

362.95: 331.86 LOANS.

THE

SIXTY-SIXTH ANNUAL REPORT

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THE SOCIETY

FOR PROMOTING THE Traing (1926) EMPLOYMENT OF WOMEN.

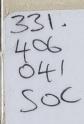
(EDUCATED WOMEN'S LOAN TRAINING FUND.)

NOVEMBER, 1925.

ESTABLISHED 1859.

INCORPORATED 1879.

OFFICE:



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12 -25.

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

Pamphlet

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

FILE · COPY

WOMEN'S SERVICE .

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LONDON JOHN BALE, SONS & DANIELSSON, LTD. 83-91, Gt. Titchfield Street, Oxford Street, W.1.

3800170471

Society for Promoting the Employment of Women.

(EDUCATED WOMEN'S LOAN TRAINING FUND.)

UNDER THE PATRONAGE OF

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

THE COUNTESS OF DERBY. THE VISCOUNTESS ST. CYRES. THE LADY AMPTHILL. FLORENCE, LADY EBURY. THE DOWAGER LADY LOCH. THE LADY LEIGH. THE LADY MARY TREFUSIS. LADY FITZGERALD. DAME MILLICENT GARRETT FAWCETT, G B.E., LL.D., J.P. MISS ANTOINETTE M. MACKENZIE. MRS. GEORGE MOSENTHAL.

> President. THE LORD LEIGH.

Vice-Presidents. THE RIGHT REV. THE BISHOP OF LONDON. MAJOR JOHN W. HILLS.

> Chairman of Committee. MRS. STEPHEN SPRING-RICE.

bon. Treasurer. THE LADY BERTHA DAWKINS.

Committee.

The Lady BALFOUR OF BURLEIGH, Mrs. ROBERT FITZGERALD, C.B.E. Mrs. GREENWOOD. M.B.E. Miss King. Miss BIGGS. Mrs. Müller. Mrs. CHARLES BOOTH. Miss PLUMPTRE. Mrs. ARTHUR CANE, C.B.E. Miss GEIKIE COBB, M.B.E., B.A., Mrs. J. W. F. Rowe. Mrs. Stephen Spring-Rice. LL.B. Mrs. E. H. THRUSTON. The Lady BERTHA DAWKINS. Mrs. HORACE DAWKINS.

Miss HITCHCOCK.

Mrs. John Roskill.

Miss PASSMORE.

MEMBERS OF THE COMMITTEE FOR THE MRS. HAWEIS LOAN FUND.

Miss Spencer, O.B.E. Mrs. Stephen Spring-Rice. Mrs. E. H. Thruston.

Secretary-Miss Edith Hare.

Eudítor-Miss HARRIS SMITH, Chartered Accountant, F.C.A.

Bankers-Messrs. Courts AND Co., Strand.

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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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 Employment of Women, 1,007 educated girls and women have been able to procure systematic professional or technical training during the last thirty-one years, the total amount granted in loans being £15,423.

Fund	wa	en the Fur s entrusted the Society	1	Amount
Pfeiffer Fund, in memory of Madame Ida Pfeiffer, for many years a Mem- ber of the Society	•••. /1.111 117	1894	••	The interest of £2,000 awarded by Charity Com- missioners, yielding £50 annually.
Caroline Ashurst Biggs Fund	••	1900		£171 7 6
Helen Blackburn Fund		1904	•••	£250 at first, but has re- ceived donations amount- ing to £315, and a legacy of £250 which is invested for the Fund.
Louisa Lady Gold s mid Fund		1910	*	£200
Clara Evelyn Mordan Fund		1915	•••	£100
Mrs. Haweis Memorial Loan Fund (partly un- der management of Committee)		1902		£166 8
The Susan Elizabeth Fortescue and				
Educated WomenWorkers' Loan Training Fund		1913		£433 17 11
[In Memoriam — Lady Susan Fortescue]		1924	••	£50
[In Memoriam — Lady Susan Fortescue]		1925	• • •	4:50
Strong T of Goode1				£533 17 11

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.

ANNUAL REPORT.

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Society's Work. Nork. Nork. Nork. Nork. Norest the Committee of the Society for Promoting the Employment of Women think it may be of interest to their friends and supporters to recall very briefly why the Society, with the sub-title of "Educated Women's Loan Training Fund," was founded so many years ago.

The late Miss Jessie Boucherett, its foundress in 1859, and the moving spirit, was determined to form a Society which should have for its object the opening up of employments for women and their training, as well as their more extensive admission into those employments already open to them. In the early days of the Society an immense amount of time and work was expended in collecting information of every kind regarding employment; in visiting employers in workshops where women might be suitably employed, and in procuring training for applicants. The great Earl of Shaftesbury was the Society's first President, other distinguished men have been Vice-Presidents, and many well-known women have served on the Committee. The work was carried on quietly and very effectively, and many of the pioneers in women's work watched the Society's growth with interest and sympathy. For half a century strenuous and splendid spade work was performed by Miss Gertrude J. King, as the Society's devoted Secretary.

During its sixty-six years of active work the Society has been instrumental in helping women to train for more than seventy different kinds of occupations.

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In 1894 the first Loan Training Fund was started. Previous to this, financial help had been given for apprenticeships by the City and Guilds of London Institute, but this ceased in 1895, owing to the great expenses entailed in the upkeep of their own Technical Schools. The interest of £2,000 from the Pfeiffer Bequest was awarded to the Society for training by the Charity Commissioners, and formed the Pfeiffer Student Fund. This was followed in 1900 by the Caroline Ashurst Biggs Fund; the Mrs. Haweis Memorial Loan Fund in 1902 (under partial management of the Society's Committee); the Helen Blackburn Fund in 1904; Louisa, Lady Goldsmid Fund in 1910; Clara Evelyn Mordan Fund in 1915-all small, simple Memorial Funds. The Educated Women Workers' Loan Training Fund, started by Mrs. Hoster, was handed over to the Society in 1913. In December, 1923, a donation of £50 from Lady Frances Gordon-Duff was added to this, and the Fund renamed the Susan Elizabeth Fortescue Memorial and Educated Workers' Loan Training Funds. This year Countess St. Aldwyn also gave a donation of £50 to be added to this Fund in memory of her sister, Lady Susan Fortescue.

During the last thirty years over 1,000 girls and women have availed themselves of the Society's help in training, and the amount of the loans granted during that time is between $\pounds 15,000$ and $\pounds 16,000$.

To-day every educated woman who wishes to be independent and self-supporting realizes that she must be trained for some special work. This training may last for four or five years, or it may take six months only; 8

money and time are required in any case, and the need of the former brings many applicants to the Society.

During the year ending March 31, 1925, Applications. the Committee have met twenty-five times, and loans have been granted for the following

trainings :--

1 for Completion of Medical Studies. 1 for House Property Management.* 1 for Research Work at British School, Athens. 1 as Private or College Librarian. 2 for Secondary School Teaching. 2 for Sunday School Organization. 9 for Secretarial work. 1 as Physical Training Mistress. 1 for Mothercraft work. 1 as Children's Nurse. 1 as Teacher of Dancing. 1 for Cake-making.

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The number of applications granted this year by the Committee is very much smaller than usual. This must be explained by the fact that they were seriously handicapped for the greater part of the year by the very low state of their Loan Funds. Promises which had been made to Grantees whose trainings extended over three and four years had to be met, and this made it most difficult to consider many new applications. The Committee would like to remind the Society's friends, and those interested in the work, that there has been a considerable increase in the cost of certain trainings, and to even a greater degree in the cost of living, and their little Loan Funds have been strained to the utmost.

* Since withdrawn.

Training Funds.

From the War Fund this year loans and gifts, amounting to £707 9s. 8d., have been made, and the repayments of the loans from

that Fund have amounted to £453 10s. 9d. £592 5s. have been granted from the Loan Training Funds, and the Grantees have repaid £654 4s. 2d.

Twenty-five of the Society's Grantees have completed their trainings during the year, and have been successful in finding posts as follows :---

> 1 as Accountant. 2 as Assistant, and Form Mistresses. 3 as Assistant, and Supply Teachers under L.C.C 2 as Cooks in Club and Restaurant. 1 as Diocesan Sunday School Organizer. 2 as Elementary School Teachers. 1 as Kennel Maid. 1 as Maternity Nurse. 1 as Music Teacher in School in India. 2 as Nursery Nurses. 8 in Secretarial work. 1 as Under-Matron in School.

25

Eighteen Grantees completed the repay-Letters from ment of their loans during the year. The following extracts are from letters received

from a few of the Grantees when sending the final instalments of the loans granted :---

(a) Secretarial Work. "I am so very glad to be able to send the balance, which I believe completes the repayment of the loan made to me by your Committee. Would you please express my sincere gratitude to your Committee for the great help they gave me at a very critical time, and also for the consideration you have shown me throughout the long period it has taken me to repay the

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loan. I consider the work of your Society most valuable, and I should so like to become a member. I am delighted to send a donation of ± 5 ."

(b) Geographical and Mathematical Mistress in High School. "I write to say how very grateful I feel to the Society for granting me the loan which enabled me to complete my training, and for the leniency in the matter of repayment. I shall always be deeply indebted to your Committee."

(c) From a clergyman, the father of a Grantee who trained for Dispensing. "Will you please convey to your Committee my very grateful thanks for their kindness, and also for the consideration they have shown in allowing the repayment to be so extended. I am very sorry it has not been in my power to make the repayment more expeditiously."

(d) From the guarantor of a Grantee, now a Qualified Dentist. "Neither she nor I will ever forget her indebtedness to your Society, and the great patience and consideration that have been extended to her over this long period of years. . . I am much interested in the Report you so kindly sent me, and I should like, as a very small token of my gratitude to you for the help you so generously gave my friend, to send this small cheque, and to be a subscriber of £1 a year."

(e) Elementary School Teacher. "I feel greatly indebted to your Society for their kind help and assistance, which has been of such great benefit to me. I shall be pleased to show my gratitude by sending a small donation to your funds. If it is so small a donation as a guinea, would your Committee accept this?"

The Committee would like to point out that no interest is charged on the loans advanced to their trainees, nor are there any fees for interviews and correspondence in connection with the loans, but the Secretary very much appreciates the thoughtfulness of those who send stamps

for replies. It is expected that repayment of a loan should begin at the end of one month after the Grantee is earning a salary—certainly not later than three months after she has finished her training. The death of a Grantee cancels the debt, or any part of it left unpaid, and should a Grantee be so seriously incapacitated by illness from earning her living in the future, a doctor's certificate to that effect must be furnished to the Committee, and she is released from further repayment.*

Society's Financial Position.

The Committee are still very anxious about the financial position of the Society. More subscribers to the General Fund are

greatly needed, as well as donations to the General Fund and Loan Training Funds. Lady St. Aldwyn's kind donation of £50 was a great help, and the Committee are also glad to report the receipt of a legacy of £100 allotted to the Society by the Executors of the late Miss Newman, of Bath, which has been added to the Society's investments. The War Fund is necessarily diminishing. From time to time Stock has been sold to meet applications, and gifts and loans have made heavy annual inroads.

Early in the year the City and Guilds of London Institute was appealed to by the Chairman of Committee and the Hon. Treasurer for some financial support, but unfortunately without success. The Committee are of

* During the whole period of the administration of the Loan Training Funds the Society's "bad debts" have amounted to £309 3s. 8d. opinion that the Society should be more widely advertised, but it costs money to do this, and funds will not permit of large expenditure in that direction.



The Committee are pleased to report that the Society's Annual Meeting, which was held on November 25, at 31, Grosvenor

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Square, by the kind invitation of the President, and Lady Leigh, was very well attended, and the hospitality of the host and hostess very much appreciated.

Since the last Annual Report was published, Mrs. MacDermot has resigned from the Committee and gone to Australia. Her place on the Mrs. Haweis Loan Fund Committee has been filled by Mrs. E. H. Thruston. Mrs. Arthur Cane, C.B.E., and Mrs. Robert FitzGerald, C.B.E., joined the Committee in the autumn of last year.

The Society's Accounts have been again entrusted to the care of Miss Harris Smith, F.C.A., Chartered Accountant, to the entire satisfaction of the Committee, who are most grateful for her continued care of their interests.

GENERAL FUND-SUBSCRIPTIONS.

April 1, 1924, to March 31, 1925.

								£	s.	d.
HER MAJESTY THE QUEE	N				18		• •	5	0	0
The Lady Ampthill								2	0	0
The Lady Grace Baring								1	1	0
Mrs. J. H. Bere		•••			· • •				10	6
Miss Biggs								2	2	0
Mrs. Birch-Reynardson								1	0	0
Mrs. Charles Booth								1	11	6
The Lady Mary Bridgema	an							5	5	0
W. Bristow, Esq								2	2	0
Mrs. S. Bruce			25 1.1 28		ac	1		1	-1	•0
Mrs. Arthur Cane, C.B.E								1	0	0
Miss Ada Cleveland									10	0
Mrs. Cracroft						· · ·			10	6
The Lady Bertha Dawkin	ns							1	0	0
Mrs. Horace Dawkins							· · · ·	3	3	0
Lady Dodds									5	0
Florence, Lady Ebury									10	6
Miss Giuseppi			•••						5	0
Miss Hamilton-Gordon				als in the				3	0	0
Mrs. Alan Gray		•••		CALIFORT.	••			1	1	0
Mrs. Greenwood (two yea	re)		••	••				ī	ō	6
	10)	••	•••	•••	••			3	3	Õ
Mrs. Hoster Miss Kinnison		•	•••	••	•••		Line Co	1	0	Õ
		•••	· · ·	••	••••			1	1	0
Miss Lidderdale Mrs. F. W. Lund		•••	1881 · (1881	•••			•••	1	ō	Õ
Mrs. Meinertzhagen			• • •	••	1. 1900			-	10	Õ
Mrs. George Mosenthal			••				•••	3	3	Ő
Mrs. W. Mosenthal		••	••	•••	••	••	••	3	3	õ
TIDI		••	••	••	••	••	•••	1	0	õ
		••	••	••	••	•••	••	+	10	Ő
Miss Plumptre		••		•••	••	••	•••	1	0	0
Mrs. Rintoul		••.	••	••	••	•••	••	T	10	0
1		•• 2	••••	•••	(1·•)	100.000	•••	5	10	0
Lady Roberts (the late)		••	••	••	••	••	••	2	0	0
Mrs. J. W. F. Rowe	~	••	••	••	••	••	••	10	10	0
The Viscountess St. Cyre		••	••	••	••	••	••	10	0	0
Miss L. Godwin Salt, M.	A.		••	•••	••	••	••	Т	10	0
Miss Scott		••	••	• •	••	••	••	-1	Stand Land	1000
Miss Agnes Spring-Rice		••	••	• •	••	••	••	1	0	0
Miss Georgina Spring-Ri		••	••	••	••	••	•••	$\frac{1}{2}$	0	0
Mrs. Stephen Spring-Rice	е	••	••	•••	••	••	••	Z	0	0
Miss Tattersall		••	••	••	Q	••	٠.		10	0
Mrs. E. H. Thruston		••	••	••	••	••	••		10	0
Mrs. C. Waugh		••		••	••	••	••		10	6
Lady Wright		••	••	••	•••	•••	••		5	0
Mrs. Yeoman		••		••	•••	••	••		10	0

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£75 4 0

GENERAL FUND-DONATIONS.

	t	S. (u.
Anonymous, per Mrs. Stephen Spring-Rice	10	0	0
Miss Martin Clarke, per Mrs. Hoster		5	0
Miss Olive Day		4	0
Miss Helen Farquhar	1	0	0
Miss Isabel Farquhar	2	0	0
Lady FitzGerald		0	
Mrs. V. Maling	5	0	0
A. G. Ross, Esq., per Mrs. Stephen Spring-Rice	5	0	0
Miss I. Valentine Vincent		10	0
Miss Honor Walters	1	0	0
	1.1		
	£26	19	0

SUBSCRIPTIONS.

"Susan Elizabeth Fortescue" and Educated Women Workers' Loan Training Fund.

Mrs. George Mosenthal Miss M. L. H. Taylor	 			5	5		
· ·				£6	5	0	

DONATIONS.

£ s. d.

,

1924.	The Lady Frances Gordon-Duff (In Memoriam, Susan			
	Elizabeth Fortescue)	50	0	0
1925.	The Countess St. Aldwyn (In Memoriam, Susan Eliza-			
	beth Fortescue)	50	0	0

LEGACY.

May, 1924. Executors, late Miss Newman, Bath .. £100 0 0

	Cr.
WOMEN.	
OF	1925
THE SOCIETY FOR PROMOTING THE EMPLOYMENT OF WOMEN.	Income and Expenditure Account for the Year ending March 31, 1925.
	Dr.

INCOME. & s. d.	By Subscriptions and Legacy 175 4 0 Donations 26 19 0 Interest—Deposit Account 211 17 0 Interest—Deposit Account 211 17 0 Income Tax Reclaimed 12 0 8 Loan Repaid—Pfeiffer Fund 12 0 8		£499 6 8
£ s. d.	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	rplus of 233 15 4	£499 6 8
EXPENDITURE.	To Rent	., Balance carried forward-being Surplus Income over Expenditure	· · · · · · · · · · · · · · · · · · ·

I hereby certify that I have examined and compared the above Statement with the Books and Vouchers relating thereto, and found it to be correct. I have also verified the amount of Securities and the Cash at Bankers.

20, BUCKLERSBURY, MANSION HOUSE, LONDON, E.C.4. May 26, 1925.

M. HARRIS SMITH, F.C.A., Auditor. (Chartered Accountant.)

GENERAL FUND-DONATIONS.

						t	S.	u.
Anonymous, per Mrs. Step	hen S	Spring-]	Rice			 10	0	0
Miss Martin Clarke, per M							5	0
Miss Olive Day							4	0
Miss Helen Farquhar						 1	0	0
Miss Isabel Farquhar				• • •		 2	0	0
Lady FitzGerald						 2	0	0
Mrs. V. Maling						 5	0	0
A. G. Ross, Esq., per Mrs.	Step	hen Spi	ring-R	Rice		 5	0	0
Miss I. Valentine Vincent					1		10	0
Miss Honor Walters				2		 1	0	0
						1		
						£96	19	0

£26 19

SUBSCRIPTIONS.

"Susan Elizabeth Fortescue" and Educated Women Workers' Loan Training Fund.

Mrs. George Mosenthal Miss M. L. H. Taylor	 	•	•••	 	5	s. 5 0	0
					£6	5	0

DONATIONS.

1924.	The Lady Frances Gordon-Duff (In Memoriam, Susan				
	Elizabeth Fortescue)	50	0	0	
1925.	The Countess St. Aldwyn (In Memoriam, Susan Eliza-				
	beth Fortescue)	50	0	0	

LEGACY.

May, 1924. Executors, late Miss Newman, Bath .. £100 0 0

6 0 2

SOCIETY FOR PROMOTING THE EMPLOYMENT OF WOMEN.

SUMMARY OF LOAN FUNDS FOR THE YEAR ENDING MARCH 31, 1925.

RECEIPTS. To Grant from Board of Education ,, Repayments of Grantees	£ s. d 50 0 0 188 16 2		Pfeiffer Students' Loan Training Fund.		d . 12 0 8 76 15 6
" Balance at Bank, April 1, 1924 , Repayments of Grantees	8 5 0 125 10 0		CAROLINE ASHURST BIGGS LOAN TRAINING FUND.	,, Loans granted ,, Balance at Bank	$\begin{array}{cccccccccccccccccccccccccccccccccccc$
,, Balance at Bank, April 1, 1924 Repayments of Grantees ,, Dividends	17 2 4 126 3 6 10 17 0		HELEN BLACKBURN LOAN TRAINING FUND. £350 Funding Loan, 4%	"Balance at Bank	. 112 5 0 . 41 17 10 154 2 10
Balance at Bank, April 1, 1924 ,, Repayments of Grantees ,, Subscriptions ,, The Countess St. Aldwyn	31 2 10 119 17 6 6 5 0 50 0 0		"Susan Elizabeth For- tescue" and Educated Women Workers' Loan Training Fund.		. 141 10 0 . 65 15 4
" Balance at Bank, April 1, 1924 " Repayments of Grantees	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	207 5 4 62 11 8	Louisa, Lady Goldsmid Loan Training Fund.		$\begin{array}{cccccccccccccccccccccccccccccccccccc$
,, Balance at Bank, April 1, 1924 ,, Repayments of Grantees	<u>10 0 *0</u> <u>5 0 0</u>		Clara Evelyn Mordan Loan Training Fund.	"Balance at Bank	<u> </u>
,, Balance at Bank ,, Repayments of Grantees	11 3 11 51 10 C		Mrs. Haweis Loan Training Fund.	,, Loans granted ,, Balance at Bank	$\begin{array}{cccccccccccccccccccccccccccccccccccc$
	BAGAS	£874 4 II	LUNG OCCORA	FOR PROMOTING	£874 4 II

I hereby certify that I have examined the above Statement with the Books and Vouchers relating thereto, and found it to be correct. I have also verified the amount of Cash at Bankers and the Securities standing in the name of the Helen Blackburn Fund.

20, BUCKLERSBURY, MANSION HOUSE, LONDON, E.C.4. May 26, 1925. M. HARRIS SMITH, F.C.A., Auditor. (Chartered Accountant.)

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

I bequeath to the Society FOR PROMOTING THE EMPLOYMENT OF WOMEN, the sum of L _____, 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.

To Messrs.

Address

Please pay to Messrs. COUTTS & CO., 440, Strand, W.C.2, the sum of on behalf of the Society for Promoting THE EMPLOYMENT 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

STAMP

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TWOPENNY

£

