Next Friends Meeting

The next meeting of the Friends of the Newsam Library and Archives will be held on October 11th in the Library Seminar Room. Sarah Aitchison, Natalie Zara and Claire Drinkwater, who between them are responsible for the Institute's Archives and Special Collections, will give a presentation and demonstration of how the collections are acquired, preserved and catalogued. There will also be a chance to have a guided tour of the book and archive stores in the basement of 20 Bedford Way. Refreshments will be provided. All members are welcome to attend.

Please reserve a place with Natalie Zara - by post addressed to the Institute Archives; by telephone to 020 7612 6983; or by e-mail at n.zara@ioe.ac.uk.

News

We are delighted to welcome our new permanent addition to the archive staff, Ms Natalie Zara. Some of you may have made contact with Natalie already, as she has taken over as the Hon. Secretary of the Friends. As well as being the main point of contact for the Friends Group, Natalie is undertaking the full range of duties in the Institute Archives. You will be able to meet her at our next meeting.

Conservation issues

Photographs are among the most interesting items in our archive collections, but they pose special problems for conservation. Each print needs to be separately packaged in an inert Secol sleeve, and stored in a box with others of the same size. Photographs should ideally be stored at a lower temperature than paper items. Films and negatives are particularly liable to deteriorate chemically.
**The Creation of the National Union of Women Teachers**

The National Union of Women Teachers was founded in 1904 as the Equal Pay League of the NUT, which was created by Miss E. L. Lane, then headmistress of Holland Street School in Blackfriars, and Mr Joseph B. Tate, an assistant master at Birmingham.

Miss Lane, an active member of the NUT, noticed that under the rules of the Benevolent and Orphan Fund the maximum grant obtainable by a woman was £25, whereas for a man it was £30, although both paid the same subscription. The dependents of women members were also denied assistance. She lobbied to have this imbalance redressed at the NUT Conference for three years running, and was finally successful in 1903.

At the Portsmouth Conference in 1904, Miss Lane was approached by Joseph Tate, who had steadily (but unsuccessfully) been working at a local level for the payment of equal salaries for women teachers. Mr Tate wrote a letter to the *Schoolmaster* proposing the formation of an Equal Pay League and this was duly set up the same year.

The main object of the League was ‘the improvement of the pay and position of women teachers’, and its special and immediate object ‘the adoption by the NUT of a Scale of Salaries embodying the principle of Equal Pay for Men and Women Teachers’.

The Equal Pay League remained very small-scale for a number of years, and could only hold its annual meeting at the NUT conference. At the 1904 conference, the Committee of the League called a meeting of women delegates for the Saturday immediately preceding the conference opening, to consider questions on the agenda which related specifically to women teachers. This meeting became an annual event. Members of the League also worked hard to keep the aims of the League alive in their local areas and encouraged women to attend meetings, giving them valuable practice at speaking and debating.

In 1906, the name was changed to the National Federation of Women Teachers. This meant that the male supporters dropped out (there were 5 out of a total of 73 members), although Mr Tate remained as Secretary.

Although still working within the NUT, the Federation found it extremely difficult to push forward its priorities within the union. For example, a motion of sympathy for female suffrage took four years to be passed. Eventually, the women realised that ‘it was impracticable to work through the NUT for any reforms which did not meet the approval of the men members’ (Emily Phipps ‘History of the NUWT’, 1928).

Opponents of equal pay used various tactics to defeat any motions put forward. For example, at a meeting of the London Teachers’ Association in 1907, when Nancy Lightman proposed a motion on equal pay ‘Miss Lightman was howled down, and for some time neither she nor I, who attempted to second from the body of the Hall, could be heard. Whistles were blown, feet stamped, comic songs were sung by organised opposition, and finally the meeting had to be adjourned, and broke up in disorder.’

The NFWT attempted for a further decade to influence the pay and conditions of women teachers from within the NUT and encountered serious opposition from within the union itself. Indeed, according to AM Pierotti,
the mere sight of a woman rising to her feet in the NUT Conference was enough to cause panic amongst its members. The story is related that when one woman (Miss AS Byett of Birmingham) enquired if she might ask a question, hundreds of delegates shouted to her to sit down. She persisted, and when order was restored, she quietly asked whether there was any objection to having a window open for ventilation.'

During this period the NFWT had expanded greatly, holding its first Annual Conference in Brighton in 1910. In 1913, Miss Ethel Froud was elected to replace Joseph Tate as Secretary and began to form the bare bones of the organisation which would become the NUWT. The number of local branches of the Federation grew from 23 in 1912 to 58 in 1914. In 1915, the Federation moved into its first dedicated office and in 1917 Miss Froud became its first paid officer, giving up her secure post as a teacher to run the NFWT office at the Memorial Hall. Also in this year the Federation set up a Legal Defence Fund to offer legal aid to members; a Mutual Aid Fund (1918) to provide financial assistance for women teachers and their dependants; and a Provident Sick Fund (1918). The Federation had until now been reporting developments in *The Schoolmistress* but 1919 saw the launch of its own independent journal *The Woman Teacher* with Miss Emily Phipps as editor.

In 1920, the Federation finally came to the conclusion that it could not continue to work within the NUT and so became the independent National Union of Women Teachers in 1920. In the following year, it was decided that members of the NUWT’s Central Council must not be members of the NUT, thus highlighting the split.

The NUWT continued to work for equal pay and other relevant issues for another 40 years, until women teachers were finally granted salary parity in 1961. The Union was then wound up and its papers given to the Institute of Education.

The records of the Union are extensive, comprising 414 boxes and 141 volumes, and include minutes of the Council and various committees, conference reports, branch records, correspondence, press cuttings, handbills, pamphlets, posters and photographs. However, as well as documenting comprehensively the Union’s business, the records also contain a large series of subject files (roughly two-thirds of the collection by volume). The NUWT interested itself in the wide range of issues affecting women teachers, including the marriage bar, maternity rights and family allowances. It was also concerned with education in its widest sense and took an interest in many issues such as class sizes, corporal punishment, the school leaving age, teacher training, and wider social and political debates such as capital punishment, the minimum wage and health policy. As well as being a teaching union, it was also a feminist organisation and maintained close links with other groups and individuals in the women’s movement.

The subject files therefore include papers and publications concerning important women’s organisations and pressure groups, including the Six Point Group, the National Union for Societies for Equal Citizenship, the Women’s Freedom League, the Open Door Council, the Association of Women Clerks and Secretaries and many others. Often the records of such organisations do not survive in their own right and the records of the Union thus provide important links to otherwise ‘lost’ organisations.

Still demonstrating for equal pay in the 1930s

The NUWT Archive at the Institute of Education

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While the administrative records are catalogued, the sheer bulk of the subject files has slowed the work on this area of the collection. It is currently a cataloguing priority and is being tackled slowly but surely by the archive staff!
New acquisitions

The Institute of Education Archives continue to grow, with several large and important new accessions, as well as continuing additions to existing collections.

Deposited collections saw additions to the papers of George and Judith Baines, David and Mary Medd, the British Families Educational Service, the White Family and Sir Fred Clarke. The Institute’s own archive also expanded.

New accessions are varied and wide-ranging. Some highlights are:

- Papers of Duncan Taylor, comprising radio scripts, with annotations, for various children’s history series, broadcast by the BBC in the 1960s-1970s, also including background research files and cuttings from the Radio Times.
- Records of the History of Education Society, 1976-1996, including minutes of the Committee and AGM, constitutional material, correspondence and Annual Conference booklets.
- Papers of Rose Kosky, 1960s-1980s, relating to the Barking Reading Project, including schemes, cassettes and notes.
- Papers relating to the life and work of the educational historian Brian Simon, 1940s-1990s, comprising talks and articles; correspondence; biographical; working papers; NUS material; visits abroad; and publishers’ correspondence.
- Papers of Ronald Wilson, 1940s-1990s, mainly relating to his career in adult education in Germany and England, and including extensive material relating to adult education in occupied Berlin and Germany immediately post-war.

Deposited collections also received or purchased additions to a number of open collections. Official Publications is probably the fastest growing collection, with the volume of government publishing constantly on the increase. Smaller numbers of items are also added to the History of Education collection, often as a result of donations, or by transfer from other parts of the library when the historical value of an item is recognised.

A more substantial addition to our historical holdings is expected shortly in the form of a further deposit from the Department for Education Library. This is a collection of School and University Histories, adding to our substantial holdings relating to the published history of individual educational institutions. The transfer of these materials to the Newsam Library was originally discussed over ten years ago, but postponed through lack of storage space. We now hope to receive these volumes within the next few weeks.

The Special Collections also received or purchased additions to a number of open collections. Official Publications is probably the fastest growing collection, with the volume of government publishing constantly on the increase. Smaller numbers of items are also added to the History of Education collection, often as a result of donations, or by transfer from other parts of the library when the historical value of an item is recognised.

Exploring Citizenship Project

The Exploring Citizenship project held its launch at the Institute of Education on 8th June.

The project ran from August 2005 to April 2006 as part of ALM London’s regional Strategic Commissioning Programme (jointly funded by the Department for Education and Skills and the Department for Culture Media and Sport). Its aim was to develop new archive-based curriculum resources to support children and young people’s understanding of diversity, cultural identity and citizenship across the key stages. This involved the Institute’s Archivist working with a consultant to choose 30 images from the collections, writing supporting text and linking them to the National Curriculum.

Four teacher packs were produced based on archive materials from the Institute of Education; the George Padmore Institute; the Royal Free Hospital; and the Royal Geographical Society. Packs from each institution were sent to over 400 schools in the London area. The Institute of Education has a number of packs to give away free – please contact Sarah Aitchison if you would like one.

## Not yet a Friend?

The Friends support the future development of the Newsam Library and Archives as a unique resource for research in education, and especially its role in preserving the UK’s educational heritage by acting as a national centre for archives and special collections.

To join the Friends, contact Natalie Zara, Assistant Archivist, Institute of Education, 20 Bedford Way, London WC1H 0AL. Tel: 020 7911 5568