

1924

AFRICA

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Colonial

Date

December 1924

704

Advisory Committee on
Native Education in Trop. Africa

8th Meeting

(11 November 1924)

Previous Paper

B.O. 48340
(7th meeting)
M.M.B.

MINUTES

No action required

by

S.M.

16/11/24 16126
Africa

J.M.

Page 1

Subsequent Paper

B.O. 60493
(10th meeting)

No

C.O. 5571-72
60491
29.12.24

Advisory Committee on Native Education in Tropical Africa.

Minutes of the eighth Meeting held on the 11th December 1924.

Present: Mr. Strachey (in the Chair).
The Bishop of Liverpool.
Sir James Currie.
Mr. Oldham.
Major Vischer (Secretary).

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Sir Donald Cameron (Governor Designate
of Tanganyika Territory)
Mr. Rivers-Smith (Director of Education
Tanganyika)
Mr. Hussey (Director of Education
Uganda)
Dr. T. Jesse Jones (Chairman of the
Phelps-Stokes Education Commission
to East Africa)
Mr. Bottomley.
Mr. Seel.

1. Mr. Strachey explained that he had been appointed a member of the Committee to succeed Sir Herbert Read, who was about to take up his appointment as Governor of Mauritius and that he was taking the Chair in the absence of Mr. Ormsby-Gore, who was at present with the East Africa Parliamentary Commission.
2. * The Chairman read a letter from Lord Arnold in which his Lordship expressed his pleasure at having been able to take part in the Committee's deliberations and his regret at severing his connection with the Committee. A telegram was received from Sir Michael Sadler saying that owing to the interrupted train service he was unable to attend the meeting. At the close of the meeting a telephone message was received from Sir F.D. Lugard expressing his regret at not having been able to attend the Meeting as his train due to arrive at ten o'clock had only just reached London.
3. The Minutes of the seventh Meeting were approved.
4. The Committee then considered a Memorandum prepared by Sir Michael Sadler on the subject of the Teachers Superannuation Acts of England and Scotland and the possibility of making provision for the admission of service in Tropical Africa as qualifying service under the Acts.

It was explained that the proposals of Lord Emmott's Committee on the subject of Teachers Superannuation Benefits were at present being considered by the Cabinet with a view to legislation being enacted on the lines of the Committee's recommendations.

Sir James Currie urged that this question was most important from the point of view of recruitment for educational service in Africa.

The Chairman read the following resolutions which had been submitted with Agenda for the Meeting:

* No. 48340
+ appendix I

Education

1) In order to remove an obstacle which may deter some highly qualified British Teachers from accepting appointment to the teaching staff of schools or Colleges in Tropical Africa, it is desirable that teaching service in such institutions in Tropical Africa as may from time to time be approved for this purpose by the Secretary of State for the Colonies and by the Government of the Dependency concerned should be counted by the Treasury and the Board of Education as "qualifying service" for the purposes of the Teachers Superannuation Acts.

2) It is desirable that a corresponding arrangement be made on behalf of Scottish teachers under the Teachers Superannuation (Scotland) Act.

3) The acceptance of "recognised service" for the purposes of the Teachers Superannuation Acts (with corresponding benefits for Scottish teachers) of short terms of teaching service (extending over periods of say, not more than ten years) in approved institutions in Tropical Africa is also to be desired, but the complexity of the financial arrangements entailed may make such acceptance at present impracticable.

4) As the Amendment of the Teachers Superannuation Acts is understood to be now receiving consideration by the Government, the Advisory Committee on Education in Tropical Africa beg leave to submit these resolutions to the Secretary of State in case he should think it advisable to move in the matter before the new Bill is framed.

The Chairman moved that these resolutions might be approved by the Committee and placed before the Secretary of State, after which he presumed that the next step would be for the Colonial Office to inform the Board of Education that the Secretary of State would be glad to have an opportunity of seeing the proposed Bill before it was enacted, in order to consider the possibility of including provision that approved service in the Dependencies should be counted as qualifying service for the purposes of the Superannuation Acts. It was pointed out that Colonies and Protectorates other than those in Tropical Africa would also be affected.

In reply to an enquiry from the Bishop of Liverpool as to the authority which would approve schools in the Colonies for the purposes of the Acts Mr. Battonley suggested that the Board of Education would probably require to be consulted in such a matter. He observed with regard to Resolution No. 3 that the financial aspect of the proposal to accept service in Africa as "recognised service" would require very careful consideration, but on the whole he saw no objection to the Resolutions being adopted by the Committee.

The Committee returned to the subject at a later stage when Mr. Oldham suggested that the Resolutions were not entirely in accord with the Memorandum prepared by Sir Michael Sadler. He understood that under the proposed new Bill the idea of qualifying service was dropped and provision was only made for recognised service. He understood that the Governments of the Dominions were anxious to take

advantage of the recommendations of Lord Emmott's Committee, but he regarded it as essential that the legislation under consideration should be so framed as to permit of Colonial Governments also availing themselves of the advantages offered, as well as the Governments of the Dominions.

The Committee adopted the Resolutions as drafted and it was decided that they should be laid before the Secretary of State and also that the Secretary of the Committee should take an opportunity of visiting the Board of Education with a view to further discussing the proposals.

The Chairman informed Sir James Currie that he saw no objection to his discussing the proposals with the Foreign Office, so far as they concerned Governments under the control of the Foreign Office such as the Sudan.

It was decided that after the Resolutions had been submitted to the Secretary of State, a copy of Sir Michael Sadler's Memorandum should be sent to the Governors of the Tropical African Dependencies for their information.

5. Appointment of Head of the Teachers' Training College, Kenya. The Committee considered the Resolution which had been put forward: That the name of Mr. J.W.C. Dougall should be submitted, with the strong recommendation of the Committee to the Secretary of State for appointment as Head of the Teachers' Training College, Kenya.

Mr. Bottomley explained that a despatch had been received from Kenya on the subject of educational appointments from which it appeared that the Governor proposed to fill this post for the present by the secondment of an officer from the administrative staff. This appeared to be a temporary expedient for the period until Mr. Dougall, as to whom the Local authorities had already been in correspondence with Dr. Jesse Jones, would be available.

The Committee approved the resolution.

6. The Committee then proceeded to discuss certain questions in connection with education in the Tanganyika Territory.

(a) In connection with the creation of an Advisory Committee in the Territory, the Chairman referred to a suggestion made by Mr. Rivers Smith and Dr. Jesse Jones that Missionary Societies in Tanganyika should be urged to appoint central educational representatives who would be able to serve on the Advisory Committee, and would also act as channels of communication between the Missions and the Education Department.

Mr. Oldham observed that the Missions would find it difficult for financial reasons, to adopt the suggestion that they should appoint additional officers who would be in effect Educational Secretaries; and Sir Donald Cameron mentioned that a similar difficulty had been experienced in Nigeria, where it had been found that it would not be possible to start Advisory Boards on the scale which had been contemplated unless extra grants could be made to the Missionary Societies concerned.

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Mr. Rivers Smith observed that the recommendations of Sir Hugh Clifford in Nigeria appeared to him to go a step further than had been intended in Tanganyika, as they seemed to contemplate an official somewhat like a Director of Education in each Mission. He observed further that there were many missionaries in Tanganyika of non-British nationality, and it would be extremely helpful to have someone to whom the views of the Central Authority could be explained.

Sir Donald Cameron considered that if co-operation with the Missionary Societies was to be obtained a strong Advisory Board was necessary, and that this would not be possible if the Missionary Societies were represented merely by Secretaries, as was proposed.

Mr. Oldham suggested that while on the one hand there would be no difficulty as to the Director of Education corresponding with definite individuals on behalf of the Missionary Societies, the question of the composition of the Advisory Board would probably be better dealt with for the first year or two by the summoning of conferences which would gradually arrive at the best method of constituting the Board. The Committee agreed, and subject to this view they endorsed the opinion of the Acting Governor and of the Director of Education that immediate steps should be taken for the creation of an Advisory Board.

(b) Female Education. It was decided that before expressing any opinion on this subject the Committee should await the Report of the Phelps Stokes Commission to East Africa, in which it was understood the matter would be dealt with.

(c) Educational Nomenclature. It was explained that the desirability of obtaining a uniform educational nomenclature in the various Dependencies was discussed in a Memorandum which was now in circulation. The Committee agreed that consideration of this question should be deferred until this Memorandum expressing the opinion of the Committee was available.

(d) Religious Instruction. The Committee then considered a draft Resolution on the subject of Religious Instruction which was worded as follows:

"The Committee holds the view that religious instruction should not be excluded from Government Schools. The Committee considers that private agencies should receive every encouragement, and that Government should co-operate with them, and hopes that the Government will be able to introduce a system of Grants (as in other Colonies) to qualified Schools".

Mr. Oldham, while expressing appreciation of the policy of the Education Department in Tanganyika, observed that its policy in one respect struck him as being that of a General Officer who devoted himself to the efficiency of his regular force whilst neglecting the territorial force. He suggested that it was to the interests of the Government to encourage missionary educational efforts, provided that the missionary schools were efficient, and he considered that the Missionary Societies would be quite willing that the Government should satisfy itself as to their efficiency.

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He observed further that it had been generally recognised, both in the Committee and elsewhere that religious instruction should be a vital element in the education of natives, and it was of considerable advantage to have available schools where such instruction could be promoted. He was quite willing that the question should be left for the Governor to consider on his arrival in the Territory, but he thought it desirable that these considerations should be carefully borne in mind.

Sir Donald Cameron said that the question of religious instruction had been discussed at some length in Nigeria during the last three years where the view was that education must have a "sheet anchor" of religion, and that in the primary schools this could best be provided by Missionary Societies. He would have no hesitation in accepting this view as regards Nigeria, but he had, of course, no local knowledge as yet as regards Tanganyika, and would prefer to reserve his view for the present.

Dr. Jesse Jones observed that it appeared to him in many Colonies that there was an idea prevalent that the grants made to Missionary schools were competitive with the sums voted for the Government Education Department. This idea seemed to be harmful and the correct view, in his opinion, was that such grants should be supplementary to the Government Education Vote and not competitive with it.

Sir Donald Cameron mentioned the danger of irresponsible types of schools growing up in the absence of control. Dr. Jesse Jones said that a similar danger had been experienced in Southern Rhodesia, where a Controlling Ordinance had been prepared, but had been opposed by the Missionary Societies. He considered that if steps had been taken in time to form an Advisory Committee in Southern Rhodesia the object proposed would have been achieved in conference with the Missionary Societies without the necessity of legislation. He mentioned that this had actually been achieved in Kenya.

Mr. Bottomley enquired whether the Missionary Representatives on the Advisory Committee in Kenya covered all the smaller Societies in the Colony. Dr. Jesse Jones replied that the representatives on the Council commanded the confidence of all the Missionary Societies in the Colony.

It was eventually decided not to proceed with the Resolution at present but that Sir Donald Cameron should be asked to report on the question of religious instruction and the subjects mentioned in the Draft Resolution as quoted above, after he had had an opportunity of studying the question in the Colony.

(e) The Committee then discussed a further Resolution which had been submitted expressing the hope that a larger portion of the revenue of the territory should be applied to Education than had been hitherto.

The Chairman explained that for the year 1925/6 it was proposed to spend £22,074 on education as against £18,851 in 1923-4, and that this provision was additional to the cost of building schools for which a considerable sum was also intended.

In reply to a question from the Chairman Mr. Rivers-Smith stated that his present European staff had increased to fourteen and the 1925 Estimates provided for twenty men. After further explanations had been given, it was agreed that in the circumstances the Committee should not proceed with this Resolution.

7. The Committee then considered a despatch from the Governor of Northern Rhodesia, dated the 1st of November, 1924, submitting proposals for expenditure on education in the financial year 1925-6.

The Chairman pointed out that these proposals entailed an expenditure of £7,350, as against £500 in the previous year. The Committee were agreed in regarding the proposals outlined in the Governor's despatch as constituting a satisfactory beginning in dealing with the question of native education in the Protectorate. They also agreed with the recommendations of the Governor in his Confidential despatch dated the 25th September, that for the time being Mr. Latham, at present acting as Inspector of Schools, should be appointed to act as Director of Education, being seconded from the District Service whilst so employed.

8. Arising out of the discussion as to the date of the next Meeting of the Committee, it was agreed that in view of Mr. Hussey's early departure for Uganda he should take an opportunity to discuss the question of education in the Protectorate privately with Sir Michael Sadler, and that it would not be necessary for him to attend a further Meeting of the Committee to express his views. At the instance of Mr. Oldham the Chairman also explained to Mr. Hussey that the Memorandum which had been submitted by the Committee to the Secretary of State regarding education in Uganda was not intended as mandatory in any way and that he would be free to advocate other views if he saw occasion to differ from those expressed in the Memorandum.

9. It was then decided to hold the next Meeting of the Committee on a date in January, after the 3rd, when it was hoped that Mr. Ormsby Gore would be able to attend, and that Sir Donald Cameron would also be able to be present for the discussion of the proposals of the Governor of Nigeria in regard to education in that Colony.

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No. 54620

Agenda 200 I

SENT TO
DATE 4-12-71

711

8th Meeting of the Advisory Committee on Native Education
in Tropical Africa.

Memorandum by Sir Michael Sadler.

THE TEACHERS' SUPERANNUATION ACTS (ENGLAND AND SCOTLAND)
Their possible effect upon recruitment for Schools in
Tropical Africa.

1. By the Teachers' Superannuation Acts (England and Wales) 1918 and 1922 all teachers in grant-aided schools (elementary, secondary and technical) are eligible under certain conditions for superannuation benefit upon their voluntary retirement not earlier than 60 or on their compulsory retirement at the age of 65. In Scotland, under an analogous but not identical Act, teachers enjoy similar benefits on retirement from their professional career.

2. Under the English Act a minimum of thirty years of service is required (except in specified cases) before a teacher is qualified for superannuation benefit. The only kind of service upon which the amount of benefit is computed is service rendered in grant-aided schools or in certain non-grant-aided schools which have been specially admitted by the Board of Education and the Treasury to the full privileges of the Act. Such service is entitled Recognised Service. But as much as twenty years of the teacher's minimum thirtypears of professional service is accepted for the purposes of the Act if it has been rendered in non-grant-aided institutions which have been approved by the Treasury for this particular purpose. Such service is entitled Qualifying Service.

3. For each year of Recognized Service the beneficiary receives a pension at the rate of 1/30th of the average of his salary during the five years immediately preceding his retirement, subject to a maximum of 40/30ths. He also receives a lump sum amounting to 1/30th of the same quinquennial average of ultimate salary multiplied by the number of years of "recognized" service, subject to a maximum of 45/30ths. The cost of providing these benefits is estimated at 10 per cent of the aggregate amount of the annual salaries of all teachers within the system. From 1918-1922 the system was non-contributory, the Exchequer bearing the whole expense. Since 1922 every teacher in "recognized service" who is eligible for benefit has paid a contribution of 5 per cent of his salary.

4. The existing Acts are about to be amended. Proposals for change were made in 1923 by the Treasury Committee on the Superannuation of School Teachers. That Committee, besides recommending that the teacher's annual contribution of five per cent on his salary should be continued, advised that the teacher's employers (whether a local education authority or the governing body of a school) should in future be required (as in a limited degree is already the case in Scotland) to bear their due share of the burden of the cost of the superannuation system. This share the Committee estimate at 2½ per cent on the annual salary of every teacher. The Committee also recommended that the existing minimum of thirty years service should be abolished (and, with it, the expression "qualifying service") and that there should be substituted a minimum of ten years "recorded service" as entitling a teacher to benefit under the scheme. In order to enhance the stability of the teaching profession, the

Committee further proposed that all efficient non-grant-aided schools (other than schools of a proprietary character) should have an opportunity of joining the scheme, conditionally on the Governing Body paying, in addition to the employers contribution, the 2½ per cent contribution, which, in the case of schools aided by Government, would be paid by the Exchequer.

5. It is not yet known how far the Government in framing the new Bill will follow the recommendations of the Treasury Committee. The local authorities have not approved the Committee's proposal that, as employers, they should be called upon to pay 2½ per cent on the salaries of all teachers in their service. Politically their opposition is strong; but on the point of principle they will find it hard to resist the argument that they ought to share the burden with the Exchequer because it is in their power, and not in the power of the State, to fix the rate of the teachers' salary during the last five years of his professional service, although it is on that rate of salary that the amount of the teacher's superannuation depends.

6. In any case, however, it is unlikely that the system will revert to the non-contributory basis upon which it rested from 1916 to 1922. The fairness of requiring the beneficiaries to contribute 5 per cent on their salaries is not seriously challenged. Further, a contributory system is more easily articulated than a non-contributory with the superannuation arrangements now in force for University teachers. A contributory system also facilitates the admission of non-grant-aided schools to the privilege of the scheme. If the Superannuation of some teachers

is provided for on a non-contributory basis while that of others is based upon a system involving annual contributions from the beneficiaries, teachers are divided into two categories cut off from one another by financial regulations. There is however a general desire that the mobility of the teaching profession should not be impaired by such diversity of administrative principles in the arrangements for superannuation.

7. In future therefore by far the greater number of teachers in British Schools and colleges will be contributory members of a superannuation system. Unless, however, steps are taken to provide for the recognition for superannuation purposes, of approved service in schools overseas, British teachers will be called upon to make considerable sacrifice if they accept invitations to work for a time in schools outside Britain. In how many cases such a hardship would arise is difficult to estimate. But knowledge of the fact that superannuation benefits were bound up with continued residence in Britain would tend to discourage many from thinking of a period of overseas service and would restrict the sources of recruitment.

8. Realising this, the Imperial Education Conference in 1923 recorded its view that "great advantages would accrue from an arrangement under which service as a teacher in various parts of the Empire could be aggregated for the purposes of superannuation" and asked the Board of Education "to keep this question carefully before them in connection with the terms of any new superannuation system that may be evolved for England and Wales." The Treasury Committee on the Superannuation of School Teachers endorsed this judgment and, though compelled by the diversity of conditions to be indefinite in their recommendations recommended that there should be "reciprocity with pension schemes for

9. As it is likely that the educational needs of Tropical Africa will call for the services of a considerable number of British teachers, the question of providing for reciprocity in arrangements for superannuation might be raised at this time when the subject is again being considered with a view to new legislation. What is wanted is a provision giving power to the Treasury and Board of Education (and, under a Bill for Scotland to the Scottish Education Department) to recognize for purposes of superannuation teaching service in approved schools overseas.

10. As a first step the Advisory Committee might bring the matter under the consideration of the Secretary of State and suggest that he should urge the Government to secure for purposes of superannuation recognition of teaching service overseas in schools and colleges approved by himself and the Government of the Dependency concerned.

If the Government decide to retain in the new Bill the existing distinction between "qualifying" and "recognized" service, it might be suggested that employment as a teacher in an approved school or college in Tropical Africa should be allowed to count as "qualifying service" at any rate. This would be a beginning, and perhaps as much as in the first instance. It would be advisable to ask.

But if the Government should decide, in accordance with the recommendation of the Treasury Committee, to abolish the condition of "qualifying service" and to make superannuation benefit dependent upon "recorded" or "recognized" service alone, the Secretary of State might suggest that the

new Bill should be framed as to allow teaching service in an approved school or college in a British Dominion or Dependency to be recognised and recorded for purposes of superannuation under the English and Scottish Acts, subject to the double condition (a) that the teacher should keep up his annual payment of 5 per cent on his salary and (b) that the Government of the Dominion or Dependency (or the Governing Body of the educational institution) employing him should pay in respect of his future superannuation benefits a like annual sum to the British Exchequer.

Appendix II

(6) The Acting Governor of Tanganyika Territory to the Secretary of State

Unfiled Territory

No. 640.

GOVERNMENT HOUSE,

DAR ES SALAAM.

18th October, 1924.

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Sir,

I have the honour to enclose for your consideration in advance of the Estimates for the year 1925/26, draft Estimates under Head XVII Education. The net increase over the 1924/25 Estimates is £15,223 or £10,023 after allowing for Items 23, 24 and 25 which in 1924/25 were provided for under the Head "General Extraordinary". Explanatory notes on the various items included in the Estimates are enclosed together with a memorandum based on letters received from the Director of Education in connection with the Estimates. The Estimates have been arranged so as to show the requirements of the Education Department as a whole instead of by Schools and Districts as formerly: this will bring the Education Estimates into the same form as those of other Departments and will facilitate the posting of Assistant Masters to take charge of schools and will obviate overlapping between votes.

ates 1925/26

Explanatory Notes

Memorandum

2. I would refer to Sir H. Byatt's despatch No. 727 of the 7th of November, 1923, and my despatch No. 343 of the 6th of June, particularly paragraphs 11 and 16, which indicate clearly the necessity for increased expenditure on education if we are to fulfil our obligations to the native population. Instruction in agriculture, improvement of the health of the native population and the supply of educated Africans for employment in the Government services are connected intimately with the policy of education and any further starvation of the Education Department must affect materially the progress of the Territory: apart from these considerations our prestige as a mandator must suffer if we allow our efforts in this direction to fall below the standard set by the former Government.

3. I am convinced that the amount provided in the enclosed Estimates is the minimum necessary for the year 1925/26. In fact, but for the difficulty experienced in recruiting European staff for the Education Department and my desire not to encumber the Estimates with financial provision which could not in all probability be spent during the year, I should have submitted Estimates which would provide for a still greater increase in the staff. It will be observed that there is no provision for an Assistant Master at Moshi, an appointment which will undoubtedly be required before long. There is also no provision made for

SECRETARY'S
 MUNICIPAL SECRETARY OF STATE
 FOR THE COLONIES,
 7, WHITEHALL PLACE,
 LONDON, S.W.

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reliefs, so that even when all the staff provided for is supplied only about three fourths of it will be available for duty at any one time. The full European staff required to provide for all posts at present in view as well as the necessary reliefs would be 29, viz. Director of Education, Deputy Director of Education, 6 Head Masters, 12 Assistant Masters, 8 Industrial Instructors, and 1 clerk; and I hope it will be possible to bring the establishment up to strength in 1926/27.

4. It will be observed that reference is made in the enclosures to provision for staff for a new school at Mmapua. This school is the Central School and Teachers' Training School which was originally to have been erected at Morogoro. The decision to change the site has been reached after very careful consideration and was based on the enclosed reports of a Committee which I appointed to consider the question. It is hoped to make a beginning this year with the erection of temporary buildings, so that the school may be opened with as little delay as possible: a sum of £1,000 is available for this purpose under item 142 of Head Public Works Extraordinary in the current Estimates. Further provision for completing the temporary buildings and commencing the permanent buildings will be made under the same Head in the 1925/26 Estimates.

I have, ^{ple} the honour to be,

Sir,

Your most obedient humble servant,

John Scott

ACTING GOVERNOR.

§ not noted

of 18th October, 1924.

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Details of Expenditure

Approved	Estimates	Estimates	Increase	Decrease	Notes
1924/1925	1925/1926	1925/1926			
£	£	£	£	£	

XVII. EDUCATION.

Personal Emoluments.

Director	1,000	1,000	...	...
Deputy Director (£600-25-600)	600	715	115	...	a.
8 Headmasters (£500-25-600)	1,368	2,800	1,437	...	b.
6 Assistant Masters (£400-20-500)	2,252	2,532	280	...	c.e.
6 Industrial Instructors (£300-20-400)	600	1,530	930	...	d.
European Clerk (£250-15-400)	250	260	10	...	e.
Retiring allowances	345	200	...	145	f.
Compensatory allowances	950	1,400	450	...	g.
Profit allowance	180	210	30	...	g.
Allowance to Editor, Mamba Leo	...	25	25	...	h.
Asiatic Clerk, 3rd grade, (Shs. 210-10-200)	126	126	...	...
Asiatic Storekeeper	155	...	...	155	i.
African Clerks	354	293	...	61	j.
African Storekeepers	...	312	312	...	k.
Industrial Instructors (Asiatic and African)	1,000	2,000	1,000	...	l.
African Teachers	5,260	6,140	880	...	l.
Mill Instructors	195	244	49	...	l.
Hospital Dresser	...	30	30	...	m.
Allowances to Teachers during training	300	300	...	...
Allowances to Apprentices	600	1,000	400	...	l.
Office Messengers and Menials	366	422	56	...	l.
Total Personal Emoluments	15,896	21,539	6,004	361	

OTHER CHARGES.

Maintenance of Boarders	400	1,000	600	...	l.
Material for Industrial Schools	...	2,500	2,500	...	a.
Book Furniture	...	2,000	2,000	...	n.
Books, Stationery, etc.	...	1,500	1,500	...	n.
upkeep of Playing Grounds and School Gardens	250	250	...	...
Rices	30	50	20	...	l.
Messages	1,000	1,000	...	...
Transport and Travelling	400	800	400	...	g.
Railway Fares and Freight	250	500	250	...	g.
Tents and Camp Equipment	...	120	120	...	g.
Typewriters	100	100	...	...
Subsidy to Dutch Education Committee	450	450	...	...
Contribution to Advisory Committee on Native Education	...	105	105	...	o.
Contingencies	75	100	25	...	l.
Total Other Charges	2,955	10,535	7,580	...	
Total Education	18,851	32,074	13,504	361	
Net Increase			15,225		

- 1. Replaced by an African.
- j. One transferred to item 14.
- k. Two new appointments, and two to replace reductions under items 12 and 13.
- l. For new schools.
- m. For training purposes.
- n. Previously shown under General Extraordinary. Total increase £2,300 for new schools.
- o. Secretary of State's despatch No. 835 of 29th December, 1923. (W. 60392/23 V.A.)

EXPLANATIONS.

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Personal Emoluments.

2. Present holder appointed at £700.
3. Three new appointments, thus providing Headmasters for Dar-es-Salaam, Tanga, Bukoba, Tabora, Moshi and Mwapua; provision for new appointments for 9 months only.
4. Same appointments as in 1923/24.
5. Four new appointments for Bukoba, Moshi, Mwapua and Tabora. Provision for new appointments for 9 months only.
6. Normal increment.
7. Provision for the leave of Headmasters.
8. Provision for new appointments.
9. -do- -do-
12. Asiatic replaced by an African. See item 14.
13. Reduction of one now classified as Storekeeper.
14. Four new appointments, two from items 12 and 13 and two in order to provide Storekeepers at Bukoba and Tanga.
15. Provides for expansion at existing schools and the commencement of industrial work at Tabora, Mwapua and Moshi.
16. Provides 8 new teachers for central and primary schools, and for the opening of 12 new district schools.
17. One new appointment for Moshi and normal increments. One appointment for 6 months only (Mwapua).
18. New appointment to train hospital apprentices in connection with the school dispensary at Tanga.
20. Necessary for the extension of industrial classes in existing schools and provision for new schools. See also items 5, 15 and 23.
21. Provision for new schools.

Other Charges.

22. Necessary expansion, partially recoverable in fees.
23. £1000 was provided under General Extraordinary in 1924/25, but the item is strictly of a recurrent nature. Provision is being made for industrial instruction at 3 new centres and for the development of village handicrafts. See items 5, 15 and 20.
24. £1000 was provided under General Extraordinary in 1924/25 but this is a recurrent item. Provision for new schools at Mwapua and Moshi.
25. £1200 was provided under General Extraordinary in 1924/25 but this is a recurrent item. Increase of £300 to provide for new schools.
27. Necessary increase for new schools etc.
29. Increase in the inspection of district schools and in the transport of material.
30. -do- and provision for larger staff.
31. For new schools.
34. Secretary of State's despatches 835 of 29th December 1923 and 77 of 7th February 1924.
35. For new schools.

57500

SENT TO: *Ann*
DATE: *17/11/24*

The Governor of Northern Rhodesia to the Secretary of State

NORTHERN RHODESIA

GOVERNOR'S OFFICE,

721

CONFIDENTIAL (a)

LIVINGSTONE,

1st November, 1924.

Sir,

With reference to my Confidential despatch of the 25th September and your Confidential telegram of the 27th October on the subject of Native Education, I have the honour to transmit herewith a memorandum setting forth particulars of the scheme which I have in mind for the supplementation, co-ordination and supervision of the educational work of the Missionary Societies. I think it may perhaps facilitate your consideration of the relevant provision which I propose to make in the Estimates for 1925-26 if I send you these particulars in advance of the Estimates. If the scheme should be approved, it would probably not come into full operation for some time after the beginning of the financial year, and I anticipate therefore that the expenditure for which your sanction will be asked is likely to be appreciably less than the estimate of 27,350 given in the enclosed memorandum. Eventually, no doubt, unless the scheme proved a failure, its success would involve a proportionately progressive increase of expenditure, but it is to be hoped that the revenue derived from the native tax may then have expanded sufficiently to enable it to bear some part, if not the whole, of the cost of native education.

2. The scheme which is now submitted to you has the entire approval of the Anglican Bishop of Northern Rhodesia, who is the local head of the Universities Mission, and of the Reverend J. R. Fell, a Primitive Methodist who is the Secretary of the Missionary Conference and is himself actively engaged in educational work, especially the training of native teachers on his Mission Station near Kafue. I showed the scheme in draft to each of them separately, and then discussed it with both of them jointly. It was closely scrutinised at every point and was elaborated in some and amended in others. I explained to the Bishop and to Mr. Fell that the whole scheme at present was merely tentative, and that they must regard its substance and the discussion upon it as confidential. They appeared to consider it sound in conception and likely to prove acceptable to the Missionary Societies.

3. You will observe that the scheme contemplates the establishment of an Advisory Board of nine members. In some respects a smaller body might be preferable, but it was felt to be important to include representatives of all the principal Missionary Societies, or groups of Societies where grouping might be practicable, with a view not only to the avoidance of any ill-feeling but also to the stimulation of interest in educational work on the part of such Societies as the White Fathers who are at present concentrating their efforts almost exclusively on religious teaching. It is also desired to enlist the interest and co-operation of two or three prominent

THE RIGHT HONOURABLE
J. H. THOMAS, M.P.,
etc., etc., etc.,
COLONIAL OFFICE

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settlers. It is not anticipated that it will be necessary for the Advisory Board to meet more frequently than once a year, or perhaps even once in two years. In the intervals between the meetings consultation could be effected by correspondence.

4. If the scheme is to succeed some provision for the inspection of the subsidised schools or stations will be indispensable. General supervision would of course be one of the duties of the Director of Native Education, and he would be expected to travel during some portion of every year and to inspect as many centres as possible. But the distances to be traversed are so great that it would not be possible for any one man, even if communications were much improved and if he were to travel continuously, to cover the whole ground annually. The most satisfactory arrangement, no doubt, would be the engagement of a staff of European whole-time Inspectors, but in present circumstances the cost of such an Inspectorate would be prohibitive. The expedient recommended in the fourth paragraph of the memorandum, viz. that five Missionaries should be appointed as part-time Inspectors to travel in specified areas for two months in each year at a total annual cost of £750 was suggested by Mr. Fell and has the Bishop's concurrence. We know of at least five Missionaries who would be well qualified for such work, and we have some reason to hope that their services would be obtainable. At any rate, the proposal is economical and seems worthy of a trial.

5. I attach great importance to the provision, in paragraph (7) of the memorandum, for the education of native girls. The native woman at present is usually a clog on the wheel of progress, and if infant mortality is to be reduced and the conditions of village life are to be improved, she must be brought within the scope of the educational system. We propose to start in a small way. The difficulties to be surmounted are greater in the case of girls than in the case of boys. For that reason a higher scale of grants is thought necessary for girls' schools under paragraph (7) than for boys' schools under paragraph (8).

6. The remaining portions of the memorandum do not, I think, call for explanatory comment in this despatch.

7. The Memorandum has been circulated to the members of the Executive Council and has their approval. I venture to commend it to your sympathetic consideration.

et
I have, the honour to be,

Sir,

Your most obedient, humble servant,

(Signed) H. J. STANLEY.

G O V E R N O R.

19

SCHEME FOR GOVERNMENT PARTICIPATION IN NATIVE
EDUCATION IN NORTHERN RHODESIA.

- (1) Appointment of Director of Native Education with Office at Livingstone. He will require one Native Clerk and will when necessary make use of the European Clerk of the Native Affairs Department.
- | | | |
|--------------------------------|------|------|
| Expenses - Salary | £700 | |
| Native Clerk pay, rations etc. | 60 | |
| Office equipment & expenses | 40 | |
| Travelling & miscellaneous | 300 | 1100 |
- (2) Appointment of Native Commissioner to assist the Secretary for Native Affairs and Director of Native Education and to act for them in their absence - Half salary charged to Native Education 275
- (3) Appointment of Advisory Board.
- | | | |
|---|--|-----|
| Expenses - Travelling, including 4 members from North Eastern Rhodesia and 5 members from North Western Rhodesia. | | 300 |
|---|--|-----|
- (4) Supervision. Appointment of five Missionaries as part time inspectors to travel in specified areas for two months in each year. Proportion of salaries and all travelling expenses to be paid by the Government:
- | | | |
|--------------------|--|-----|
| Five at £150 each, | | 750 |
|--------------------|--|-----|

B. Financial Aid to Missions.

- (5) Grants might be made the first year to four Missionary Societies in aid of the salary of a trained educationalist each.

His duties would be to assist generally in organising the educational work of his Society and particularly to supervise and help in the actual teaching of a normal department at a Central Station chosen by the Society, where teachers should be trained.

To qualify for this grant a Society might be required to guarantee or give reasonable grounds for expecting a minimum number of pupils of a minimum standard, from whom the subsidised educationalist could immediately start training some teachers - say a class of 15 pupils of St. III attainments as modified for application to Native Schools or ready to start such work by the 1st January 1926.

At this Central Station special attention would have to be paid to instruction in hygiene, agriculture, selected forms of manual work suited to local conditions, and elementary science. After completing Standard V as modified for application to Native Schools, each prospective teacher should have at least one year's training in educational methods, management of a School, psychology of the pupils, and this training should include actual practice in teaching all the necessary subjects, including those mentioned above, the teaching in every subject being as concrete as possible and related to the daily life of the pupil.

Details of the curriculum would be laid down by the Director after consultation with the Advisory Board and with the European teachers themselves.

It would be a condition of the grant that teachers trained under this arrangement would on reaching the prescribed age and passing the prescribed tests be sent, if so required by the Director of Native Education, as Visiting Teachers to village Schools in charge of teachers of a lower standard of qualification, to help them and supervise their work for a specified period in each such School visited. A grant of £3 per annum would be paid in aid of the salary of a visiting teacher in addition to any grant for which he would be qualified in terms of paragraph 9. Upon the satisfactory completion of one year's training in educational methods etc. as specified above, a pupil would be qualified as a probationary teacher, but he would not become eligible for a certificate as a teacher in respect of whom a grant would be payable under paragraph 9, until the Director of Native Education was satisfied of his fitness for such a certificate.

Grants under this section for the first year would amount to at the most £1200.

(6) Grants might be made in aid of instruction in agriculture and stock raising at selected Mission Stations, where facilities for such instruction exist - for the first year say a maximum of £500 each in not more than six places. In order to qualify for the grant the Mission would have to satisfy the Director that adequate instruction was being or would be given by a competent instructor to a sufficient number of pupils. The minimum required might be 15 pupils receiving not less than an average of 20 hours systematic instruction per week in the above subjects.

The maximum cost under this section for the first year would be £1800.

(7) Grants in aid of Boarding Schools for girls should be made. To qualify for such grants a Society would have to satisfy the Director that a minimum number of fifteen girls was receiving adequate instruction under competent teachers in mothercraft, household management, hygiene, nursing, cooking, washing, ironing, needlework and other suitable handicrafts in addition to the prescribed rudiments of "literary" education.

Grants to be at the rate of £2 per annum per boarder up to a maximum of 260 for any one School, but no grant to be payable if the average number of boarders therein during the year were less than 15, and no girl to be reckoned as a boarder unless she has been resident at the School at least 200 School days in the year.

For the first year the grants under this section would not amount to more than £400.

- (8) Grants in aid of Boarding Schools for boys should be made. To qualify for such grants a Society would have to satisfy the Director that a minimum number of fifteen boys was receiving adequate instruction under competent teachers in hygiene and elementary agriculture, the care of poultry (and where practicable other forms of animal husbandry) and one other form of manual training (e.g. carpentry, building, smithing, brick-making, brick-laying, road-making etc), in addition to other subjects of the prescribed ordinary curriculum. Grants to be at the rate of 10/- per annum per boarder up to a maximum of £15 for any one School, but no grant to be payable to any School if the average number of boarders therein during the year were less than 15, and no boy to be reckoned as a boarder unless he has been resident at the School for at least 200 School days in the year and has attained a standard in general education to be prescribed by the Director after consultation with the Advisory Board.

For the first year the grants under this section would not amount to more than £600.

- (9) Grants in aid of the salaries of all certificated native teachers. Qualifications for class of certificate to be decided by the Director after consultation with Advisory Board. Grants would be in proportion to class of certificate. No teacher to be eligible for a certificate unless the Director is satisfied that his attainments are equivalent to those of Standard V, as modified for application to Native Schools, and that he has received the equivalent of at least one year's training in educational methods etc. as prescribed in paragraph 5. The grant to be 24 per annum for the lowest class of certificate rising according to the class of certificate to 26 per annum for the highest class. No grant to be payable in respect of any teacher unless the Director is satisfied that such teacher has been in regular employment the whole School year, and that his work and character have been satisfactory.

Grants under this section for the first year would not exceed a total of £300.

- (10) An amount of say £500 should be available for special grants to Missions doing special educational work of value not subsidised under the above heads. Such grants would be recommended by the Director or the Advisory Board for the approval of His Excellency the Governor.

Barotseland is not included in the above estimates, the Trust Fund being available for financing educational work in this district.

The possible expenditure under the above scheme may be summarised as follows, it being remembered that under the Head of grants that are all maximum estimates and that during the first year the total expenditure would probably be considerably under the figure of 27000:

A.	(1) Director, salary, travelling and headquarter expenses	1100
	(2) Native Commissioner assisting, proportion of salary	275
	(3) Advisory Board, travelling expenses	300
	(4) Supervision, Missionary Inspectors	750
	Various Officials	125
B.	(5) Grants in aid of salaries of four trained educationalists	1200
	(6) Grants in aid of agricultural instruction	1800
	(7) Grants for boarding schools for girls	400
	(8) " " " " for boys	600
	(9) Grants in aid of salaries of certificated teachers	300
	(10) Miscellaneous grants	500

27350

SENT TO Wilson
DATE 11-12-1924

DRAFT.

27 Dec. 1924

S^t. Meeting of Committee

MINUTE. Resolutions etc. passed to

- Mr. Strachey : para 4. pap 2 Traders Inquiries Act.
- Mr. Rothermley : para 5. pap 3 Rec. u Mr. Dargell. Kenya.
- Mr. Green : para 6. pap 3-6 u Tanganyika Ministry
- Sir G. Lewis : para 7. pap 6 u N. Rhodesia.
- Sir G. Gandle.
- Sir H. Read.
- Sir J. Masterton Smith.
- Lord Arnold.
- Mr. Thomas.

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Copy Minutes

Advisory Committee on Native Education in Tropical Africa.

Minutes of the eighth Meeting held on the 11th December 1924.

Present:

- Mr. Strachey (in the Chair).
- The Bishop of Liverpool.
- Sir James Currie.
- Mr. Oldham.
- Major Vischer (Secretary).
- Sir Donald Cameron (Governor Designate of Tanganyika Territory)
- Mr. Rivers-Smith (Director of Education Tanganyika)
- Mr. Hussey (Director of Education Uganda)
- Dr. T. Jesse Jones (Chairman of the Phelps-Stokes Education Commission to East Africa)
- Mr. Bottomley.
- Mr. Seel.

- Done
11-12-24
1. Mr. Strachey explained that he had been appointed a member of the Committee to succeed Sir Herbert Read, who was about to take up his appointment as Governor of Mauritius and that he was taking the Chair in the absence of Mr. Ormsby-Gore, who was at present with the East Africa Parliamentary Commission.
 2. The Chairman read a letter from Lord Arnold in which his Lordship expressed his pleasure at having been able to take part in the Committee's deliberations and his regret at severing his connection with the Committee. A telegram was received from Sir Michael Sadler saying that owing to the interrupted train service he was unable to attend the meeting. At the close of the meeting a telephone message was received from Sir F. D. Lugard expressing his regret at not having been able to attend the Meeting as his train due to arrive at ten o'clock had only just reached London.
 3. The Minutes of the seventh Meeting were approved.
 4. The Committee then considered a Memorandum prepared by Sir Michael Sadler on the subject of the Teachers Superannuation Acts of England and Scotland and the possibility of making provision for the admission of service in Tropical Africa as qualifying service under the Acts.

It was explained that the proposals of Lord Emmott's Committee on the subject of Teachers Superannuation Benefits were at present being considered by the Cabinet with a view to legislation being enacted on the lines of the Committee's recommendations.

Sir James Currie urged that this question was most important from the point of view of recruitment for educational service in Africa.

The Chairman read the following Resolutions which had been submitted with Agenda for the Meeting:

1) In order to remove an obstacle which may deter some highly qualified British Teachers from accepting appointment to the teaching staff of schools or Colleges in Tropical Africa, it is desirable that teaching service in such institutions in Tropical Africa as may from time to time be approved for this purpose by the Secretary of State for the Colonies and by the Government of the Dependency concerned should be counted by the Treasury and the Board of Education as "qualifying service" for the purposes of the Teachers Superannuation Acts.

2) It is desirable that a corresponding arrangement be made on behalf of Scottish teachers under the Teachers Superannuation (Scotland) Act.

3) The acceptance of "recognised service" for the purposes of the Teachers Superannuation Acts (with corresponding benefits for Scottish teachers) of short terms of teaching service (extending over periods of say, not more than ten years) in approved institutions in Tropical Africa is also to be desired, but the complexity of the financial arrangements entailed may make such acceptance at present impracticable.

4) As the Amendment of the Teachers Superannuation Acts is understood to be now receiving consideration by the Government, the Advisory Committee on Education in Tropical Africa beg leave to submit these resolutions to the Secretary of State in case he should think it advisable to move in the matter before the new Bill is framed.

The Chairman moved that these resolutions might be approved by the Committee and placed before the Secretary of State, after which he presumed that the next step would be for the Colonial Office to inform the Board of Education that the Secretary of State would be glad to have an opportunity of seeing the proposed Bill before it was enacted, in order to consider the possibility of including provision that approved service in the Dependencies should be counted as qualifying service for the purposes of the Superannuation Acts. It was pointed out that Colonies and Protectorates other than those in Tropical Africa would also be affected.

In reply to an enquiry from the Bishop of Liverpool as to the authority which would approve schools in the Colonies for the purposes of the Acts Mr. Bottomley suggested that the Board of Education would probably require to be consulted in such a matter. He observed with regard to Resolution No. 3 that the financial aspect of the proposal to accept service in Africa as "recognised service" would require very careful consideration, but on the whole he saw no objection to the Resolutions being adopted by the Committee.

The Committee returned to the subject at a later stage when Mr. Oldham suggested that the Resolutions were not entirely in accord with the Memorandum prepared by Sir Michael Sadler. He understood that under the proposed new Bill the idea of qualifying service was dropped and provision was only made for recognised service. He understood that the Governments of the Dominions were anxious to take

advantage of the recommendations of Lord Emmott's Committee, but he regarded it as essential that the legislation under consideration should be so framed as to permit of Colonial Government also availing themselves of the advantages offered, as well as the Governments of the Dominions.

The Committee adopted the Resolutions as drafted and it was decided that they should be laid before the Secretary of State and also that the Secretary of the Committee should take an opportunity of visiting the Board of Education with a view to further discussing the proposals.

The Chairman informed Sir James Currie that he saw no objection to his discussing the proposals with the Foreign Office, so far as they concerned Governments under the control of the Foreign Office such as the Sudan.

It was decided that after the Resolutions had been submitted to the Secretary of State, a copy of Sir Michael Sadler's Memorandum should be sent to the Governors of the Tropical African Dependencies for their information.

5. Appointment of Head of the Teachers' Training College, Kenya. The Committee considered the Resolution which had been put forward: That the name of Mr. J.W.C. Dougall should be submitted, with the strong recommendation of the Committee to the Secretary of State for appointment as Head of the Teachers' Training College, Kenya.

Mr. Bottomley explained that a despatch had been received from Kenya on the subject of educational appointments from which it appeared that the Governor proposed to fill this post for the present by the secondment of an officer from the administrative staff. This appeared to be a temporary expedient for the period until Mr. Dougall, as to whom the local authorities had already been in correspondence with Dr. Jesse Jones, would be available.

The Committee approved the resolution.

6. The Committee then proceeded to discuss certain questions in connection with education in the Tanganyika Territory.

(a) In connection with the creation of an Advisory Committee in the Territory, the Chairman referred to a suggestion made by Mr. Rivers Smith and Dr. Jesse Jones that Missionary Societies in Tanganyika should be urged to appoint central educational representatives who would be able to serve on the Advisory Committee, and would also act as channels of communication between the Missions and the Education Department.

Mr. Oldham observed that the Missions would find it difficult for financial reasons, to adopt the suggestion that they should appoint additional officers who would be in effect Educational Secretaries, and Sir Donald Cameron mentioned that a similar difficulty had been experienced in Nigeria, where it had been found that it would not be possible to start Advisory Boards on the scale which had been contemplated unless extra grants could be added to the Missions' existing contributions.

He observed further that it had been generally recognised, both in the Committee and elsewhere that religious instruction should be a vital element in the education of natives, and it was of considerable advantage to have available schools where such instruction could be promoted. He was quite willing that the question should be left for the Governor to consider on his arrival in the Territory, but he thought it desirable that these considerations should be carefully borne in mind.

Sir Donald Cameron said that the question of religious instruction had been discussed at some length in Nigeria during the last three years where the view was that education must have a "sheet anchor" of religion, and that in the primary schools this could best be provided by Missionary Societies. He would have no hesitation in accepting this view as regards Nigeria, but he had, of course, no local knowledge as yet as regards Tanganyika, and would prefer to reserve his view for the present.

Dr. Jesse Jones observed that it appeared to him in many Colonies that there was an idea prevalent that the grants made to missionary schools were competitive with the sums voted for the Government Education Department. This idea seemed to be harmful and the correct view, in his opinion, was that such grants should be supplementary to the Government Education Vote and not competitive with it.

Sir Donald Cameron mentioned the danger of irresponsible types of schools growing up in the absence of control. Dr. Jesse Jones said that a similar danger had been experienced in Southern Rhodesia, where a Controlling Ordinance had been prepared, but had been opposed by the Missionary Societies. He considered that if steps had been taken in time to form an Advisory Committee in Southern Rhodesia the object proposed would have been achieved in conformity with the Missionary Societies without the necessity of legislation. He mentioned that this had actually been achieved in Kenya.

Mr. Bottomley enquired whether the Missionary Representatives on the Advisory Committee in Kenya covered all the smaller Societies in the Colony. Dr. Jesse Jones replied that the representatives on the Council commanded the confidence of all the Missionary Societies in the Colony.

It was eventually decided not to proceed with the Resolution at present but that Sir Donald Cameron should be asked to report on the question of religious instruction and the subjects mentioned in the Draft Resolution as quoted above, after he had had an opportunity of studying the question in the Colony.

(c) The Committee then discussed a further Resolution which had been submitted expressing the hope that a larger portion of the revenue of the territory should be applied to Education than had been hitherto.

The Chairman explained that for the year 1925/6 it was proposed to spend £32,074 on education, as against £18,851 in 1923-4, and that this provision was additional to the cost of building schools for which a considerable sum was also intended.

In reply to a question from the Chairman Mr. Rivers-Smith stated that his present European staff had increased to fourteen and the 1925 Estimates provided for twenty men. After further explanations had been given, it was agreed that in the circumstances the Committee should not proceed with this Resolution.

7. The Committee then considered a despatch from the Governor of Northern Rhodesia, dated the 1st of November, 1924, submitting proposals for expenditure on education in the financial year 1925-6.

The Chairman pointed out that these proposals entailed an expenditure of £7,350, as against £500 in the previous year. The Committee were agreed in regarding the proposals outlined in the Governor's despatch as constituting a satisfactory beginning in dealing with the question of native education in the Protectorate. They also agreed with the recommendations of the Governor, in his confidential despatch dated the 25th September, that for the time being Mr. Latham, at present acting as Inspector of Schools, should be appointed to act as Director of Education, being seconded from the District Service whilst so employed.

8. Arising out of the discussion as to the date of the next Meeting of the Committee, it was agreed that in view of Mr. Hussey's early departure for Uganda he should take an opportunity to discuss the question of education in the Protectorate privately with Sir Michael Sadler, and that it would not be necessary for him to attend a further Meeting of the Committee to express his views. At the instance of Mr. Oldham the Chairman also explained to Mr. Hussey that the Memorandum which had been submitted by the Committee to the Secretary of State regarding education in Uganda was not intended as mandatory in any way and that he would be free to advocate other views if he saw occasion to differ from those expressed in the Memorandum.

9. It was then decided to hold the next Meeting of the Committee on a date in January, after the 3rd, when it was hoped that Mr. Ormsby Gore would be able to attend, and that Sir Donald Cameron would also be able to be present for the discussion of the proposals of the Governor of Nigeria in regard to education in that Colony.

Minutes of the eighth Meeting held on the 11 December 1924.

Present @

Mr. Strachey (in the Chair)
The Bishop of Liverpool
Sir James Currie
Mr. Oldham
Major Vischer (Secretary)

Sir Donald Cameron (Governor Designate
of Tanganyika Territory)
Mr. Rivers-Smith (Director of Education
Tanganyika)
Mr. Hussey (Director of Education
Uganda)
Dr. T. Jesse Jones (Chairman of the
PHELPS-STOKES Education Commission
to East Africa)

Mr. Bottomley
Mr. Seel

1. Mr. Strachey explained that he had been appointed a member of the Committee to succeed Sir Herbert Read, who was about to take up his appointment as Governor of Mauritius and that he was taking the Chair in the absence of Mr. Chamberlaine who was absent with the

*to be inserted
at end of para 2*

At the close of the meeting a telephone message was received from Sir P.D. Lugard expressing his regret at not having been able to ~~xxxxxxxx~~ attend the Meeting as his train due ~~xxxxxxxxxxxx~~ to arrive at ten o'clock had only just reached London.

~~possibility of making provision for the admission of service in Tropical Africa as qualifying service under the Acts.~~

It was explained that the proposals of Lord Emmott's Committee on the subject of Teachers Superannuation Benefits were at present being considered by the Cabinet with a view to legislation being enacted on the lines of the Committee's recommendations.

Sir James Currie urged that this question was most ~~xxxxxxxx~~ important from the point of view of recruitment for educational service in Africa.

The Chairman read the following Resolutions which had been submitted with Agenda for the Meeting:

1) In order to remove an obstacle which may deter some highly qualified British Teachers from accepting appointment to the teaching staff of schools or Colleges in Tropical Africa, it is desirable that teaching service in such institutions in Tropical Africa as may from time to time be approved for this purpose by the Secretary of State for the Colonies and by the Government of the Department concerned should be open to

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PUBLIC RECORD OFFICE, LONDON

the Teachers Superannuation Acts.

2) It is desirable that a corresponding arrangement be made on behalf of Scottish teachers under the Teachers Superannuation (Scotland) Act.

3) The acceptance of "recognised service" for the purposes of the Teachers Superannuation Acts (with corresponding benefits for Scottish teachers) of short terms of teaching service (extending over periods of say, not more than ten years) in approved institutions in Tropical Africa is also to be desired, but the complexity of the financial arrangements entailed may make such acceptance at present impracticable.

4) As the Amendment of the Teachers Superannuation Acts is understood to be now receiving consideration by the Government, the Advisory Committee on Education in Tropical Africa beg leave to submit these resolutions to the Secretary of State in case he should think it advisable to move in the matter before the new Bill is ~~enacted~~ framed.

The Chairman moved that these resolutions might be approved by the Committee and placed before the Secretary of State, after which he presumed that the next step would be for the Colonial Office to inform the Board of Education that the Secretary of State would be glad to have an opportunity of seeing the proposed Bill before it was ~~enacted~~ in order to consider the possibility of including provision that approved service in the Dependencies should be counted as qualifying service for the purposes of the Superannuation Acts. It was pointed out that Colonies and Protectorates other than those in Tropical Africa would also be affected.

In reply to an enquiry from the Bishop of Liverpool as to the authority which would approve schools in the Colonies for the purposes of the Acts Mr. Bottomley suggested that the Board of Education would probably require to be consulted in such a matter. He observed with regard to Resolution No. 3 that the financial aspect of the proposal to accept service in Africa as "recognised service" would require very careful consideration, but on the whole he saw no objection to the Resolutions being ~~enacted~~ adopted by the Committee.

The Committee returned to the subject at a later stage when Mr. Oldham suggested that the Resolutions were not entirely in ~~accord with~~ accord with ~~Sir Michael Sadler's~~ ~~Memorandum~~ the Memorandum prepared by Sir Michael Sadler. He understood that under the proposed new Bill the idea of qualifying service was dropped and provision was only made for recognised service. He understood that the Governments of the Dominions were anxious to take advantage of the recommendations of Lord Emmott's Committee, but he regarded it as essential that the legislation under consideration should be so framed as to permit of Colonial Governments also availing themselves of the advantages offered, as well as the Governments of the Dominions.

The Committee adopted the Resolutions as drafted and it was decided that they should be laid before the Secretary of State and also that the Secretary of the Committee should take an opportunity of visiting the Board of Education with a view to further discussing the proposals.

The Chairman informed Sir James Currie that he saw no objection to his discussing the proposals with the Foreign Office, so far as they concerned Governments under the control of the Foreign Office such as the Sudan.

It was decided that after the Resolutions had been submitted to the Secretary of State, a copy of Sir Michael Sadler's Memorandum should be sent to the Governors of the Tropical African Dependencies for their information.

5. Appointment of Head of the Teachers' Training College, Kenya. The Committee considered the Resolution which had been put forward & That the name of Mr. J.W.C.Dougall should be submitted, with the strong recommendation of the Committee to the Secretary of State for appointment as Head of the Teachers' Training College, Kenya.

Mr. Bottomley explained that a despatch had been received from Kenya in the subject of educational appointments from which it appeared that the Governor proposed to fill this post for the present by the secondment of an officer from the administrative staff. This appeared to be a temporary expedient for the period until Mr. Dougall, as to whom the local authorities had already been in correspondence with Dr. Jesse Jones, would be available. The Committee approved the resolution.

6. The Committee then proceeded to discuss certain questions in connection with education in the Tanganyika Territory.

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6. The Committee then proceeded to discuss certain questions in connection with education in the Tanganyika Territory.

(a) In connection with the creation of an Advisory Committee in the Territory, the Chairman referred to a suggestion made by Mr. Rivers Smith and Mr. Jesse Jones that Missionary Societies in Tanganyika should be urged to appoint central educational representatives who would be able to serve on the Advisory Committee, and would also act as channels of communication between

the Missions and the Education Department.

Mr. Oldham observed that the Missions would think it difficult ^{for financial reasons} to adopt the suggestion that they should appoint what ^{additional staff who would be} Educational Secretaries; and Sir Donald Cameron mentioned that ^{similar} difficulty had been experienced in Nigeria, where it had been found that it would not be possible to ^{start} support Advisory Boards on the scale which had been ^{contemplated} suggested unless extra grants could be made to the Missionary Societies concerned.

Mr. Rivers Smith observed that the recommendations of Sir Hugh Clifford in Nigeria appeared to him to go a step further than had been intended in Tanganyika, as they would ^{seem to constitute an} constitute an official somewhat like a Director of Education in each Mission. He observed further that there were many missionaries in Tanganyika of non-British nationality, and it would be extremely helpful to have someone to whom the views of the Central Authority could be explained.

Sir Donald ^{Cameron} considered that if co-operation with the Missionary Societies was to be obtained a ^{staff} Advisory Board was necessary, and ^{that} this would not be possible if the Missionary Societies were represented merely by Secretaries, as was proposed.

Mr. Oldham suggested that while on the one hand there would be no difficulty as to the Director of Education corresponding with definite individuals on behalf of the Missionary Societies, the question of the composition of the Advisory Board would probably be

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better dealt with for the first year or two by the
 summoning of conferences which would gradually arrive
 at the best method of ^{constituting} forming the Board. *The Ettee agreed*
and subject to In accordance
 with this view they ~~Committee~~ endorsed the opinion of the
 Acting Governor and of the Director of Education that
 immediate steps should be taken for the creation of an
 Advisory Board.

(b) Female Education. It was decided that before
 expressing any opinion on this subject the Committee should
^{await} ~~wait until~~ the Report of the Phelps Stokes Commission to
 East Africa, by which it was understood ^{the matter would be dealt} with
 with became available.

(c) Educational Nomenclature. It was explained that
 the desirability of obtaining a uniform educational
 nomenclature in the various Dependencies was discussed in
 a Memorandum which ^{is now in circulation} ~~was prepared~~ by Sir Ernest
 Sadler. The Committee agreed that consideration of this
 question should be deferred until ^{the} this Memorandum was
 available. *Expressing the opinion of the Committee was available*

(d) Religious Instruction. The Committee then
 considered a draft Resolution on the subject of Religious
 Instruction which was worded as follows:

"The Committee holds the view that religious
 instruction should not be excluded from Government Schools.
 The Committee considers that private agencies should
 receive every encouragement, and that Government should
 co-operate with them, and hopes that the Government will
 be able to introduce a system of grants (as in other
 Colonies) to qualified Schools"

12-1

Mr. Oldham, while expressing appreciation of the policy of the Education Department in Tanganyika, observed that its policy in one respect struck him as being that of a General Officer who devoted himself to the efficiency of his regular force whilst neglecting the territorial force. He suggested that it was to the interests of the Government to encourage missionary educational efforts, provided that the missionary schools were efficient, and he considered that the Missionary Societies would be quite willing that the Government should satisfy itself as to their efficiency. He observed further that it had been generally recognised, both in the Committee and elsewhere that religious ^{instruction} should be a vital element in the ^{education} instruction of natives, and, it was of considerable advantage to have available schools where ^{such} religious instruction could be promoted. He was quite willing ^{that} to leave the question ^{should be} for ^{for} the Governor to consider on his arrival in the Territory, but he ^{thought} considered it desirable that these considerations should be carefully borne in mind.

Sir Donald Cameron said that the question of religious instruction had been discussed at some length in Nigeria during the last three years where the view was that education must have a "sheet anchor" of religion, and that in the primary schools this could best be provided by Missionary Societies. He would have no hesitation in accepting this view as regards Nigeria, but he had, of course, no local knowledge as yet as regards Tanganyika, and would prefer to reserve his view for the present.

Dr. Jesus Jones observed that it appeared to

him in many Colonies that there was an idea prevalent that grants made to missionary schools were competitive with the ⁽¹⁴⁾ sums voted for the Government Education Department. This idea seemed to be harmful and the correct view, in his opinion, was that such grants should be supplementary to the Government Education Vote and not competitive with it.

Sir Donald Cameron mentioned the danger of irresponsible types of schools growing up in the absence of control.

Dr. Jesse Jones ^{said that} thought a similar danger had been experienced in Southern Rhodesia, where a Controlling Ordinance had been prepared, but it had been opposed by the Missionary Societies. He considered that if steps had been taken in time to form an Advisory Committee in Southern Rhodesia the object proposed by the Bill would have been achieved in conference with the Missionary Societies without the ^{recently by legislation} exercise of force. He mentioned that this had actually been achieved in Kenya.

Mr. Bottomley enquired whether the Missionary Representatives on the Advisory Committee in Kenya covered all the smaller Societies in the Colony.

Dr. Jesse Jones replied that the representatives on the Council commanded the confidence of all the Missionary Societies in the Colony.

It was eventually decided not to proceed with the Resolution at present but that Sir Donald Cameron should be asked to report on the question of religious instruction and the subjects mentioned in the Draft Resolution as quoted above, after he had had an opportunity of studying the question in the Colony.

The Committee then discussed further

Resolution

Resolution which had been submitted expressing the hope that a larger portion of the revenue ^{of the territory} should be diverted ^{applied} to education ^{Liberty} in ^{Uganda} than had been the case ^{Liberty} ^{Liberty}. The

Chairman explained that it was proposed to spend for the year 1923-4 £232,874 on education, as against £18,851 in 1923-4, and that this provision was additional to the cost

In reply to a question from the Chairman ~~the~~ Mr. Rivers-Smith stated that ~~the~~ staff his present European staff had increased to fourteen and the 1925 Estimates provided for twenty men.

8. Arising out of the discussion as to the date of the next Meeting of the Committee, it was agreed that in view of Mr. Hussey's early departure for Uganda he should take an opportunity to discuss the question of education in the Protectorate privately with Sir Michael Sadler, and that it would not be necessary for him to attend a further Meeting of the Committee to express his views.

At the instance of Mr. Oldham the Chairman also explained to Mr. Hussey that the Memorandum which had been submitted by the Committee to the Secretary of State regarding education in Uganda was not intended as mandatory in any way and that he would be free to advocate his own views if he saw occasion to differ from those expressed in the Memorandum.

It was then decided to hold the next Meeting of the Committee on a date in January, after the 3rd when it was held that Mr. Ormsby Gore would be able to attend, and that Sir Donald Cameron would also be able to be present for the discussion of the proposals of the Governor of Nigeria in regard to education in that Colony.

The Committee then considered a despatch from

the Governor of Northern Rhodesia, ^{dated} at the 1st of November, 1924, submitting proposals for expenditure on education in the financial year 1925-6.

The Chairman pointed out that these proposals entailed an expenditure of £7,350, as against £500 in the previous year. The Committee ^{was} ~~agreed~~ ⁱⁿ regarding the proposals outlined in the Governor's despatch as constituting a satisfactory beginning in dealing with the question of native education in the Protectorate. They also agreed ^{with} ~~the~~ the recommendation of the Governor, in his confidential despatch dated the 25th September, ~~that~~ that for the time being Mr. Latham, at present acting as Inspector of Schools, should be appointed to act as Director of Education, being seconded from the District Service whilst so employed.

- 8.
- 9.

~~Add as Appendix 1~~

~~Teachers' Subscription
Resolutions submitted to the Committee
the ar. A on the 1st of the attached
Agenda~~

11. 12. 12

LITTLEHAMBERT.
PARISER ROAD.
SURREY.

221

My dear Vischer:-

I had a screw up to catch the early train
this morning which should have brought me
to Charing Cross at 10.20. but owing to the fog
I only reached London Bridge at 20 to 1. !
Probably another 20 minutes would have been
expended in reaching Charing X. & another 10
getting to the C.O. I saw no prospect of
seeing you there after the committee had
met. I therefore sent you a telephone
message to enquire & I hope you were

11. 12. 12

LITTLE FARMHURST.
ABINGER ROAD,
SAYESBURY,
SURREY.

111

My dear Vischer:-

I had a German ticket to catch the early train this morning which should have brought me to Charing Cross at 10.20. but owing to the fog I only reached London Bridge at 20 to 1. I probably another 20 minutes would have been wasted in reaching Charing Cross & another 10 getting to the C.O. I saw no prospect of seeing you here after the Committee had adjourned. I therefore sent you a telephone message & enquire & I hope you were

kind enough to let the American
Members know the reasons of my absence.
I went to Belgium & got an account
of what had passed. You told me the P.O. had
agreed to refund travelling expenses, but
I enclose them.

Sincerely yours

Margaret

113
Downing Street.
Dec. 1924

Dear Sir Frederick,

With reference to travelling expenses I have found a despatch dated May 9th which evidently has never reached you. I am sending you a copy and have forwarded your account for payment to the Crown Agents.

I hope the Agenda of the last Meeting will reach you this week. It was decided to abandon the idea of a meeting to be held this month and to hold the next meeting early in January. The Agenda for this meeting will include proposals from Nyasaland, (despatch from the Governor dated 11 June 1924) and from Nigeria (despatch from the Governor dated March of this year which I have just received for circulation).

The points and resolutions which I put on the agenda for last meeting on your suggestion helped the discussion immensely and no time was lost. I should be very grateful for similar suggestions for the next meeting. Sir D. Cameron will be present and Garfield Williams will come instead of Oldham who unfortunately

713

Bowling Street.
Dec. 24

will be away.

Yours very sincerely

Dear Sir Michael,

The Committee were very sorry that you could not attend our last meeting, but under the circumstances you did the best thing in abandoning the journey. Odham took two hours and a half and Lugard, who left very early in the morning only reached London at one o'clock.

I am sending you a memo re: travelling expenses which I fear had never been sent to you. Will you please let me have your account at your convenience.

It is proposed to hold the next meeting of the Committee during the first week of January but we must await the return of Major Ormsby Gore before fixing a definite date.

Yours sincerely

TELEPHONE
WIMBORLEY 271A.

744

12, NORTH SQUARE,
HAMPTSTEAD GARDEN SQUARE,
LONDON, N.W. 11.

20th November 1924.

Dear Vischer,

I am sorry that, owing to absence on holiday, I have not been able to acknowledge before your letter of the 11th instant. I much appreciate what you are good enough to say. It has been a pleasure to me to work with you and with the members of the Committee, and my only regret is that as a result of great pressure of official duties both at the Colonial Office and in the House of Lords, I was not able to give to the labours of the Committee anything like the time which their importance demanded.

With kind regards,

Yours sincerely,

Henry

~~9th members~~

~~and fruits~~

The Secretary to the Advisory Committee on Native Education in Tropical Africa presents his compliments to
and begs to inform him that the meeting on December 11th will take place at 10.30 a.m. in the Conference Room of the Colonial Office and that the members will be asked to decide on the advisability of holding a further meeting before the end of this month, to consider various proposals from Nyasaland, Northern Rhodesia and Nigeria referred to the Advisory Committee by the Secretary of State.

DOWNING STREET,

8th December, 1924.

SENT TO	
DATE	9-12-24

8TH MEETING OF THE ADVISORY COMMITTEE
ON NATIVE EDUCATION IN TROPICAL AFRICA
to be held at the Colonial Office on
December 11th, 1924.

-----oOo-----

It is hoped that Sir Donald Cameron, Governor of the Tanganyika Territory, Dr. Jesse Jones, and Mr. Rivers-Smith, Director of Education, Tanganyika Territory, will be present at the Meeting.

and Mr. Hussey, Dir. of Education
3/Jan/25
AGENDA.

1. Teachers' Superannuation Benefits.

Reference; Minutes of the 7th Meeting, Memorandum by Sir Michael Sadler.

Resolutions for the consideration of the Committee.

- (1). In order to remove an obstacle which may deter some highly qualified British teachers from accepting appointment to the teaching staff of Schools or Colleges in Tropical Africa, it is desirable that teaching service in such institutions in Tropical Africa as may from time to time be approved for this purpose by the Secretary of State for the Colonies and by the Government of the Dependency concerned should be counted by the Treasury and the Board of Education as "qualifying service" for the purposes of the Teachers' Superannuation Acts.
- (2). It is desirable that a corresponding arrangement be made on behalf of Scottish teachers under the Teachers' Superannuation (Scotland) Act.
- (3). The acceptance as "recognized service" for the purposes of the Teachers' Superannuation Acts (with corresponding benefits for Scottish teachers) of short terms of teaching service (extending over periods of, say, not more than ten years) in approved institutions in Tropical Africa is also to be desired, but the complexity of the financial arrangements entailed may make such acceptance at present impracticable.
- (4). As the amendment of the Teachers' Superannuation Acts

Acts is understood to be now receiving consideration by the Government, the Advisory Committee on Education in Tropical Africa beg leave to submit these resolutions to the Secretary of State in case he should think it advisable to move in the matter before the new Bill is framed.

2. → Kenya Colony: appointment of Head of the Teachers' Training College.

Reference; Minutes of the 7th Meeting, and various papers circulated regarding Kenya Colony.

Resolutions for the consideration of the Committee.

In view of the fact that the Kenya Government asked for and accepted the recommendation by Dr. Jesse Jones and Dr. Willard and Mr. - Dougall for the above appointment and that he is personally known to and approved by several Members of the Committee it is resolved that the name of Mr. - Dougall be submitted with the strong recommendation of the Committee to the Secretary of State for appointment as Head of the Teachers' Training College, Kenya.

3. Education in Tanganyika Territory.

Reference; following papers which have been circulated. Extracts from Memorandum by the Director of Education; despatch from the Acting Governor to the Secretary of State dated June 6th, 1924; Annual Report of the Education Department, 1923; despatch from the Acting Governor covering the Education Estimates 1925-26 dated October 18th, 1924.

SPECIAL points of interest, and resolutions for the consideration of the Committee.

1. The Governor endorses the view of the Director that the four urgent needs are:-

(a) Creation of an Advisory Committee (will advise re Village crafts.

(b) Need of text books.

(c) Need of Inspecting Staff - especially in view of great distances.

(d) Extension of Female Education.

II. The Governor appeals to the Education Committee:-

(a) To lay down broad lines on which female education should be based.

(b)

- (b) To introduce a uniform Educational Nomenclature.
- III. In these reports there are two points of special interest:-
- (a) No grants given to Missions.
- (b) The view is held that religion should not be taught in Government Schools. Moral instruction and Scout system being substituted.

IV. Notes:-

The total European Staff is only 1.

The only Training Institute is at the Capital - a cosmopolitan urban centre.

There are 3 Primary and 1 Elementary Government Schools; average attendance, 3749.

There are 2192 Mission Schools (& 7 teachers' training); average attendance, 10,000.

Proportion of revenue spent on education 1.19% (3.66 of Tax).

V.

In response to the Governor's request for guidance re female education, the Committee may perhaps think it advisable to request some member to draw up a brief memo for circulation on the subject.

Resolutions:-

- I. The Committee endorses the views of the Acting Governor and the Director of Education, that an Advisory Committee should be created at once, (consisting of the Director of Education as Chairman, and representatives of Government Missions and natives).
- II. The Committee holds the view that religious instruction should not be excluded from Government Schools. The Committee considers that private agencies should receive every encouragement, and that Government should co-operate with them, and hopes that the Government will be able to introduce a system of Grants (as in other Colonies) to qualified Schools.
- III. The Committee ~~expresses~~ ^{expresses} the hope that a larger proportion of revenue than 1.19% should be devoted to education, and that this should provide for
 - (a) An increased European Staff, especially for Inspection.
 - (b) Grants to Mission Schools; and
 - (c) A Training Institute for teachers on a rural site.

... background
tradition... soil

Religion

Religious team

Scene

1 (Group) Group

10000 ...

Team

Teacher team

} have me
Nominalist

759
Downing Street.

December, 1924.

Dear Sir James,

It has not been possible to fix a date for a meeting during the week following the meeting on the 11th. Proposals from Nigeria, Nyasaland and Northern Rhodesia urgently require the Committee's attention. After consultation with Strachey it was decided to leave the matter of a further meeting this month open until the question can be discussed at our next meeting.

Yours sincerely,

JAMES CURRIE, K.C.B., C.M.G.

Downing Street,

5 December, 1924.

Dear Sir Frederick,

It has been impossible to fix a date for a meeting during the third week of this month, and after consultation with Oldham and Strachey it was decided to leave the matter open until it can be put before the Committee at our next meeting on the 11th. Strachey thinks it important that Ormsby Gore should be present at the discussion on Nigeria and so does Oldham, who thinks he could talk about these proposals with Ormsby Gore before leaving for America. We expect Ormsby Gore to arrive about the 20th. The only opportunity for a meeting of the Committee before Oldham leaves for America will then be between Christmas and New Year, and I am not very hopeful about the members being able to come then. On the other hand it is very urgent that we should deal with the reports from Nyasaland

ALISTY HARRISON
 SIR F. D. HOWARD, F.C., K.C.M.G., D.S.O.

northern Rhodesia, and I am very sorry that it does not
likely that we shall be able to consider these proposals
January.

Yours sincerely,

Normal Office
6 Dec. 1924

1. [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear]

2. [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear]

3. [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear]

4. [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear]

5. [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear]
10:10 a.m. on Dec. 11, 1924

6. [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear]
[unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear]

~~7. [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear]~~

~~8. [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear]~~

~~9. [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear]~~

3 Copy of Report from the Governor
of Northern Rhodesia to the Secretary, dated
21st November 1924

1888
1889
1890
1891
1892

at 10:30

In reply to your question the ~~17th~~ ^{17th} would

be the 17th Monday, I would perhaps

average the 6th and 17th and so forth

See also the

1888

1889

1890

171
18
19
20
21
22

Dear Mother

I hope to see you sometime this ~~year~~ winter
and the rest of the year. I would perhaps
be sorry to see you in the winter but I would
like to see you in the summer.

Yours
[Signature]

Colonial Office
4 Dec. 1924

With the compliments of the Secretary
to the Advisory Committee on Native Education in
Tropical Africa.

1. Agenda for P.^h Meeting to be held at the Colonial Office at 10.30 a.m. on Dec. 11: 1924
2. Memorandum by Sir Michael Sadler on the Teachers Superannuation Acts.
3. ~~Notes on the various papers re Education in Tanganyika Territory also circulated~~
3. Copy of Despatch from the Governor of Northern Rhodesia to the Secretary of State dated 13th November 1924

754

2. 12. 24

LITTLE BARNHURST,

AUCKLAND COMMON,

ST. DUNING,

SURREY.

Dear Vischer,

In reply to your question the ~~17th~~ ^{17th} I could
 suit me best (Wednesday). I could perhaps
 manage the 16th but it would be difficult

Still more the 15th

Sincerely yours

J. H. M. G. G.

751

2 : 26

LITTLE BARNHURST

ABINGDON LONDON

21 DUNDEE

BURRY.

Dear Vischer,

In reply to your question the ~~17th~~ ^{17th} would
suit me best (Wednesday). I could perhaps
manage the 16th but it would be difficult

Since now the 15th

Sincerely yours

J. Mangin

From the Bishop of Liverpool,
Church House,
Liverpool

Dec. 2nd 1924.

The Bishop can attend the Meeting

on Dec. 16th.

Downing Street.

5 December, 1924.

Dear Bishop David,

I am sorry ^{to say} that it has not been possible to arrange a date for a meeting during the week beginning on the 15th of this month ^{As +} as there are proposals from various Dependencies which should be dealt with without delay. ^{it is proposed to ask} and the members of the Committee will be asked at the next meeting if they could possibly attend another meeting before the end of the year.

Yours sincerely,

RT REVEREND
A.A. DAVID, D.D.

- I. The Governor endorses the view of the Director that the four urgent needs are:-
- a) Creation of an Advisory Committee (will advise re Village crafts)
 - b) Need of text books
 - c) Need of Inspecting Staff - especially in view of great distances
 - d) Extension of Female Education
- II. The Governor appeals to the Education Committee
- a) To lay down broad lines on which female education should be based
 - b) To introduce a uniform Educational Decreture
- III In these reports there are two points of special interest
- a) ~~The view that it is the duty of Government to educate the Natives, and this duty should not be delegated. No grants are therefore given to Missions, and it is stated that all available money will be spent by Government on its own schools in its own way.~~
 - b) ^{is held} The view that religion should not be taught in Government schools. Moral instruction and a scout system being substituted.

IV

Notes:

The total European Staff is only 5.

The only Training Institute is at the Capital - a cosmopolitan urban centre

There are 3 Primary and 62 Elementary Government schools average attendance, 3749.

There are 2192 Mission Schools (& 7 teachers training) average attendance 66,000.

Proportion of revenue spent on education 1.19% (3.66 of Tax).

I suggest the following Resolution for the Agenda:

1) The Committee endorses the view of the Acting Governor and Director of Education that an Advisory Committee should be created at once, (consisting of the D. of E. as Chairman, and representatives of Government Missions and Natives).

I will take occasion to ask the D. of E. what proposals he has in regard to the supply of proper books. Perhaps the Missions can help?

IV. In response to the Governor's request for guidance re female education, the Committee may perhaps think it advisable to request some member to draw up a brief memo for circulation on the subject

The latter part of the memo on Education Policy (now in circulation) touched on Nomenclature. This might be dealt with more specifically.

5) The Committee will I hope record its dissent from the view that religious instruction should be excluded from Government Schools, and ~~add that it~~ hopes that the Government will be able to introduce a system of Grants (as in other Colonies) to qualified schools.

6) Also that The Committee ~~dissents~~ from the view that Government should have a monopoly of Education. That it considers on the contrary that private agencies should receive every encouragement, and Government should cooperate with them. *Hopes that*

7) The Committee will perhaps express the hope that a larger proportion of Revenue than 1.19% should be devoted to Education, and that this should provide for (a) an increased European Staff especially for Inspection, (b) Grants to Mission Schools and (c) a Training Institute for teachers on a rural site.

Appointment of Head of the Teachers Training College, Kenya. In view of the fact that the Government has

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

759/13
Dec. 2. 1924.

Dear Major Vicker,

I am sorry that the 15th,
16th & 17th are all impossible for
me as I have to be in Leeds for
the University celebrations.

Please arrange the meeting
which is to be held on the 11th
without regard to me.

Yours sincerely

ME Tamm

Nov 28, 1924

260

Dear Major Vischer,

Enclosed are the resolutions
which you ask me to draw up for our
meeting on Dec 11. I should have liked
to write a short memorandum which has
been no time for this at present. At the
meeting I can explain the distinction between
'qualifying' or 'unqualified' service.

Very glad you caught an evening
train, in spite of Russian lateness.

Thank you for your kind invitation
which will you wish to see. I am sorry the
cannot have the great pleasure of accepting it. I
have no time with it get a long talk with your family
(the wife) & am asking him to give me the
information after our meeting.

Yours
ME. Vischer

June 22 1924

Wongas Commission
760 #

My dear Fischer,

I enclose for the notes I furnished re Education
Tanganyika, & also the draft resolution re Songea
Kenya. I understand that Nyasaland & Southern
Rhodesia will not come up at this next meeting so
there is no hurry about them? If you will return the
enclosed notes with any comments I will let Oldham
Cameron see them. They are coming here to spend
at Oldham's, - with others who want to enable Cameron
to discuss Tanganyika affairs. On re-reading your
letter I think that I have taken all four points re
Tanganyika. They are the bases that suggested itself to me
on reading the reports. If you wish to utilize my notes
do so on your own name - viz adopt them with any
modifications you wish as your own.
I am sure if I am right as to Rhodesia & Nyasaland, or
whether these will come up at all at next meeting.

Re. Province's letter. I see he asks for a R. Catholic
head master. The salary of allowance
remains as is so high that only a private institution
could afford to secure a British Headmaster? - Would
not this be preferable if for purposes to hand the school
over to the R. Missionaries, - but his successor may take
a different view & retain it as a free school.

Sincerely yours

F. Mangoch

Have you got a copy of the balance in the Asiatic journal
referred to by the Governor of Mangoch in § 7.

The Mandate Com^{rs} received the Commissioner's report at
last session & it is now too late to do anything

761

Downing Street,

46 November, 1924.

Dear Sir Frederick,

Thank you very much for your letter of the 22nd, and your notes which I herewith return to you. It is proposed that only Kenya and Tanganyika should come before the Committee at the next Meeting. Northern Rhodesia and Nyasaland will be on the agenda of a Meeting which I hope it will be possible to hold on the 18th December or on any other day that week.

I have taken a copy of your notes and shall use them for the Resolutions to be put on the Agenda, and I thank you very much for your guidance in this matter.

I have just received a despatch from Sir Hugh Clifford making many important proposals on Native education in Southern Nigeria. I am having this printed for circulation, and I think

we

FREDERICK LUGARD, P.C., K.C.M.G., D.S.O.

I shall have to have a special Meeting to discuss
the proposals early in January. I believe these
proposals are exactly what you put forward just before
war. It is very unfortunate that the matter could
be attended to earlier, but Lord Arnold had not
time to deal with them. I have since received a
letter from Mr. Grier in Nigeria asking me to do what
I could to hurry the matter up, and I am very glad
Mr. Amery has been able to deal with the despatch
promptly, so that the Committee can now discuss the
proposals and send in their recommendations.

Yours sincerely,

763

Downing Street.

21 November, 1924.

My Lord,

I am directed to inform you that the next Meeting of the Advisory Committee on Native Education in Tropical Africa will take place at the Colonial Office on Thursday December 11th, 1924, at 10.30 a.m.

I am,

My Lord,

Your Lordship's obedient servant,

HOP BIDWELL.

Downing Street.

764

21 November, 1924.

Sir,

I am directed to inform you that the next Meeting of the Advisory Committee on Native Education in Tropical Africa will take place at the Colonial Office on Thursday December 11th, 1924, at 10.30 a.m.

I am,

Sir,

Your obedient servant,

KL, ESQ.,

PUBLIC RECORD OFFICE

CONTINUED ON NEXT FILM

TOTAL EXPOSURES →

