

R. Fuller.

THE
SEVENTY-SECOND ANNUAL REPORT
OF
THE SOCIETY
FOR PROMOTING THE
TRAINING OF WOMEN

(WOMEN'S LOAN TRAINING FUND):

Founded in 1859 as The Society for Promoting the Employment of Women.

INCORPORATED IN 1879.

NOVEMBER, 1931.

OFFICE:

251, BROMPTON ROAD, S.W 3 (Second Floor).

The tale is plain enough. So far from our countrywomen being all maintained as a matter by us, 'the bread-winners,' three millions out of six of adult Englishwomen work for ce, and two out of the three in independence. With this new condition of affairs new and new views must be accepted."—*Edinburgh Review*, April, 1859.

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The Women's Library

The Women's Library

Society for Promoting the Training of Women

(WOMEN'S LOAN TRAINING FUND).

Founded in 1859 as the Society for Promoting the Employment of Women.

INCORPORATED IN 1879.

UNDER THE PATRONAGE OF

HER MAJESTY THE QUEEN.
H.R.H. THE PRINCESS LOUISE, DUCHESS OF ARGYLL.

THE COUNTESS OF DERBY.
THE VISCOUNTESS ST. CYRES.
THE LADY AMPHILL, G.B.E.
THE DOWAGER LADY LOCH.
THE LADY LEIGH.
LADY FITZGERALD.
LADY BUSK.

President.

THE LORD LEIGH.

Vice-Presidents.

THE RIGHT REV. THE BISHOP OF LONDON.
THE LADY BALFOUR OF BURLEIGH, O.B.E.
MAJOR JOHN W. HILLS, M.P., P.C.

Chairman of Committee.

MRS. STEPHEN SPRING-RICE.

Hon. Treasurer.

THE LADY BERTHA DAWKINS.

Committee.

Miss BIGGS.
Mrs. CHARLES BOOTH.
Mrs. S. BRUCE.
The Lady BERTHA DAWKINS.
Lady DAWKINS.
The Hon. Mrs. LESLIE FARRER.
Mrs. GORE-BOOTH.
Mrs. GREENWOOD.

Mrs. MÜLLER.
Mrs. J. W. F. ROWE.
Miss D. SELBY.
Mrs. STEPHEN SPRING-RICE.
Mrs. E. H. THRUSTON.
Miss SIBELL VANSITART.
Mrs. WAINWRIGHT.

MEMBERS OF THE COMMITTEE FOR THE MRS. HAWEIS LOAN FUND.
Miss PASSMORE. | Mrs. STEPHEN SPRING-RICE.
Miss SPENCER, O.B.E. | Mrs. E. H. THRUSTON.

Secretary—Miss EDITH HARE.

Assistant Secretary—Miss MOYA CANE.

Auditor—Miss M. M. HOMERSHAM, M.A., Incorporated Accountant.

Bankers—Messrs. COUTTS AND Co., 1, Cadogan Place, Sloane Street, S.W.1.

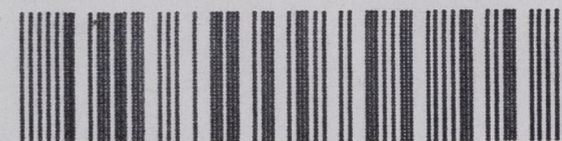
Solicitors—Messrs. HEWLETT AND Co., Raymond Buildings, Gray's Inn.

Donations and subscriptions are received by Messrs. Coutts and Co., or at the Office, 251, Brompton Road, S.W. 3. Post Office Orders payable to Edith Hare.

Telephone—Sloane 2834.

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TELEPEN



BY-LAWS OR RULES.

1. The Society is formed for promoting the Training of Women, and their employment in industrial pursuits.
2. Every person who pays an Annual Subscription of Ten Shillings, or a Donation of Five Pounds, is a Member of the Society. The Annual Subscription is due after the 31st of March in each year.
3. Subscriptions and Donations in aid of Special Objects undertaken by the Society are received.
4. The Society has a President, Vice-Presidents, a Treasurer, and a Secretary.
5. The Society is governed by a General Committee, consisting of not less than fifteen nor more than thirty ladies and gentlemen, elected annually by the Members at the Ordinary General Meeting of the Society.
6. The Committee meet bi-monthly.
7. The General Committee appoint from their Members such Sub-Committees as they think fit for the conduct of the business of the Society. No one can be elected a Member of a Sub-Committee who has not attended at least one Meeting of the General Committee.
8. The Funds of the Society are kept in the name of the Society at a bank, all sums are paid into the bank, and all cheques are drawn by order of the Committee, and are signed by the Treasurer and one Member of the Committee, or by two Members of the Committee, and in either case countersigned by the Secretary.
9. The accounts of the Society are made up to the 31st of March in each year, and, after being duly audited, are appended to the Annual Report of the General Committee.
10. At all meetings of the General Committee or Sub-Committee the Chairman has a vote, and if the votes be equal he has also a casting vote.
11. For Meetings of the General Committee five Members, and for Sub-Committees three Members, to form a quorum.

RULES OF THE LOAN FUNDS

Available for Young Women training for Professional or Technical Careers.

- (1) The Committee of the Society for Promoting the Training of Women grant loans (without interest) to educated women who wish to train for professional, commercial, or technical work, but who are unable to pay the fees.
- (2) Each Applicant is required to state her reasons for needing a loan, and must furnish evidence of satisfactory health. She must also give the names and addresses of at least two referees, not relatives, one of whom must be well acquainted with her family and circumstances, the other must be the Principal of the school or college at which she was educated, or be otherwise acquainted with her capabilities. The Referees do not incur any liability for the repayment of the loan. No loan shall be granted before the letters of recommendation have been received.
- (3) Every Applicant must furnish the name and address of a friend, not a parent, who will guarantee the repayment of the loan if she should fail to keep her agreement. A stamped agreement is sent to every guarantor to sign.
- (4) The Grantee is requested not to decide on any particular College or Course of Training until her application has been considered by the Committee. Except under very exceptional circumstances, the loan shall not be granted if she breaks this rule. The Committee reserve the right to withhold the grant should they not approve the Training Centre selected by the Grantee.
- (5) The Grantee is required to furnish a terminal report of her progress and the Secretary shall, at her discretion, also ask for a report from the Principal of the College, Institution, Office or business at which the Grantee is training. The Grantee is also requested to communicate with the Secretary a month before the completion of her training, giving full particulars of her requirements and qualifications, and enclosing a letter and Certificate from the Principal of the Training School or College. She is also advised to consult the Secretary before accepting any position, if possible.
- (6) Loans are granted under an Agreement as between the Grantee and the Secretary on behalf of the Society. The repayment shall be by monthly or terminal instalments, to be continued until the whole of the loan granted shall have been repaid. The

first instalment shall become due at the expiration of one month after the Grantee is in receipt of a salary, or, in any case, at the expiration of three months after she has finished her training, whichever shall be the earlier. The amount of each instalment shall be not less than 15 per cent. on the amount of salary earned by the Grantee. In the case of Grantees who have to form their own connections after training, the repayments must begin at the end of three months after the training is completed, and must not be less than 4s. a month. Loans for training fees must only be used for the purpose specified, and when possible, must be paid by the Society direct to the Training Centre.

(7) When Application is made for a renewed loan, the Principal of the Institution, Office, or business firm in which the Grantee is receiving her training, will be required to send a report of her progress, in accordance with which the Committee will adjudge the renewal of the loan.

(8) Every Grantee is requested to inform the Secretary of the Society at once of any change in her address or circumstances, also of her engagements, after completion of training, until such time as the whole of the loan or loans granted to her has been repaid.

(9) If the Grantee refuses to continue her training, or does any act whereby she is disqualified from continuing it and earning a salary, or if she marries, or fails to keep her agreement, either she or her guarantor, must, on receiving notice from the Secretary, repay half of the loan within three months of the receipt of that notice, and the other half within the three months following.

(10) Refusal of an Application does not in any way reflect on the applicant, and in all cases the decision of the Committee is final, and no reason for any such refusal can be given.

(11) All Payments must be made payable to the Secretary.

Date	4 - AUG - 08
Fund	B900W
Control no	
Collection/ Loan type	WL Ref
Class no	331.406041 SOC
Accession no	3800158917

ANNUAL REPORT.

SINCE March 31, 1930, to April 1, 1931, the Committee has met twenty-one times; two Sub-Committees were also held to consider a public appeal for funds, and a Sub-Committee was appointed to consider a proposal made to the Chairman by Mr. I. J. Pitman, which he thought might be helpful to the Society's Loan Training Funds.

Thirty-eight applications have been considered, and twenty-three loans granted during the year. Twelve applications were refused; three were withdrawn. It is with regret the Committee have had to limit their activities on account of lack of funds, as they consider their work is of real national importance. They urge their Members to help them by making the work of the Society more widely known among other possible subscribers, or to suggest ways of making more money.

The loans granted during the year have amounted to £1,534 1s. 8d.; and grantees have repaid £750 19s. 7d. The money advanced in loans during the thirty-seven years of the Committee's administration of the Society's Loan Funds has amounted to £21,822 0s. 8d.

GERTRUDE KING SCHOLARSHIP.

The Committee are much pleased to report that a candidate nominated by them for the above scholarship, presented by Mrs. Hoster, obtained a post very shortly after she had completed her training. The Committee are most grateful to Mrs. Hoster for her generous help

in this connection, and appreciate very much the care and attention given at Mrs. Hoster's College to the training of the Society's grantees.

GRANTEES.

One hundred and fifty-one grantees have been on the books during the year; of these sixteen completed their repayment; thirty-seven are now training, eighty still repaying. Eighteen grantees have finished training, but have not yet begun to repay their loans.

Loans granted this year were for the following trainings: Nursery Nursing, Cookery Demonstration, Hospital Nursing, Hospital Almoner, Medicine, Secretarial work, and for the Teaching profession.

Ten of the Society's grantees obtained posts during the year as Chiropodist, Cook, Deaconess, Nursery Nurses, Teachers, and in Institutional Management.

The following extracts from letters of grantees who completed their repayments during the year may be of interest to the Society's friends:—

From a Teacher of Music:—

"I enclose a cheque . . . I cannot tell you how grateful I am to the Society for lending me the money and as soon as I can possibly afford it I shall have much pleasure in sending a small donation to the Society's Funds."

From an Accountant:—

"I am now enclosing this, the final instalment, together with £5 10s. as a small donation to the funds of the Society which I hope will be accepted as an expression of my gratitude, as I find it difficult to express in words all I feel."

A Matron at a Hospital writes as follows:—

"I enclose . . . which I believe clears my debt to the Society. I am deeply grateful for the very great help this loan has been to me, and am truly sorry I have been so very long in paying it back

to you. It has been the means of helping me along in my career very considerably, and I shall always be very grateful."

From a Teacher in an Elementary School:—

"I desire to express, through you, my most heartfelt thanks to the Society for the great help that they have given me, and for the easy way in which I was able to repay the loan. My position as a School Teacher is all due to your kindness and generosity."

Another Teacher in an Elementary School writes:—

"After three years as a Trained Certificated Teacher, I can gauge more clearly than ever the benefits I have received by the raising of my professional status, through your timely help with my College fees. I must say 'Thank you' this once more for the loan itself and for the consideration I have always been shown. My best wishes for the continued progress of the Society and for your personal success and happiness."

PERSONAL.

At the Indo-British Welfare League Conference held in July the Society was represented by Miss Sibell Vansittart, and the Secretary represented the Society at the Annual Conference of the National Council of Women held at Portsmouth in October. The Society's support was given to Resolutions brought forward by the Committees of the Howard League of Penal Reform; the Council of Nationality of Married Women Bill; and the London and National Society for Women's Service.

PUBLIC APPEAL.

Early in the New Year the Committee decided that with the help of a Publicity Agent, they would send out an appeal for help to augment the Loan Training Funds. Although the appeal was not a success in obtaining much money, it produced some welcome new subscribers, and the Committee was thereby brought into touch with Mr. I. J. Pitman, who showed much sympathy in his desire to help the Society.

ANNUAL MEETING.

By the kind invitation of Mrs. Anstruther, the Annual Meeting was held at Rutland Gate on Thursday, November 27. Lord Leigh presided, and very interesting speeches were made by the Hon. Mrs. St. Aubyn, Dame Beatrix Hudson Lyall, D.B.E., Miss Upcott, of the Women House Property Management, and Miss Dalgleish, London and National Society for Women's Service. Lady Bertha Dawkins (Hon. Treasurer) made a strong appeal for funds. She pointed out that though she had been able to collect a large sum of money in March, this had been immediately absorbed, and the Committee were still having to refuse applications.

Before the speeches the Committee were duly elected for the ensuing year, and the Auditor, Miss M. M. Homersham, M.A., Incorporated Accountant, was re-appointed.

MEMORIAL LOAN TRAINING FUNDS.

THROUGH the help of the Memorial Loan Training Funds, under the administration of the Committee of the Society for Promoting the Training of Women, 1,142 educated girls and women have been able to procure systematic professional or technical training during the last thirty-seven years, the total amount granted in loans being £21,821.

Fund	When the Fund was entrusted to the Society	Amount
<i>Pfeiffer Fund</i> , in memory of Madame Ida Pfeiffer, for many years a Member of the Society	.. 1894 ..	The interest of £2,000 awarded by Charity Commissioners, yielding £50 annually.
<i>Caroline Ashurst Biggs Fund</i>	.. 1900 ..	£171 7 6
<i>Helen Blackburn Fund</i> 1904 ..	£250 at first, but has received donations amounting to £315, and a legacy of £250 which is invested for the Fund.
<i>Louisa Lady Goldsmid Fund</i>	.. 1910 ..	£200
<i>Clara Evelyn Mordan Fund</i>	.. 1915 ..	£100
<i>Mrs. Haweis Memorial Loan Fund</i> (partly under management of Committee)	.. 1902 ..	£166 8
<i>The Susan Elizabeth Fortescue and Educated Women Workers' Loan Training Fund</i>	.. 1913 ..	£433 17 11
<i>In Memoriam — Lady Susan Fortescue (The Lady Frances Gordon-Duff)</i>	.. 1924 ..	£50
<i>In Memoriam — Lady Susan Fortescue (The Countess St. Aldwyn)</i>	.. 1925 ..	£50
<i>In Memoriam — Lady Susan Fortescue (The Lady Mary Bridgeman)</i>	.. 1926 ..	£100
<i>In Memoriam — Annie Seppings</i>	.. 1927 ..	£5
<i>In Memoriam — Gertrude Jane King</i>	.. 1929 ..	£103 12
		£742 9 11

GENERAL FUND—SUBSCRIPTIONS.

April 1, 1930, to March 31, 1931.

	£	s.	d.
HER MAJESTY THE QUEEN	5	0	0
Miss Aspell	1	0	0
The Lady Grace Baring	1	1	0
Mrs. Bere		10	6
Miss Winifred Berry	1	0	0
Miss Biggs	2	2	0
Mrs. Booth, Gracedieu Manor	1	1	0
Mrs. Charles Booth	1	0	0
Mrs. Bowley	2	0	0
The Lady Mary Bridgeman	5	5	0
Mrs. S. Bruce	1	1	0
Miss E. Amyatt-Burney	5	0	0
Mrs. Bush	1	1	0
Mrs. Byrne	2	2	0
Miss A. W. Cawthra	5	0	0
Miss M. E. Chambers		5	0
Miss A. Cleveland		10	0
Mrs. Clutterbuck		10	6
Miss Crampton	1	1	0
Miss E. M. Dalton	5	0	0
The Lady Bertha Dawkins	1	0	0
Lady Dawkins	3	3	0
Lady Dodds		5	0
The Hon. Mrs. Leslie Farrer	1	1	0
Miss Giuseppe		5	0
Mrs. Gordon-Moore	2	0	0
Mrs. Gore-Booth	1	0	0
Mrs. Alan Gray	1	1	0
Mrs. Greenwood		12	6
Mrs. Hoster	3	3	0
The Hon. Mrs. Ionides	2	2	0
Lord Leigh	1	0	0
Miss Lidderdale	1	1	0
Dowager Lady Loch	1	1	0
Mrs. F. W. Lund	1	0	0
Lady Meinertzhagen		10	0
L. D. Nicholson, Esq.	1	1	0
Lady Peto	1	0	0
Mrs. J. Rennie	5	5	0
Mrs. Rintoul		10	0
Miss S. Rintoul		10	0
Miss Isabel Roget	2	2	0
Mrs. J. W. F. Rowe	2	0	0
The Viscountess St. Cyres	10	10	0

Carried forward £84 12 6

GENERAL FUND—SUBSCRIPTIONS—continued.

	£	s.	d.
Brought forward	84	12	6
Miss L. Godwin Salt, M.A.	1	1	0
Miss D. Selby	1	1	0
R. C. Sharman, Esq.	1	1	0
Miss Georgiana Spring-Rice	1	1	0
Mrs. Stephen Spring-Rice	2	0	0
Miss E. Stopford	1	0	0
Miss P. Strachey		5	0
Mrs. E. H. Thruston	1	0	0
Mrs. Wainwright	1	1	0
Mrs. Whiteoak		10	6
Miss Gladys Woolcombe	1	1	0
Lady Wright		5	0
R. C. Wyse, Esq.	2	2	0
Mrs. Yeoman		10	0
Mrs. R. A. Yerburch	10	0	0
	<u>£108</u>	<u>10</u>	<u>6</u>

GENERAL FUND—DONATIONS.

April 1, 1930, to March 31, 1931.

	£	s.	d.	
Per Lady Bertha Dawkins' Fund	100	0	0	
Mrs. Henry Campbell		10	6	
Mrs. Cogan	1	0	0	
Miss Herring		10	0	
Miss Nellie Jones		10	0	
Miss Kerr Sander	3	3	0	
Canon Bickersteth Ottley	2	2	0	
Miss Ida Paul	5	10	0	
Miss A. Pickles		1	0	
Mrs. J. W. F. Rowe	15	0	0	
Miss Tipper	1	0	0	
Mrs. Wellesley Colley, per Lady Bertha Dawkins	2	2	0	
A. F. Williams, Esq.	2	2	0	
Collected at Annual Meeting, November 27		1	15	6
Per Appeal Fund	£42	7	0	
Clothworkers' Company	20	0	0	
Miss B. Newcombe	50	0	0	
	<u>112</u>	<u>7</u>	<u>0</u>	
	<u>£247</u>	<u>13</u>	<u>0</u>	

SUBSCRIPTIONS.

SUSAN ELIZABETH FORTESCUE AND EDUCATED WOMEN WORKERS' LOAN TRAINING FUND, WITH THE GERTRUDE KING MEMORIAL FUND.

Miss M. L. H. Taylor	£1	0	0
Miss Menzies		10	0
	<u>£1</u>	<u>10</u>	<u>0</u>

THE SOCIETY FOR PROMOTING THE TRAINING OF WOMEN.

Dr.

Income and Expenditure Account for the Year ended March 31, 1931.

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EXPENDITURE.	£	s.	d.		£	s.	d.
To Rent	45	0	0	By Subscriptions	108	10	6
„ Salaries and Audit Fee	326	0	0	„ Donations	197	13	0
„ Office Cleaning, Attendance, Electric Light and Coal	33	14	11	„ Dividends (net)	205	10	0
„ Subscriptions and Conference Expenses	5	1	0	„ Interest on Deposit... ..	15	5	
„ Printing, Postage and Stationery	32	3	9	„ Income Tax Recovered	55	6	7
„ Insurance	2	12	6				
„ Telephone	8	7	6		567	15	6
„ Cheque Books	1	9	10	„ Excess of Expenditure over Income for the Year	90	2	0
„ Trust Income Fees	1	6	2				
„ Repairs	1	15	0				
„ Cost of Appeal	192	0	4				
„ Depreciation of Furniture—7½ per cent. on £111	8	6	6				
	£657	17	6		£657	17	6

J. SPRING RICE, *Chairman of Committee.*
BERTHA DAWKINS, *Hon. Treasurer.*

THE SOCIETY FOR PROMOTING THE TRAINING OF WOMEN.

SUMMARY OF LOAN FUNDS FOR THE YEAR ENDED MARCH 31, 1931.

RECEIPTS.	£	s.	d.		£	s.	d.	
To Balance at Bank, April 1, 1930	35	13	0	PFEIFFER STUDENTS' LOAN TRAINING FUND.	By Loans granted	426	8	0
„ Grant from Board of Education	50	0	0					
„ Grant from Lady Bertha Dawkins' Fund	95	14	0					
„ Repayments of Grantees	226	17	0					
„ Advance by General Funds	18	4	0					
„ Repayments of Grantees	24	7	0	426	8	0		
„ Grant from Lady Bertha Dawkins' Fund	95	14	0	CAROLINE ASHURST BIGGS LOAN TRAINING FUND.	„ Balance due to General Funds, April 1, 1930	19	9	4
„ Advance from General Funds	24	10	4			„ Loans granted	125	2
„ Repayments of Grantees	68	17	6	144	11	4		
„ Dividends	10	17	0	HELEN BLACKBURN LOAN TRAINING FUND (HOLDS £350 FUNDING LOAN 4 PER CENT. BONDS, 1950-90).	„ Balance due to General Funds, April 1, 1930	0	11	3
„ Grant from Lady Bertha Dawkins' Fund	95	14	0			„ Loans granted	197	5
„ Advance from General Funds	22	7	9					
„ Repayments of Grantees	212	12	7	197	16	3		
„ Subscriptions	1	10	0	SUSAN ELIZABETH FORTESCUE AND EDUCATED WOMEN WORKERS' LOAN TRAINING FUND, WITH G.K. MEMORIAL FUND	„ Balance due to General Funds, April 1, 1930	35	9	5
„ Grant from Lady Bertha Dawkins' Fund	95	14	0			„ Loans granted	369	1
„ Advance from General Funds	100	1	10		„ Gifts to Grantees	5	8	0
„ Cash at Bank, April 1, 1930	6	11	8	409	18	5		
„ Repayments of Grantees	44	0	0	LOUISA, LADY GOLDSMID LOAN TRAINING FUND.	„ Loans granted	190	15	0
„ Grants from Lady Bertha Dawkins' Fund	95	14	0			„ Cash at Bank, March 31, 1931	5	10
„ Special Donation	50	0	0					
„ Cash at Bank, April 1, 1930	1	5	0	196	5	8		
„ Repayments of Grantees	29	7	6	CLARA EVELYN MORDAN LOAN TRAINING FUND.	„ Loans granted	122	14	8
„ Grant from Lady Bertha Dawkins' Fund	95	14	0			„ Cash at Bank, March 31, 1931	3	11
„ Cash at Bank, April 1, 1930	11	18	11	126	6	6		
„ Repayments of Grantees	14	5	0	MRS. HAWEIS LOAN TRAINING FUND.	„ Loans granted	5	0	0
„ Repayments of Grantees	130	13	0			„ Cash at Bank, March 31, 1931	21	3
				26	3	11		
				WAR TRAINING FUND	„ Balance due to General Funds, April 1, 1930	5	17	11
						„ Loans granted	97	16
					„ Cash at Bank, March 31, 1931	26	19	1
				130	13	0		
	£1,658	3	1		£1,658	3	1	

FORM OF BEQUEST TO THE SOCIETY FOR PROMOTING THE
TRAINING OF WOMEN, FOR THE GENERAL PURPOSES OF THE
SOCIETY.

I bequeath to the SOCIETY FOR PROMOTING THE TRAINING OF WOMEN, the
sum of £....., free of Legacy Duty, for which sum the
receipt of the Treasurer for the time being of such Society shall be a sufficient
discharge.

ANNUAL SUBSCRIPTION ORDER.

Date.....

To Messrs.....

Address.....

Please pay to Messrs. COUTTS & CO., 1, Cadogan Place, Sloane Street, S.W.1, the sum
of.....on behalf of the SOCIETY FOR PROMOTING
THE TRAINING OF WOMEN (Educated Women's Loan Training Fund), 251, Brompton
Road, London, S.W.3, and continue to pay the same amount ANNUALLY till further orders.

Signature.....

TWOPENNY

STAMP

£ : :

