

National Union of Women Teachers

39 GORDON SQUARE, LONDON, W.C.1.

Telephone :
MUSEUM 2768.

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January, 1935.

To Members of Parliament.

SIRS (MESDAMES),

I have been instructed to forward for your consideration the following resolutions which were among those passed at the Annual Conference of the National Union of Women Teachers held in Malvern from December 31st, 1934, to January 4th, 1935.

Yours faithfully,

ETHEL E. FROUD,
General Secretary.



RESOLUTIONS.

RAISING OF THE SCHOOL-LEAVING AGE.

1. "This Conference of the National Union of Women Teachers affirms its belief:—
 - i. that educational efficiency is being seriously impaired by the delay in lengthening the school life of pupils now in the schools;
 - ii. that Industry should no longer be served by juvenile labour;
 - iii. that rapidly increasing numbers of girls and boys will be idle while school places are available for them;
 - iv. that this waste of educational opportunity and human material is gross extravagance on the part of the nation,and urges the Government to introduce legislation for raising the School-leaving Age without further delay."

TRAINING OF TEACHERS.

2. "In view of the demand for the raising of the School-leaving Age and the expansion of the educational service, this Conference urges the Board of Education to withdraw its Circulars limiting the number of students admitted to Training Colleges.
"It emphasises the need of training in the art of teaching for teachers in all types of schools and the importance of extending facilities for refresher courses."

NURSERY SCHOOLS.

3. "That this Conference of the National Union of Women Teachers calls upon the Government to make compulsory the present optional clauses dealing with Nursery Education in the Act of 1921 and so ensure the effective supervision of children of nursery school age, under the immediate care of properly-qualified teachers, in adequately-equipped buildings."

SIZE OF CLASSES.

4. "That this Conference deplors the tendency to increase the size of classes and considers no class should have more than 30 on roll."

EDUCATION IN RURAL AREAS.

5. "This Conference reiterates its demand that children in rural areas should have educational opportunities equal to those in urban areas and therefore asserts that there should be a national scale of salaries and adequate Government grants to provide a higher standard of building, equipment and staffing in rural areas."

JUNIOR INSTRUCTION CENTRES.

6. "This Conference protests against the establishment of Junior Instruction Centres as an alternative to the raising of the school-leaving age. It believes that where such centres are established they should be under the direct control of the Board of Education acting through Local Education Authorities.
"It protests against the proposed differentiation in grant to Boys' and Girls' Centres and calls upon the Government to make all conditions of grant, staffing and equipment equal for boys and girls since both are of equal importance to the State.
"It is deeply concerned with the conditions of building, equipment and staffing which have been recognised as efficient by the Ministry of Labour and demands that the standard shall be raised to that required in secondary schools."

7. "That this Conference protests against the failure of the Government to appoint Women Inspectors to Junior Instruction Centres and demands that expert women be appointed with status equal to that of the men inspectors."

FREE SECONDARY EDUCATION.

8. "That this Conference demands the immediate abolition of fees in all grant-aided Secondary Schools as an initial step towards the inclusion of all post-primary schools in one unified system of Secondary Education."

MENTAL DEFICIENCY.

9. "That this Conference urges the necessity for the adequate staffing of Special Schools and condemns the practice of allocating a class to the head teacher as a measure of economy. It further believes that there should be more adequate after-care provided for such children throughout the critical years of adolescence."

FILMS.

10. "That this Conference is of opinion that the present classification of films and the regulations concerning the admittance of children to cinema theatres are unsatisfactory and inadequate; it urges on all authorities concerned the need for a more active policy with a view to stimulating the production of films for children and their exhibition under suitable conditions."

EQUAL PAY.

11. "That this Conference of the National Union of Women Teachers calls the attention of the Government to the fact that no steps have yet been taken in this country to make effective Article 427, Clause 7 of the Peace Treaty, 'That men and women should receive equal remuneration for work of equal value' and declares that, in the interests of international rectitude and as an example to other employers, the Government should, without further delay, put into force the principle of equal pay for work of equal value in the Civil Service.

"Further, in view of the equal professional training and duties of men and women teachers, this Conference calls upon the Government and Local Education Authorities to establish a national scale of salaries in which shall be embodied the principle of equal pay for men and women teachers of the same professional status."

ECONOMY CUTS—SALARIES.

12. "That this Conference protests strongly at the continuance of a five per cent. cut in teachers' salaries, and calls upon the Government to fulfil its obligations by restoring the salaries in full."

ECONOMY CUTS—PENSIONS.

13. "This Conference of the National Union of Women Teachers draws attention to the fact that a permanent injustice is inflicted upon all teachers who retire while the cuts in salaries are in force, or at any time during a period of five years after they are fully restored.

"It views with profound indignation the Government's suggestion that, in order to rectify this injustice which is of its own creation, all teachers should contribute to the Superannuation Fund on the basis of the full salaries due since October, 1931, and declares that it is strongly opposed to the imposition of any further tax upon teachers' salaries.

"This Conference asserts its opinion that the Government should assume the full financial responsibility for ensuring that a permanent injustice is not imposed on those teachers whose pensions are calculated on 'cut' salaries and, further, in order that this injustice shall not be perpetuated, calls upon the Government to take immediate steps to terminate all the salary cuts made as a temporary measure in 1931."

EQUAL OPPORTUNITIES.

14. "That this Conference views with deep concern the increasing tendency in this country and abroad to restrict the opportunities available for women in employment, especially by preventing them from entering the higher grades of the professions. In view of the importance of inculcating in early youth the right psychological attitude of boys and girls to each other in preparation for the time when they enter the labour market, this Conference once again calls upon the Government and the Local Education Authorities to set an example by ensuring that men and women alike are not only eligible for the headships of all mixed schools (whether Junior, Senior, Central or Secondary), and for all inspectorial and administrative posts; but that, in the interests of efficiency, the best candidate, irrespective of sex, is appointed."

DISARMAMENT.

15. "That this Conference asserts its belief that only by disarmament can future warfare be prevented and calls upon the Government to lead the way towards World Security by abolishing the manufacture of arms for private profit."

16. "That this Conference draws attention to the increasing tendency of certain Local Education Authorities of making facilities for numbers of children to attend air, naval and military displays, and protests against this practice, as these exhibitions lead to the fostering of a warlike spirit and inculcate the idea of the glorification of war.

It further protests against the use of the school organisation for the formation of O.T.C. and Cadet Corps."

PERFORMING ANIMALS.

17. "That this Conference expresses its abhorrence of exhibitions of performing animals, and the showing of films of such, and calls upon the Government to take steps to make such exhibitions illegal."

WOMEN POLICE.

18. "That this Conference is of opinion that there is a pressing need for the appointment of more women police as a component part of the service, with status, powers and emoluments equal to those of men."

WOMEN IN PUBLIC LIFE.

19. "That this Conference is strongly of the opinion that the time is long overdue for the admission of women into the Diplomatic Service. Further, it considers that the appointment of an adequate number of women on all Government bodies (Advisory and Consultative Committees, Commissions of all kinds, etc.) is essential to their success."

DISMISSAL OF MARRIED WOMEN TEACHERS.

20. "That this Conference asserts that it is the right of every woman to engage in paid employment, should she so desire, and calls strongly upon the Government, Municipal Authorities and private employers to abolish all regulations which debar a woman from employment solely on account of marriage."

NATIONALITY OF WOMEN MARRIED TO ALIENS.

21. "That this Conference demands the introduction of the necessary legislation to enable a woman to retain her nationality, if she so desires, on marriage to an alien."

