstall and myself should be  
present at the interview, or as Major Furse has done  
in the case of other educational appointments, the  
candidates should be sent round to my office after  
he has seen them where Miss Burstall and I could

interview them and could then express an opinion as to their suitability to Major Furse. It must, however, be quite clearly understood that this will be an exceptional case, without any prejudice to the question now under consideration of asking the private Secretary in future to select candidates for female appointments in Education Departments.

I am seeing Mr. Pitt on Saturday. Unfortunately he is leaving for the continent early next week and will therefore not be able to be present to see any of the candidates. I think, however, that I shall be able to get his views on the matter.

Hanno Kisch  
20.7.27

I understand that on letter, besides being forwarded to the B/E, could put them in a letter with their Selection Committee

perhaps with names of names  
and names letter as follows  
would be met: all candidates, the  
similar suggest - the names may be  
can be called by me - Major Furse

Wid. morning  
20.7.27

To B. of E. (no bands) 28 JUL 1927

Major Furse

Can I now see you to fix up plan for  
string candidates?

Hanno Kisch  
20.7.27

Major Kischer

If you will send me a list of the names & addresses of your candidates, with note showing by whom they have been suggested in each case, I will see that they are sent application forms & particulars of the vacancy. We would then proceed to enquire into their records, take up references etc. in our usual way.

(Please let me have these (P. boxes at same time.)

- In the case of the B. of E. cand. I think it will not be necessary to ask them to fill in further application forms, but it may be profitable to delve rather deeper into their records than appears to have been done at present.
- It would be a help, & a saving of time, if you could narrow down the field of cand. to the smallest number possible, say not more than 4 altogether. Personally, I should have thought it was hardly worth while bothering any further with Miss Gatt at all, especially as Miss Burstall has already emphatically disapproved of her?
- When we had got the field of cand. "completed" & ready for action, I would communicate with you with a view to arranging a suitable time for the interviews.

A. H. Newbould  
2.8.27

Major Furse yours

Captain Norbolt:

The following are the names of women I thought should be asked to apply for the post.

1 Miss J. MACKAY  
Avery Hill Training College  
Eltham, S.E. 9

rec. by Strath Christian Union and  
Mrs Burstall.

2 Miss K. HUDSON  
Settlement House  
Cumberland Road  
E. 13

rec. by Miss Training College, Selly Oak  
Birmingham

Miss Burstall  
The following to be asked to interview:

3 Miss E. SOLE  
North Hostel, Dudley, Worcs.

4 Miss H. V. GATT  
Burgreen, Kilsyth, Glasgow.

Monday, Tuesday, September 12, 13 must  
meet Mrs Burstall and me here for interview, or  
here about. Also, if you can get things ready  
will meet in August

Hanna Viecher  
11. 8. 27

Miss Burstall, Major Viecher & I interviewed  
4 candidates for this post today: -

viz. Miss Hudson  
Miss Gatt  
Miss Mackay  
Miss Kendall  
(Miss Sole has now  
accepted another apt.)

Interview minutes regarding each cand. will be  
found on their respective files, & a note by  
Miss Burstall is attached heron.

It was agreed that Miss Hudson made far the best  
impression, none of the other 3 being in fact  
suitable.

A. J. Norbolt  
23. 8. 27.

Captain Norbolt.

I think it must be difficult to find a more  
suitable person for this post than Miss Hudson in spite  
of the fact that I would have preferred some one  
with a University degree. Miss Hudson has the Common  
School Missionaries call "a call", she has evidently  
a quick and receptive brain and a very useful  
physical outfit and I feel strongly that she would  
fit into Mr. Donnell's staff and the Jeanes School  
family uncommonly well. I don't think we  
have much chance of finding any one better  
and recommend that she be appointed.

Hanna Viecher

27. 9. 27  
- 10 Oct 1927

Board of Education  
to be informed when  
appointment made  
see 20. 8.

To Miss Hudson  
(offer of apt. as Asst. School) file  
Miss Hudson accepts & in hand file see file 30985 EA. 12096/1/1

HN 17 TO B. J. E. - 9 NOV 1927  
(Selection of Miss Hudson)

109

Mr. Seel 3. x1.

X.10169/27 Kenya

*Capt Newbolt 4.11. (But I w? prefer the slight alterations in format)*

Mr. Allen

57  
①

08 -

Mr. E. J. Harding.

Sir C. Strachey.

Sir J. Shuckburgh.

Sir G. Grindle.

Sir C. Davis.

Sir S. Wilson.

Mr. Ormsby-Gore.

Lord Lovat.

Mr. Amery.

*S. S.*

Downing Street,

9 November, 1927.

**DRAFT.**

THE SECRETARY,

Sir,

OFFICE OF SPECIAL ENQUIRIES  
AND REPORTS,

BOARD OF EDUCATION.

With reference to the letter

from this Department No.10169/27. of

the 28th of July, I am directed to

request you to inform the Board of

Education that the names of certain

other candidates <sup>where</sup> have been suggested

to the Secretary of State for consen.

for the appointment of Assistant

Missess in the Jeanes Training School

for Native Teachers at Kabete, Kenya.

2. The Secretary of State <sup>have</sup> has given

careful consideration to the qualifica-

tions of the candidates suggested in

your



Colonial office.

Sept 23<sup>rd</sup> 1927.

James Schow Post, Kenya.

I have today been present at a meeting to interview candidates for the above post, Captain Newbolt being in the Chair. I have no hesitation in recommending Miss Kathleen Hudson as by far the most suitable. She has excellent training, first class experience, the right personality. She is mature thoughtful, able to take responsibility.

Miss Mackay another candidate possibly has gifts of personal characteristics wh. would fit her for other Overseas posts: we should keep her in mind.

Sae. ~~A.~~ B. Buntell.

Member of the Advisory Committee on Native Education.

811

Mr. Sect 28/7/27  
Mr. B Stowley 28.7.27 f

- Mr.
- E. J. Harding.
- Sir C. Strachey.
- Sir J. Shuckburgh.
- Sir G. Grindle.
- Sir C. Davis.
- Sir S. Wilson.
- Mr. Ormsby-Gore.
- Earl of Clarendon.
- Mr. Amery.

X10169/27. Kenya



28/July 1927.

Sir.

**DRAFT.**

The Secretary,  
Office of Special Enquiries and Reports,  
Board of Education.

I am directed to acknowledge the receipt of your letter "Case No." of the 16<sup>th</sup> of May last, regarding the <sup>vacancy for</sup> ~~selection~~ of an Assistant Mistress for the Jeanes Training School for Native Teachers at Kabete, Kenya, and to request you to convey to the Board of Education the Secretary of State's thanks for their help in the <sup>obtaining</sup> ~~selection~~ of candidates for

~~Recd. at once  
B.T. - Voucher for early  
action in conjunction with  
Major Nurse as to interviewing  
other candidates~~

This

then appointment.

2. The names of  
the two candidates  
mentioned in your letter  
will be ~~put~~ <sup>considered by</sup> before the  
S. S. for his course,  
and a further letter  
will be addressed to you  
when the final selection  
has taken place.

Yours etc

Respectfully,  
W. G. BOTTOMLEY.

TELEGRAMS  
INMBSG SUDANE LONDON  
TELEPHONE  
VICTORIA 1425

12  
EDINBURGH HOUSE  
2, EATON GATE  
LONDON, S.W.1

13th June 1927.

H. T. Allen, Esq.,  
The Colonial Office,  
S.W. 1.

Dear Mr Allen,

I mentioned to you the possibility of securing an American girl possessing exceptional qualifications for the practising school in connection with the Jeanes School in Kenya and the fact that Sir Edward Grigg was willing that I should sound her. I have now heard from her that she is not willing to go to Kenya.

Miss Wrong of the Student Movement, who recently visited Kenya, has been making enquiries about suitable people and has got into touch with one or two who are, I believe, sending in applications. I have no further information about them beyond that contained in their testimonials. I met Miss Burstall last week and she mentioned a Miss Hardy, whom she thought would be quite exceptionally good if she were willing to go. She said that she would get into touch with her and ascertain whether she was willing to consider the appointment.

It seems to me desirable that in an experiment so important/

Mr Allen.

important as the Jeanes School all the posts should be filled by rather exceptional people, if they can be found. For the practising school someone is wanted who in addition to possessing the necessary technical qualifications has an unusual amount of originality and power of adaptation. From what Miss Burstall said, I should judge that Miss Hardy has these qualifications.

I am,

Yours very sincerely,

*Eric Allen*

Mr Allen.

important as the Jeanes School all the posts should be filled by rather exceptional people, if they can be found. For the practising school someone is wanted who in addition to possessing the necessary technical qualifications has an unusual amount of originality and power of adaptation. From what Miss Burstall said, I should judge that Miss Hardy has these qualifications.

I am,

Yours very sincerely,

*E. C. Hall*

14  
7

Mr. Cliffe 18.6.27.  
*Mr. Vischer 03-6-27*  
Mr. Bottomley. 23.6.27

DOWNING STREET,

25 June, 1927.

Mr.  
Mr. E. J. Harding.

+ Sir C. Strachey. 23/p

Sir J. Shuckburgh.

Sir G. Grindle.

Sir C. Davis.

Sir S. Wilson.

Mr. Ormsby-Gore.

Earl of Clarendon.

Mr. Amery.

Sir,

R 24 JUN  
D 25

I am directed by Mr. Secretary

Amery to acknowledge the receipt of your letter "Casir" of the 16th of May regarding the vacancy for an Assistant Mistress in the Jeanes Training School, Kabete, Kenya.

**DRAFT.**

THE SECRETARY  
OFFICE OF SPECIAL INQUIRIES  
AND REPORTS,  
BOARD OF EDUCATION.

2. Mr. Amery observes that the name of Miss E. Sole is suggested for this appointment, and, failing her, that of Miss H. V. Catt, and he desires to thank the Board of Education for the assistance which they have afforded in this matter.

3. I am however to observe that the post in question is regarded as being one of unusual importance owing to the experimental nature of the work which is being done at the Jeanes School, and, as the Board are aware, the combination of qualities demanded of candidates is consequently

[Handwritten notes]  
Recd 23/6/27  
C. J.

consequently, somewhat exceptional. It  
is more essential that the selected  
individuals possess imagination and  
ability of adapting herself easily to the  
conditions of people under conditions  
which are usually widely different from  
those existing in this country.

In this connection, Mr. Amery  
has benefited of the assistance of  
the Federal Committee on Native Education  
and has, and, while recognizing  
the qualifications of Miss  
to believe that she is  
possesses these qualities of  
adaptability, which, as is  
of such vital importance  
in criticism, it is  
also be applied to Miss

therefore be most  
good enough.  
Further examine or candidates  
would suggest that they should,

in doing so, invite the assistance of Miss Sari Durstall and Mr. Harris Vischer, who are both members of the Advisory Committee referred to above and intimately acquainted with the precise needs of the Jeanes School.

I sincerely regrets that it should be necessary for him to trouble the Board further in this matter, but he is confident that selections of this kind can be suitably made only with the assistance of the Board, who are in touch with a better field of possibilities than he can hope to reach by other means, coupled with the advice of members of the Advisory Committee who can assist the Board from the point of view of the special requirements of educational work in tropical Africa.

I am, etc.,

(Signed) C. STRACHEY

44. Friar Gate, 16  
Derby.

June 17<sup>th</sup> 1927

Dear Major Vischer.

I had hoped to be able to join in recommending Miss Sole for the Kenya Jeans School appointment: there ought not to be any further delay. But I have had some confidential information which makes me wonder whether she is sufficiently adaptable for this new type of work with primitive peoples. My information I should see for myself.

But I don't know how I can do this after the Selection Committee has sat.

May I ask your advice personally next week?

It may be that the Committee was satisfied on this point, as Mr. Bradshaw who knows local conditions was present. In every other way she is suitable.

Sincerely yours.

Sara. A. Buntall.

44. Fair Gate 17

Derby.

Mar 31<sup>st</sup> 1927.

Dear Major Visser.

I have to thank you for the papers concerning the James Teacher appointment, Kenya, wh. I now return, having read them very carefully. I am indeed concerned that I had no earlier opportunity of advising. As a member of our C.O. Committee I can be of use at home in this way, & I certainly should have attended the Selection Committee on Mar 13<sup>th</sup>, had I known about it. I believe it was understood that you & I should attend these committees. Fortunately I hope to be able to recommend Miss Sole, wh. I regret not having seen her. I know the school she was at at Wigan when a girl, her College at Bedford, wh. to my mind is the best for hard work, the school at Bilston where

Herewith. I wrote at once to Miss Dawson of the  
Mission here, whom I know well, & who I hear from  
you will send you a formal note to go with the  
other papers. I could not approve of Miss Gatt.

If by any ill chance Miss Sole falls out, we  
must try again.

What I should like is that a copy of the requirements  
womens post sh<sup>d</sup>. be sent to me at the beginning of  
search - like the blue paper headed "Kenya letter".  
I received, not dated but bearing 15 February '27. Then  
I could not find among the schools colleges teachers  
etc. There is a Kumeri post going, with I am naturally  
interested, but I had no definite knowledge about it,  
Yesterday I hear from Mr. Burrows that it is believed  
on May 2<sup>nd</sup>. It is I think, not too much to ask  
that I sh<sup>d</sup>. be told what vacancies occur, &  
the conditions.

Sincerely yours,  
Sara. A. Buntall.

Draft for Miss Sole 19.5.

Room 3 for LPP

M. Allen

Downing Street,

May, 1927.

E.A./6.

Miss E. Sole.  
North Hotel

Dudley  
Worcestershire

Madam,

I am directed by Mr. Secretary  
Amery to inform you that, subject to  
your being passed as physically fit for  
service, he proposes to select you for  
probationary appointment as an  
Asst. Mistress in the Education  
~~Dept. of Kenya, James (Native)~~  
~~the Teachers Training School at Kabete, Kenya.~~  
with salary at the rate of £354 per year,

rising by annual increments  
of £18 to £500 a year. An  
outfit allowance of £30 is  
paid on first appointment.

It should be understood that  
the Govt. reserves the right  
to call upon you to  
undertake any other duties,  
whether at Kabete or elsewhere,  
which the Director of Education  
may think it desirable to  
assign to you.

African No. 973  
African No. 1107  
(to follow)  
Notes for Officers  
Min. or Acquisition of Health  
3/1a.

J. lb.

2. The conditions attached to <sup>119</sup>

appointments in  
are shown in the following memoranda  
which are enclosed:-

Regulations for the Employment of  
Officers in the East African  
Dependencies;  
*Model Pension Ordinance;*  
~~Regulations with regard to Diseases;~~

and also in the Colonial Regulations,  
which are out of print-but may be  
seen in the Colonial Office Library.

You are however to understand  
that you will be subject to any  
regulations which may hereafter be  
introduced by or with the approval of  
the S. of S.

and "Hints on the Regulation of Health in East Africa" *and* Copies of *Medical Officers appointed to Kenya & Uganda* are also enclosed.

3. If you are prepared to  
accept the appointment on these  
conditions you should inform this  
Department without delay, and should  
present yourself to one of the  
Medical Advisers to the Colonial  
Office whose names are given on the  
enclosed-letter for the purpose of  
being medically examined. You will  
be required to pay him a fee of one  
and a half guineas.

You should complete the  
enclosed form (J/lb.) and hand it to  
the Medical Adviser at the time of  
the examination. He will send a  
report direct to this Department.

4. If the Medical Adviser's report is satisfactory, you will receive further instructions regarding your passage. You should state, in your reply to this letter what is the earliest date at which you can be ready to sail in the event of your final selection.

5. I am to request that in the event of your not accepting this offer, you will return the enclosures to this letter.

I am, etc.

6  
21

Letters should be addressed to—  
"The Secretary,  
Office of Special Inquiries & Reports,  
Board of Education,  
Whitehall,  
London, S.W. 1."

OFFICE OF SPECIAL INQUIRIES & REPORTS,  
BOARD OF EDUCATION,  
WHITEHALL, LONDON, S.W. 1.

It should show the complete postal address and designation of the writer.



Telephone Address  
"RENSEIGNE, PARL. LONDON"

16th May 1927.

RECEIVED  
18MAY 1927  
COL. OFFICE

In reply please quote—  
"CASIR."

Sir,

No. 7

Recd. 28 JUN 1927

With reference to Mr. Allen's letter of 21st February 1927 (10169 ~~10047~~/27), I am directed to inform you that the Selection Committee at their meeting on 13th May decided to recommend Miss Elizabeth Sole for appointment as Assistant Mistress at the Jeanes Teachers Training School, Kabete, Kenya. If for any reason Mr. Amery is unable to offer the appointment to Miss Sole, the Selection Committee desire to recommend Miss Henrietta Varden Gatt. Particulars of the qualifications of these ladies will be found in the accompanying papers.

I am to add that Mr. H. L. Bradshaw, Inspector of Schools, Kenya, was a member of the Selection Committee.

I am, Sir,

Your obedient servant,

The Under-Secretary of State,  
Colonial Office,  
Downing Street,  
S.W. 1.

*A. R. Guinness*

9

TELEGRAMS  
HARRIS & SLOANE, LONDON  
TELEPHONE  
VICTORIA 1425

EDINBURGH HOUSE  
2, EATON GATE  
LONDON, S.W.1

8th April 1927.

H. T. Allen, Esq.,  
East African Department,  
Colonial Office, S.W.

Dear Mr Allen,

With reference to our recent conversation in regard to the appointment of a woman teacher at the Jeanes School, I have had a cable from Dougall to say that Miss Adamson will not take the appointment. Unless you have got some first-rate person from the Board of Education, I should like to have the opportunity of putting forward one or more names. There are one or two rather likely people if they can be induced to consider the post. I mentioned these possibilities to Sir Edward Grigg to-day and he approved of my making further enquiries.

I am,

Yours very sincerely,

*H. T. Allen*

TELEGRAMS  
HARRISON, SLOANE & LONDON  
TELEPHONE  
VICTORIA 1425

3.  
-23  
EDINBURGH HOUSE  
2, EATON GATE  
LONDON, S.W.1

9th March 1927.

Major R. D. Furse, D.S.O.,  
38 Old Queen Street,  
S.W. 1.

My dear Furse,

I have had a letter from Dougall with reference to the woman teacher wanted for the Jeanes School. He is in touch with a Miss Evelyn Adamson who would, he thinks, be suitable for the post. She has been for a year in the service of the Church Missionary Society at Kahuhia, but will not remain with them as her religious outlook is somewhat different from theirs and she is consequently not altogether happy in her present surroundings. Dougall knows her and thinks highly of her. I have also received very good reports about her from other sources. She is trained in domestic science and has taken a year's course in midwifery. She has not had special kindergarten training, but might take this when she comes on leave. She has been a year in the country and knows some Kikuyu. I have not, personally, heard of anyone else whose name I am disposed to put forward and Miss Adamson seems to have a great deal in her favour. I do not know whether you have other names before you. Perhaps you would be willing to include Miss Adamson as a possibility and advise me whether I ought to advise either her or Dougall to submit a formal application.

Dougall has not asked me to put forward this recommendation. He knew I was making enquiries and thought that I might possibly have someone in view. I can see, however, that he inclines decidedly towards Miss Adamson. As she seems promising and I have no other proposal to make, I am putting Miss Adamson's name before you on my own initiative.

I am,

Yours very sincerely,

*Ed. H. H. H.*

24

KENYA EDUCATION DEPARTMENT

Vacancy for an Assistant Mistress.

1. An Assistant Mistress is required for the Jeanes (Native) Teachers Training School at Kabete. She should be well trained in Kindergarten work, and have a good knowledge of and skill in, handicrafts, as well as an adaptable knowledge of the domestic arts generally. Singing would be a useful additional qualification. She should be capable of learning Swahili, and probably other African languages. She should be possessed of personal qualifications that would command the respect of the African, and be temperamentally suited to work with Africans, with her colleagues and with missionaries of all denominations, including both Catholics and Protestants, with administrative officers and officers of various technical departments, and with European settlers.
2. The salary will be on the scale £354 rising by annual increments of £18 to £500. An outfit allowance of £30 is paid on first appointment.
3. Government quarters free of rent (but not of rates or similar outgoings) and equipped with a limited amount of furniture are provided when such quarters are available. When such quarters are not available temporary accommodation is provided, or an allowance in lieu of quarters may at the discretion of the Governor be granted. Such allowance is normally paid at the rate of fifteen per cent of the initial salary of an officer's grade.

26  
25

4. Officers proceeding to their posts are paid half salary from the date of embarkation and full salary from the date of arrival at Mombasa.

5. Pensions and gratuities are granted to officers in Kenya on principles analogous to those of ~~officers in Kenya on principles analogous to those of~~ the Superannuation Act of 1859, but the principles of Section 2 of the Superannuation Act of 1876 have been applied to the East African Dependencies generally, so that two years' service therein is reckoned for pension as three years, and so on in like proportion. The selected candidate will be required in the first instance to serve for two years on probation, after which the question of her admission to the permanent and pensionable staff of the Colony will be considered. Officers of the East African service are allowed, and may be required, to retire on reaching the age of fifty years, or on completing twenty years' East African service, whichever is the earlier, without the necessity of producing a medical certificate.

6. The candidate should be about thirty years of age, and she will be required to satisfy the medical Adviser to the Colonial Office as to her physical fitness for service in East Africa.

7. A free first-class passage from London will be granted to the candidate selected.

8. At the end of a tour of from twenty to thirty months' residential service, the selected candidate will

26

will be granted "vacation" leave with full pay for the period necessarily spent on the voyage to England plus two and a half days (three in certain stations) in England for each completed month of residential service. If her admission to the permanent staff of the Colony is approved by the Secretary of State, she will be granted, before returning to East Africa, in addition to the "vacation" leave already mentioned, "return" leave with full salary calculated at the same rate for each month of residential service, plus leave with full salary for the period necessarily spent on the return voyage.

9. A free passage will be granted to an Assistant Mistress returning to this country for the "vacation" leave mentioned in paragraph 8 and to an Assistant Mistress who may be compelled to return to this country before the expiration of the period of probation for health reasons. An Assistant Mistress who is appointed to the permanent staff will be granted free passages to and from this country on all occasions on which she takes leave (other than leave "on urgent private affairs").

10. The selected candidate will be expected to hold herself in readiness to leave this country at an early date after her selection is completed.

10164  
I. 2004/27 Kenya.

27

Mr. Cliffe 16/2.27.

Mr. Seel 17.2.27.

- Mr. E. J. Harding.
- Sir C. Strachey.
- Sir J. Shuckburgh.
- Sir G. Grindle.
- Sir C. Davis.
- Sir S. Wilson.
- Mr. Ormsby-Gore
- Earl of Clarendon.
- Mr. Amery.

*Ansell  
ms. b.  
B3-*

Downing Street,  
21 February, 1927.

Sir,

I am etc., to request you to inform the Board of Education that a vacancy has arisen in the Education Department of Kenya for an Assistant *for the Jeanes Teachers Training School* Mistress and that it is desired to select a candidate for probationary <sup>a</sup> appointment on the usual terms.

2. Particulars of the post are given in the enclosed memorandum, and Mr. Amery would be glad if the Board could see their way to recommend a suitable candidate to ~~this~~ Department for the appointment on the terms indicated.

I am, etc.,

(Signed) H. T. ALLEN.

for Under Secretary of State.

DRAFT.

THE SECRETARY,  
BOARD OF EDUCATION.

Particulars of appointment.

*Extra copy of this Memo.  
to be made for starting  
Separate file.*

*30/2*

2-1-44

Mr. Duffin 6.7.  
M. Sec 172 p.

KENYA EDUCATION DEPARTMENT

Vacancy for an Assistant Mistress

1. An Assistant Mistress is required for the <sup>(Nairobi) Teachers Training</sup> Jeanes School at Kabete. She should be well trained in Kindergarten work, and have a good knowledge of, and skill in, handicrafts, as well as an adaptable knowledge of the domestic arts generally. Singing would be a useful additional qualification. She should be capable of learning Swahili, and probably other African languages. She should be possessed of personal qualifications that would command the respect of the African, and be temperamentally <sup>ed</sup> ~~suitable~~ to work with Africans, with her colleagues <sup>and</sup> missionaries of all denominations, including <sup>(with</sup> Catholics and Protestants, with administrative <sup>(and officers)</sup> officers of various technical departments, and with European settlers.

2. The salary will be on the scale £354 rising by annual increments of £18 to £500. An outfit allowance of £30 is paid on first appointment.

3. Government quarters free of rent (but not of rates or similar outgoings) and equipped with a limited amount of furniture are provided when such quarters are available. When such quarters are not available temporary accommodation is provided, or an allowance in lieu of quarters may at the discretion of the Governor

be granted. Such allowance is normally paid at the rate of fifteen per cent of the initial salary of an officer's grade.

4. Officers proceeding to their posts are paid half salary from the date of embarkation and full salary from the date of arrival at Mombasa.

5. Pensions and gratuities are granted to officers in Kenya on principles analagous to those of the Superannuation Act of 1859, but the principles of Section 2 of the Superannuation Act of 1876 have been applied to the East African Dependencies generally, so that two years' service therein is reckoned for pension as three years, and so on in like proportion. The selected candidate will be required in the first instance to serve for two years on probation, after which the question of her admission to the permanent and pensionable staff of the Colony will be considered. Officers of the East African service are allowed, and may be required, to retire on reaching the age of fifty years, or on completing twenty years' East African service, whichever is the earlier, without the necessity of producing a medical certificate.

6. The candidate should be about thirty years of age, and she will be required to satisfy the Medical Adviser to the Colonial Office as to her physical fitness for service in East Africa.

7. A free first-class passage from London will be granted to the candidate selected.

8. At the end of a tour of <sup>from</sup> twenty to thirty months' residential service, the selected candidate will

will

will be granted "vacation" leave with full pay for the period necessarily spent on the voyage to England plus two and a half days (three in certain stations) in England for each completed month of residential service. If her admission to the permanent staff of the Colony is approved by the Secretary of State, she will be granted, before returning to East Africa, in addition to the "vacation" leave already mentioned, "return" leave with full salary calculated at the same rate for each month of residential service, plus leave with full salary for the period necessarily spent on the return voyage.

9. A free passage will be granted to an Assistant Mistress returning to this country for the "vacation" leave mentioned in paragraph 8 and to an Assistant Mistress who may be compelled to return to this country before the expiration of the period of probation for health reasons. An Assistant Mistress who is appointed to the permanent staff will be granted free passages to and from this country on all occasions on which she takes leave (other than leave "on urgent private affairs").

10. The selected candidate will be expected to hold herself in readiness to leave this country at an early date after her selection is completed.

COPY  
KENYA

No. 1076

35  
GOVERNMENT HOUSE

Nairobi,

KENYA.

31st December, 1926.

Sir,

I have the honour to transmit Forms of Particulars in respect of certain new posts required for the Jeanes School, Education Department, for 1927 provision for which has been inserted in the 1927 Draft Estimates.

2. In regard to the vacancy for Manual Instructor, the Acting Director of Education gives the name of Mr. Whibley as a possible applicant. Mr. Whibley's address is

c/o The Church Missionary Society,  
Salisbury Square,  
London, E.C. 4.

I have, etc.,

E.B. DENHAM.

for GOVERNOR.

THE RIGHT HONOURABLE,

LIEUTENANT COLONEL L.C.M.S. AMERY, P.C., M.P.,

SECRETARY OF STATE FOR THE COLONIES,

DOWING STREET, LONDON, S.W.

Telephone 255.

COLONY AND PROTECTORATE OF KENYA.

32  
END

PARTICULARS OF THE OFFICE OF ASSISTANT MISTRESS (JIANES SCHOOL) VACANT  
IN THE EDUCATION DEPARTMENT.

A

-----

1. Duties of office and qualifications required for their performance:-

The selected candidate should be well trained in Kindergarten work and have a good knowledge of, and skill in handicrafts, as well as an adaptable knowledge of the domestic arts generally. Singing would be a useful additional qualification. She should be about 30 years of age and capable of learning Swahili and possibly other African languages. She should be possessed of personal qualifications that will command the respect of the African, and be temperamentally suited to work with Africans, her colleagues, missionaries of all denominations, including Catholics and Protestants, administrative officers and officers of various technical departments, and with European settlers.

2. Salary of office:-

£354 x 18 x £500.

3. Allowance, quarters, and other circumstances affecting the value of the office:-

Free quarters for a single person are provided or an allowance of 15% of initial salary.

4. Nature, number and account of securities required:-

nil.

5. Whether free passage is provided for person selected and his family:

Free first class passage is provided for selected candidate.

6. General particulars regarding accommodation, furniture, etc., for information of candidate:-

A limited amount of furniture is provided.

1st November, 1926.  
Nairobi.

(sgd.) Evan E. Biss.  
AG. DIRECTOR OF EDUCATION.