

The Woman Teacher

The Organ of the National Federation of Women Teachers.

Editor: Miss EMILY PHIPPS, B.A.

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FRIDAY, SEPTEMBER 26, 1919.

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A Foreword from the President, Miss Agnes Dawson.

OUR paper is at last a reality; its size is modest, but its influence will be far-reaching. Thousands of our members have been looking for our paper anxiously; it comes to meet a long-felt want.

Pride and Conquest is the watchword of the Federation. We are proud of the women in our midst who have stood so firmly in spite of persecution until women in our land were granted a measure of political freedom. We are proud of the women who in the remotest rural school carry on and hold fast to their principles in spite of a loneliness that to others might have brought despair. We are proud of the women teachers and the thousands of other women workers who have done so excellently in these latter years of sore distress in work that was considered impossible for them to do in the days when they were not permitted to try. And with our pride has come conquest. Individual men and influential public bodies have had no acknowledge by word or deed the all-conquering woman's movement. The N.F.W.T. is proud to have taken and to be taking its very definite part in such a movement. Its existence has been ignored and its members have been maligned, but its influence spreads and its power grows.

We take pride in the name of our paper, THE WOMAN TEACHER. Just as the woman teacher is known and respected and her influence felt in the tiniest hamlet as well as in the large town, so will this her paper do its work in helping to knit together the great forces that go to make a consolidated womanhood. We shall now be in a position to proclaim from the housetops our judgment on things that matter vitally to the work of education and to the progress of civilisation. What the Women's Suffrage Movement began is left for women workers generally to continue; it is for us to establish a freedom and equality of opportunity amongst women which has been denied them hitherto. Our first work will be to collect the considered opinion of women teachers and to open up and to keep open a means of communication between all the members of the Federation. For the first time in our history every individual member will at the same moment receive a message from headquarters: individual members must now see to it that the message is received and *heard*. It will not be enough to approve of and to welcome the paper, or to send congratulations to the Editor, or even criticisms. The old idea was that women could not work together—they lacked the necessary spirit of co-operation. We know the idea is exploded, and we must prove again that women teachers are eager to make this new venture the success it deserves, by each individual member making it her own special business to contribute to that success.

NATIONAL FEDERATION OF WOMEN TEACHERS PROTEST MEETING,

FRIDAY, OCTOBER 3, AT 7 P.M.,
CENTRAL HALL, WESTMINSTER.

OBJECT.

1. To protest against the refusal to give the women teachers' organisation representation on the Salaries Joint Committee.

2. To protest against the overwhelmingly masculine constitution of the existing Committee.

3. To inaugurate THE N.F.W.T. SUSTENTATION FUND.
Chairman: Miss Agnes Dawson, President of the N.F.W.T.

Speakers: Miss E. Phipps, B.A., Mrs. Lamartine Yates, L.C.C., J. H. Whitehouse, Esq., and Mr. George Lansbury.

Show by your presence at the meeting that you support the Federation in its demand for equality.

London Notes.

MEMBERS of the London Unit will give hearty welcome to the first issue of our organ and speed it on its way with warm wishes for many happy returns of its birthday.

For the future all London notices will appear in this column, and thus much time, paper, and postage will be saved. Members should immediately become regular subscribers so that no news is missed. Do not blame the post now if you do not know the latest developments; buy your WOMAN TEACHER and read it. You will then be supplied with reliable information and be independent of rumour and unauthorised statements.

Says a contemporary: "The greatest service ever rendered to London's 20,000 teachers was that accomplished by the L.T.A. last July. The business of the Association was to secure a decision on salaries before midsummer... if it had not acted when it did no London teacher would have received a penny this year." Well! Yet we heard something about "the last farthing" having been "wrung" from the L.C.C. when the women demanded the rejection of the original proposals which were so unjust to them. It was not the cap in hand policy of the organisation which claims to have secured the award which wrung the last dole from the Council. That policy would still have met the treatment that it had always received. Had it not been for the women teachers' organisation and the serious discontent made public by their vigorous agitation, the "hush money" would certainly not have been in the hands of London teachers this midsummer. A "Headmaster" recognising this is handsomely contributing to our Sustentation Fund.

The London Unit Education Sub-Committee is hard at work and is at present engaged in organising a series of conferences on educational matters to take place during the autumn. An Exhibition of Decorative Stitchery has been arranged for the evening of Friday, October 30, and the morning and afternoon of Saturday, November 1. Will all who wish to avail themselves of this opportunity please book one of these three sessions. There will be lectures describing the scheme, which is carefully graded for all classes from Standard I. upwards. Full particulars in next issue.

Members interested in Dalcroze Eurhythmics and desiring training in this system should bombard the L.C.C. with requests for classes, as none appear in the new handbook just issued. This, of course, means that the teachers who are keen and enthusiastic are compelled not only to make the sacrifice of their time for the necessary training, which they gladly do, but also of their money, which in these hard days they should not be obliged to do.

The distribution of THE WOMAN TEACHER will entail great work in addressing wrappers, folding and posting: a regular rota will therefore be required to carry out this labour of love. Those who can and will give their services kindly send in names at once.

Your Committee expects a great rally of London members at the Public Meeting, Central Hall, Westminster, October 3, at 7 P.M., of which notice is given on another page. Turn up in your thousands and bring a non-member friend; she will not be bored.

I fancy I hear a query *re* Club. Well, the Sub-Committee has worn out many pairs of shoes in tramping the central district in search of a suitable home and has had many and great disappointments. Up to a few weeks ago there was nothing available, and recently two most satisfying houses were sold before we could place our deposit with the agents. Indeed, a very amusing leaflet could be written about our experiences. We are handicapped in this respect somewhat, by lack of known capital with which to purchase a suitable lease, as small premises are useless for our purpose. Will all who are interested and have not already promised a loan give this matter their careful consideration? A good investment will shortly be required for the returned superannuation monies. For particulars of the Club, loans, shares, &c., apply to me at the Memorial Hall.

(Mrs.) L. GERARD.

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5. The extra service a Certificated Teacher is allowed to count as part of half-period service between Certification and age 65.
6. What the married woman teacher must do to avail herself of the reduction in 30 years' service by years of absence in consequence of marriage.
7. Whether the married woman teacher, who has paid contributions under the Act of 1898, may choose between qualifying by 30 years' service less years of absence in consequence of marriage, and qualifying by half-period service? And, if so, when?

Etc. Etc. Etc.

WOMAN TEACHER, 21/9/19.

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Letters should be addressed as follows:—

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Editorial.

A WISE man once said "Of the making of books there is no end." One wonders what he would say if he lived now, when not only do new books pour weekly from the Press, but newspapers also may be numbered in thousands. And then we have the temerity to launch a new journal!

Our paper is overdue. We have in the past had neither the space to tell our members of the strenuous and varied activities of the Federation in their behalf, nor the freedom to express ourselves as we should like. Consequently, our women have lacked knowledge which often might have brought inspiration, and we have suffered from having to hold ourselves in.

It will in future be impossible for readers of our paper to be ignorant of such vital points as, for example, the correspondence between ourselves and the President of the Board of Education on the composition of the Standing Joint Committee; and, again, the details of such splendid fights as were put up last year, by the London Unit, will be brought within the knowledge of all our members.

The present is a most critical time for all women engaged in professional and industrial pursuits. There has been a reaction from the real appreciation—sometimes degenerating into flattery—of woman's work during the war: the tendency now that many men are—quite needlessly—unemployed, is to consider that any office of profit held by a woman is so held at the expense of a man, and that no woman should retain a position that could conceivably be filled by a man as long as any man remains unemployed. It does not matter what becomes of the women to be displaced: we are almost back at the old anti-suffrage level and the parrot-cry "Woman's place is the home."

This determination that women shall be ousted from public employment is not confined to those places formerly filled by men. It is only fair to restore to returned soldiers posts held by them before the war. There have been attempts, however, to extend the practice to new industries, developed during the war and worked by women. Moreover, women who have done two, three or four years' work are being turned out to give place to youths of seventeen and eighteen who have never been in the Army. It is necessary to watch lest in our own profession the movement to relegate women to the lower-paid posts should develop, and we should find ourselves excluded, not only from the Inspectorate, from Directorships of Education, from Headships of combined departments, as is largely the case at present, but also from Headships of new Continuation Schools, and the teaching of senior classes in upper departments. "Equal Pay" may be conceded in words, and then the Powers may proceed to make it of no effect by so dividing the work as to render it unequal, or apparently so.

The Federation will watch this point, and we hope our readers will keep us informed of any cases of the kind. Now that we have the power of the Vote, there is no reason why we should submit to injustice from the Public Bodies elected by us.

And that opens up another question. Hansard is a very interesting publication—at times—and since few of our readers can read it every day, we propose to give each week, while Parliament is sitting, a resumé of any debates affecting us as teachers. There we shall record how members speak on such subjects as Equal Pay, and Teachers' Pensions: there also we shall show how members voted, or abstained from voting.

In another column we shall give extracts from the speeches of members of Education Authorities, and our readers will be able, at the forthcoming Municipal Elections, to record their opinion of candidates who have permitted themselves to speak of teachers as "whining mendicants," or to say that "the whole thing is being over-run by women" (teachers); as was recently stated by a member of a Northern Education Committee, according to the local Press.

We have already ordered a copy of every circular sent out by the Board of Education to be forwarded to us by the Government printers, and shall thus be enabled to keep our readers abreast of the latest developments in the educational world, so far as these developments emanate from the Board of Education.

Our special Federation funds—the Provident, the Legal Aid, the Mutual Aid, and the "Old Guard"—will be reported on regularly. We hope also to have a literary column occasionally.

Several of our Branches have now a woman representative on the L.E.A., and from these we shall welcome, from time to time, a statement as to the progress of women's questions in their particular Committees. Such accounts will, it is hoped, inspire other branches to secure direct representation.

We shall talk about "Equal Pay" sometimes, perhaps, for, as Lord Fisher says, "Reiteration is the secret of conviction." We may also talk occasionally about what is commonly known as "Equal Work"; watch these columns carefully.

In purely educational matters we have always been in the forefront: our recent deputation to the Board on Sex-Hygiene was probably the first teachers' deputation which ever approached the Board on that important subject, and was most favourably received. Individual Federation members have earned a national reputation for their pronouncements on such topics as Sex-Hygiene and Nursery Schools.

Now, do you think you will get all this in any other professional paper? Wait, though. It is only fair to warn you what *not* to expect. There will, for some time at least, be no column for dress fashions, no cookery recipes, no descriptions of how to make bedroom suites out of packing cases, no accounts of "presentations" on retirement. There will be too much propaganda for that. When the need for propaganda is over, we shall see. Meanwhile, roll up in your thousands, and place a yearly post-paid subscription for YOUR paper.

N.F.W.T. Sustentation Fund.

FOR some time the Council has recognised the necessity for a National Sustentation Fund in connection with the Federation. Recent events have so strengthened this view that at its last meeting the following resolution was passed unanimously:—

"That the Central Council is of the opinion that a permanent National Sustentation Fund is needed and calls upon the members of the Federation immediately to contribute in a spirit of sacrifice to a voluntary levy in order that such a fund may be established without delay."

We wish to make the inauguration of the Fund a very impressive part of the proceedings on October 3, and rely upon receiving your enthusiastic support. We want to announce at the meeting:—

1. Promises (no names if preferred) of lump sums.
2. Promises of monthly contributions.
3. Proposed collective efforts.

Please make your plans quickly and let us know them.

Are you a member of the N.F.W.T.? If not, join now.

The Standing Joint Committee on Salaries.

The following is a copy of the correspondence which took place between the General Secretary of the Federation and the President of the Board of Education on the above subject :—

Telegrams :

THE RT. HON. H. FISHER, M.P.
Board of Education, Whitehall.

The National Federation of Women Teachers regret that a direct representative of women teachers has not been called to to-morrow's salary conference and earnestly urge that at least two members of this Federation be invited to attend the meeting in order that the interests of women teachers may be safeguarded there and on the proposed central representative organisation.
SECRETARY, Memorial Hall, Farringdon Street.

SECRETARY, National Federation of Women Teachers,
Memorial Hall, Farringdon Street.

Conference is between National Union of Teachers and Local Education Authorities, regret arrangements cannot be altered.

PRESIDENT, Board of Education

THE PRESIDENT, Board of Education, Whitehall.

N.F.W.T. regret that representative was not called to salary conference. It is imperative that women teachers through their own organisation should be represented on the proposed central representative body, because salary schemes differentiating between men and women on account of sex will be totally unacceptable to women teachers.

SECRETARY, Memorial Hall, Farringdon Street.

THE RT. HON. H. A. L. FISHER, M.P. President, Board of Education, Whitehall, S.W.1.

DEAR SIR,—The National Federation of Women Teachers learns that the Board of Education has taken preliminary steps towards establishing a central representative organisation for the purpose of examining the salary problem in public elementary schools.

The letter calling the conference referred to "the unrest among teachers" and the public, as well as many women teachers, infer that one of the problems which will receive attention is that of "sex differentiation in salary," which is, admittedly, one of the most serious and deep-rooted causes of the unrest and discontent.

If the Board adheres to the present proposals that this new central organisation be composed of an equal number of representatives of Local Education Authorities and of the National Union of Teachers, the National Federation of Women Teachers has little hope that an equitable settlement as between the sexes will be secured by negotiation and agreement.

The N.U.T. may be well qualified at such a conference to take charge of the general question of teachers' salaries, but its traditions prove that it has consistently failed to interpret the views of progressive women teachers. So conspicuous has been this failure that thousands of women have been forced to sever their connection with the N.U.T. and to organise themselves in the National Federation of Women Teachers. If, therefore, the latter body is excluded from the salaries committee representing Local Education Authorities and teachers, the women's point of view, as is usual in committees mainly composed of men, will be overlooked, submerged or ignored. Men, even just men, are unable to feel as deeply, and consequently as accurately, as women upon this matter. It is women who feel the bitter injustice of sex privilege on the one hand and sex subjection on the other, and so are the most competent to defend their own plea of "no sex differentiation in salary."

The National Federation of Women Teachers therefore begs that you will not close to them this constitutional door but will give them, through their own organisation, representation on a committee which is to discuss, among other things, the question of "equal pay for equal work."

We feel that it is not just that a committee preponderantly masculine should yet again decide on sex as a basis of payment.

We would remind you that the adverse report issued last year by the Departmental Committee, of whose seventeen members (exclusive of two men secretaries) only four were women, served but to intensify the unrest among women teachers, who feel that nowhere is the question of equal pay being sincerely dealt with. With this feeling abroad and ever on the increase it is impossible to allay unrest except by removing the causes.

The Government in the 1918 Education Bill refused to give a lead to the country on the question of the equal payment of men and women of the same professional status, urging that it was a matter for Local Authorities. The Local Authorities also evade the question pleading that it is a national question and cannot be settled by individual authorities. It is true that here and there an Authority has made some small concession towards abolishing sex differentiation in payment. The Leyton Authority, for example, due to the local work of the Federation, offers men and women the same initial salary with equal increments for fourteen years. On the other hand certain Authorities, including the London County Council, where the unrest is very acute among the women teachers, have held up the matter pending a national settlement.

The National Committee is now being arranged, but women teachers will have no confidence in its ability to arrive at a just decision unless the Federation has direct representation thereon.

The members of the National Federation of Women Teachers are among the most progressive in the profession and ardently desire (and have done so for long past) to turn their thoughts and enthusiasm to educational reform. Since women teach every sort of child in the schools—girls, boys and infants, juniors and seniors, and children in the special schools—they have a tremendous fund of knowledge and experience which, if set free, would undoubtedly advance the cause of education in this country very considerably. Consequently, they regret this long struggle for equal pay and equal opportunities, but they feel that the securing of a right place for women in the profession, and in the State, must be a first charge upon their energies in their professional organisation.

You, Sir, have it within your power to cut short this unnecessarily protracted struggle, by giving women teachers direct representation on the new central organisation which is to consider the salaries question, and this we most earnestly beg you to do.

I am, Sir,
Yours faithfully,
(Signed) ETHEL E. FROUD,
General Secretary.

Board of Education, Whitehall, S.W.1.
July 28, 1919.

DEAR MADAM,—I have to acknowledge the receipt of your letter of the 28th inst., which I will lay before Mr. Fisher for his consideration.

I am,
Yours faithfully,
(Signed) A. A. KIDD,
Private Secretary.

Receiving no further reply the following telegram was then sent :—

PRESIDENT, Board of Education, Whitehall.

August 12, 1919.
National Federation of Women Teachers beg to remind you of their letter of July 29, and regret delay in reply.
SECRETARY.

Have you posted your subscription form?

On August 11, in the House of Commons, in the debate on the third reading of the Consolidated Fund Bill, Major Hurst of Manchester having made a splendid speech in favour of Equal Pay for men and women teachers, Mr. Fisher, in reply, said: "The hon. member thinks that the problem can be solved by the application of the principle of equal remuneration for equal work. That is a very large proposition, and I venture to think that when an economist applies his microscope to the salaries paid to men and women, he will find that they consist of two elements—first of all, the payment for work done, and, secondly, the acknowledgment of responsibilities and liabilities borne, and that one of the reasons—I do not say it is decisive—why the pay of men and women has been different in the past, is the plea that men have responsibilities which do not in the same measure devolve upon women. I know it is said on the other side that in many cases women have as much dependence on them as men. That is true, but I am merely indicating to the hon. member that the principle of equal pay for equal work, if it is to be carried out on any large scale in any part of the industrial field, does involve a much more far-reaching reconstruction of the principle upon which remuneration in this country is based than the hon. member apparently seems to apprehend. It involves, I think, a recognition of the fact that remuneration has to be divided into two parts—one, a reward for work done, and, another, payment for dependants—children and so on."

On August 13 the following letter was sent by Mr. Fisher's Private Secretary:—

Board of Education, Whitehall, S.W.1.
August 13, 1919.

DEAR MADAM,—With reference to your communications, Mr. Fisher desires me to say that the present arrangement is that a Meeting of Representatives of the Associations of Local Education Authorities and of the National Union of Teachers should be held, and it is not proposed at this stage to modify that arrangement. Mr. Fisher is fully alive to the interests of the women teachers, and your Association need be under no apprehension that their interests will be prejudiced.

Yours very truly,
(Signed) N. D. BOSWORTH SMITH,
Private Secretary.

This correspondence was laid before the Central Council of the Federation at its meeting on September 6, and a resolution was passed which was forwarded to Mr. Fisher in the following letter:—

THE RT. HON. H. A. L. FISHER, M.P.,
President, Board of Education, Whitehall, S.W.1.
September 8, 1919.

DEAR SIR,—I have to place before you the following resolution which was passed at a meeting of the Central

Council of the National Federation of Women Teachers on Saturday last:—

"That the Central Council views with apprehension the exclusion of any representative of the National Federation of Women Teachers from the Standing Joint Committee on Salaries, and is convinced that no settlement of the salary question can be attained without such direct representation, since the views of the women organised in the Federation cannot be adequately represented by any other professional body.

"The Council further begs to point out that the exclusion of such representation shows discrimination between two national independent professional organisations to the disadvantage of the National Federation of Women Teachers.

"Finally, in this connection the Council draws attention to the Second Report on Joint Standing Industrial Councils (page 4, par. 8): 'In the formation of the Councils, regard should be paid to the various sections of the industry and the various classes of labour engaged and the representatives should include representatives of women's organisations.'"

I am therefore instructed by my Council to renew our request for direct representation on the Standing Joint Committee considering Salaries.

Yours faithfully,
ETHEL E. FROUD,
General Secretary.

On July 26, the General Secretary sent to every L.E.A. in the country for names and addresses of their member and to all who replied, a leaflet was sent setting out our case for Equal Pay.

The Council also decided to establish a National Sustentation Fund, and to hold a series of Public Meetings. The first will be at the Central Hall, Westminster, on Friday, October 3, and the Sustentation Fund will be inaugurated at that meeting.

The Searchlight.

"The National Association of Men Teachers, on behalf of what is claimed to be an overwhelming majority of the men teachers of the country, is entering a strong protest against the adoption of 'equal pay' to men and women teachers. This in itself does not imply opposition to 'equal pay for equal work,' which is a totally different proposition."—*Islington Daily Gazette*.

We agree: it is a totally different proposition. Watch this paper.

A few weeks' experience will show Headquarters how the certain and early delivery of 'The Woman Teacher' may be ensured. Meantime, we shall be greatly obliged, and the distribution will be facilitated, if intending subscribers will agree to receive the paper for the next 13 weeks direct from the N.F.W.T. Office. For this purpose please fill in and return this Order Form as soon as read.

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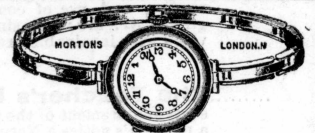
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