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LET'S HELP!

A COLLECTION OF GOOD CAUSES

By

SIR CHARLES BRIGHT

F.R.S.E., M.Inst.C.E.

Author of "Submarine Telegraphs", "The Life of Sir Charles Tilston Bright", "The Story of the Atlantic Cable", "Telegraphy, Aeronautics and War", etc.

'Tis not enough to help the feeble up
But to support him after.

Timon of Athens (SHAKESPEARE).

LONDON

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PREFACE

DEBARRED by ill-health from life's ordinary activities, I now confine myself to pens, ink and paper for carrying me through to the end of my time. I have contented myself here with producing something humbler than the "Reminiscences" I had previously embarked on. This may, I hope, prove of greater public use, if only in the interests of the under-dog—who in these days can rise to the top rung of the ladder, if he is given a helping hand by those who think of others.

Single persons can achieve much, but those who join with others in organising, much more. And they can show in their joint activities what, with our national love of sport, we call the "team spirit". "Team games" are in themselves a lesson in character—all the more effective on the score of informality.

The difficulty to-day is that those who wish in any way to assist, or avail themselves of, these organisations may lack the knowledge to do either. They cannot find the help they need—the cause they wish to support. The very multiplicity of the chances offered makes them obscure.

Even the well-informed do not know all that is being done and there is no volume, I believe, which brings together reliable information on the subject. It often happens that the "listener in" to the valuable B.B.C. talks on "Good Causes" misses a talk—or part of a talk. This book, then, will, I hope, be of permanent use for reference.

I am much indebted to the different organisations

dealt with for a great deal of information at first-hand. My plan was to ask for the exact particulars I wanted and almost invariably the response was prompt and enthusiastic.

I have called attention to a large number of "good causes", some of which are in friendly rivalry with one another. A limit, however, must be made somewhere, but I hope my varied collection may be regarded as representative. The organisations dealt with are in my opinion of outstanding importance in their propaganda and working. With some of them I have been more or less closely associated.

In conclusion I must say a word or two concerning institutions which are, for one reason and another, not dealt with here :—

1. The large body of hospitals in our country is always in need of public support. General taxation in proportion to income might be applied to this end more suitably than in providing doles for able-bodied men and youngsters who are learning not to work but to be work-shy. The smallest proportionate annual contribution from the whole population would make a great difference to the hospitals and might inculcate some sense of citizenship where it is sadly wanting. That great fund raiser, Viscount Knutsford, has shown by incessant energy how successfully money can be secured for at any rate one great London hospital. His reminiscences *In Black and White* give an attractive insight into his work and personality.

2. I have not dealt with the mass of good causes devoted to bettering woman's lot and successfully managed by those who have been described as the "weaker-sex"—incidentally a misnomer that no longer applies.

3. I have not included the work of the many and various Rural Community Councils which are doing so much in public interests.

4. Neither does the present volume attempt to touch on the innumerable concerns which come ordinarily under the head of "Charities"—for the additional reason that there are already four guide books to these published annually.

I wish especially to thank Brigadier-General R. F. Sorsbie, C.B., C.S.I., and Mr. Vernon Rendall for their kind help in the making of this book.

C. B.

The Athenæum.

INTRODUCTION

“ LEST WE FORGET ”

DR. JOHNSON regarded the care of the poor as the true test of civilisation, but in this liberal view he was before his age. It was only at the end of the eighteenth century that organised philanthropy became a recognised practice. The nineteenth and twentieth centuries have seen a great increase of religious and benevolent associations of all kinds. They are especially designed to reduce the handicaps of life in our crowded cities and to encourage the good body as well as the good mind. In the final sentence of that remarkable book *Sybil*,¹ Beaconsfield declared that,

“ the claims of the Future are represented by suffering millions, and the Youth of a Nation are the trustees of Posterity ”.

But it was years before broadly human efforts were made to encourage our young men in the right way. Our wiser age has seen that the distribution of tracts is not enough. Health and good exercise are most valuable aids to a better life. One cannot, however, expect too much of young people who have been bred in narrow and unhealthy conditions from their earliest days. It is now sixty years since Dickens died, the great champion of the poor, who, he says in his vivid way, have only “ the key of the street ”. Many abuses that he held up to the public gaze have been

¹ Published in 1845.

swept away, but noisome slums still remain a disgrace to our civilisation. The inferior and sensational art of the cinema is not for the most part a good influence, and many newspapers are more concerned with crime than idealism.

The millennium is not going to arrive suddenly through this nostrum or that. A slow process of education is the best means for suggesting a new sense of honour and citizenship and many admirable and patient educators are working to that end.

An unfortunate feature of our present civilisation is an exaggerated sense of class-consciousness. To help the workers was the life-long aim of men so different as the great Earl of Shaftesbury and Francis Place (a poor tailor). The practical application of thought for others is a question of character rather than of condition or circumstances. Whatever our position in this world, we have opportunities to show our gratitude for the wonders of life by helping others to the best of our abilities. The post-war generation grows impatient of this shibboleth or that dogma, but one thing is certain :

In faith and hope the world will disagree,
But all mankind's concern is charity.¹

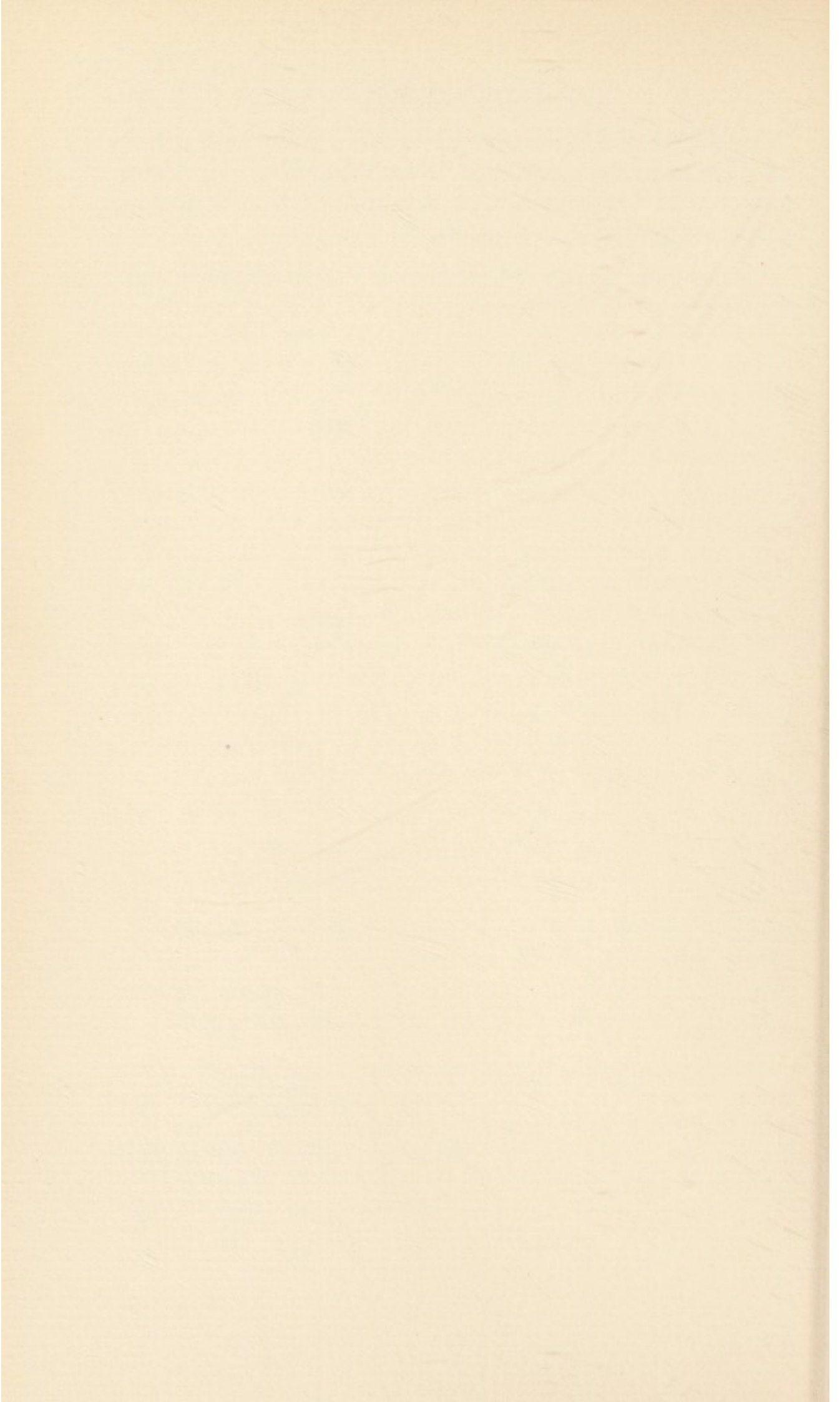
Pessimism to-day is rampant. We English are far too fond of running ourselves down, and new and splendid work like that centred in the Church of St. Martin's-in-the-Fields under "Dick" Sheppard

¹ We also do well to remember the oft quoted passage attributed to Robert Louis Stevenson :—

"I shall pass through this world but once. Any good thing, therefore, that I can do, or any kindness that I can show to any human being, let me do it now, let me not defer, or neglect it, for I shall not pass this way again."

(now Dean of Canterbury) and his successor "Pat" McCormick,¹ is not put on the credit side. Croakers forget that England to-day is healthier than it was—more enlightened, less narrow.

¹ Whose little book *Be of Good Cheer* is a testimony to the spirit in which the work is carried on.



THE LEAGUE OF NATIONS UNION

It has often been said, that the one good thing which came out of the war was the League of Nations. More than ten years of the League's life have gone by. The rise of nationalism in many countries makes its progress now arduous and slow. But there can be no doubt that it is essential to the peace of the world. It has established its position as an instrument of international co-operation which hardly any Government—even if it does not belong to the League—can afford to disregard.

It is well known that many violent political controversies between nations in Europe and in the Near East—which were the aftermath of the Great War—have been reduced to peaceful settlement by the Council of the League of Nations. Whether in regard to public health, international communications, finance, conditions of industry or the protection of colonial territories, there is hardly a Government that can now afford to dissociate itself from that hive of energy that Geneva has become.

How is it that the League has attained this indispensable position? Lord Cecil has replied that "it is not too much to say that without the Union the League might not have survived, and it is almost certain that it would not have achieved the very remarkable success which has fallen to it". So strong is the tradition of national self-sufficiency and rivalry, that it is almost incredible that the League should

have become so firmly established—unless powerful forces had been at work to educate and organise public opinion in its favour. There are, at the present time, League of Nations Societies formed to this end in thirty-nine different countries. The British League of Nations is the largest. It has helped to found and maintain the International Federation of these Societies and it is fair to say that several of them would not have existed without its encouragement. It is now incorporated under Royal Charter. Its leaders and its members are drawn from the different political parties in Britain, and it has the powerful support of the leaders of every great religious body. It says much for the determination of the British people to live at peace with their neighbours, and to assist in preventing war, that ever since the start the Union has been entirely maintained by voluntary contributions.

Actually, the League of Nations Union is older than the League itself. It was formed in 1918 by the amalgamation of two voluntary societies, which had been working in this country for the establishment of a League of Nations. In those early days, the Union had a membership of about 3,000. By the end of October 1930 over 860,000 had joined it. It will be a proud day in the life of the Union when its roll of members is able to top the million mark.

His Majesty the King has followed its work with great interest and sympathy. At one of its earliest meetings held at the Mansion House in London, he sent a message saying "nothing is more essential to secure a lasting peace than a strong and enduring League of Nations. Millions of British men and women stand ready to help if only they be shown the way. I commend the cause to all the citizens of my

Empire". Only recently His Majesty repeated his encouragement, saying, "I have followed with interest the work of the Union and appreciate the efforts of its members to educate public opinion in support of the League—in which lies our chief hope for the future peace of the world. I offer you my best wishes for the continued strength and prosperity of the League of Nations Union".

With the pioneer work of the Union, the names of three great men, in particular, will always be associated. Nobody was better able to appreciate the necessity for the League than Viscount Grey of Fallodon, who, as Foreign Secretary for Britain, worked so hard to avert a European War in 1914. Lord Grey's advice is still worth following—"The first answer to every citizen who wishes to help the League is 'Join the League of Nations Union'".

Viscount Cecil of Chelwood (then Lord Robert Cecil) was himself one of the principal creators of the Covenant of the League at the Peace Conference. Returning to England, he flung himself heart and soul into the task of explaining the purpose of the League and securing support for it in this country. Devotion to the League and to the Union caused him a little while ago to leave the sphere of party politics and to devote himself to the task of winning the confidence and support of his fellow-countrymen for the cause of international disarmament. This he believes to be an essential condition of the League's success in preventing war.

The third name indissolubly connected with the Union is that of one of the greatest British scholars, Professor Gilbert Murray. His unique qualities of mind have received world-wide recognition. He is Chairman of the League's International Committee

on Intellectual Co-operation. The Executive Committee of the League of Nations Union is therefore very fortunate in having a man of his calibre as its Chairman.

No adequate summary can here be attempted of the many-sided activities of the Union. They range from teaching upon the League in the schools of every grade.

Over 4,000 public meetings a year are supplied with speakers by the Union's head office. Close contact is maintained with the Press—over 300 provincial newspapers make use of the Union's Press Service.

The Union finances and guides an autonomous society which has active branches in all the Universities and Colleges of the country. About 3,000 branches of the Union throughout the country are, at the present time, taking their part in this new work, distributing knowledge upon current international affairs and arousing public support for a constructive policy of peace—a phenomenon for which there is probably no precedent in the history of the world. In the last few years strong county organisations of the Union have been established.

The Union's policy is formulated at the meetings of its General Council. Many of its proposals and recommendations have already been realised, as (for example) that the British Foreign Secretary should personally attend the League Council meetings, that Germany should be admitted to the League and that the British Empire should accept the compulsory jurisdiction of the Permanent Court of International Justice for suitable classes of disputes.

Nevertheless, those of us who have been in close touch with the Union's activities realise well that still more difficult problems (such as those of all-round

disarmament and the curbing of Economic nationalism) confront the League, and that even more momentous work lies ahead of the Union than it has faced in the past. Members and money are urgently needed, if the cause of world peace and understanding is to triumph. Mr. Baldwin was right when he declared, "No man is too good a patriot to be a member of the League of Nations Union".

SPEECH BY H.R.H. THE PRINCE OF WALES
AT
THE LEAGUE OF NATIONS UNION GUILDHALL
DINNER

October 30, 1930

It gives me great pleasure to be present at this celebration of our common faith in two great institutions, the British Commonwealth and the League of Nations. We meet at a particularly fitting moment, when the near approach of Armistice Day recalls that awful period—still so vivid to almost all of us who are present this evening, when the British Empire demonstrated to the world two outstanding facts: Firstly, its own complete solidarity as the greatest brotherhood the world has ever known, and secondly its readiness to help in the building of a similar brotherhood among all nations.

Ladies and Gentlemen, these facts must increase both in reality and in importance. They are interdependent, and they both find expression through the united policy of the British Empire in membership of the League of Nations.

I am well aware that there are still, in all countries, some people who profess to have no belief in the efficacy of the League of Nations to prevent another devastating world war. I would ask those people to think a little deeper: to reflect, first, that the way to prevent war is not by some sudden and violent action at the eleventh hour, but by the gradual and steady

formation of habits of international co-operation and mutual trust. Secondly, to ask themselves, if they mistrust the League, what possible alternative they have to offer for establishing peace and rebuilding world prosperity?

To-night's gathering is in itself one of the most convincing proofs that could be given of the possibility of international co-operation on a very extensive basis. Here is represented one-fourth of the entire human race—comprising men of different races, languages and conditions, but united under the Crown by a common tradition of loyalty.

They enjoy complete civil and political liberty. They maintain their separate nationalities and pursue their own methods of development.

They have passed beyond the stage at which it is the duty of a nation vehemently to assert its independence. That is now accepted as a matter of course. There remains the higher and greater duty of co-operation for the good of the whole. They have solved the problem of disarmament among themselves, for the question of making war against one another has been relegated to the scrap-heap. Differences are settled not by resort to arms; not even by formal arbitration, but by friendly meetings and conversations round a table. Canada, we are all proud to remember, has set an especially great example. Her whole vast frontier facing the United States is devoid of armed force.

Ladies and Gentlemen, surely civilisation has by now reached a point at which we can believe that these facts have some meaning. If one-fourth of the human race can thus prove the practicability of a true League of united, but independent, nations, is it mere idealism to hope that the remaining three-fourths will

be able to tread the same path? It is, at any rate, most vital to our own interests that that hope should be fulfilled; for the British Commonwealth has frontiers upon every ocean and every continent and needs not local peace but *world* peace.

What is the real secret of the unity of the British Commonwealth? It is surely to be found, first, in the full respect of all members for one another's freedom; and secondly, in a common will to understand one another, to co-operate with one another, and to observe faithfully all mutual obligations.

The other nations of the League have had, of course, a much harder problem to face. Unlike us, they have had among them differences of language, conflicts of history, old enmities and mistrusts to overcome. It is here that the work of the Voluntary Societies, like our own League of Nations Union, has proved indispensable. Without their work it would have scarcely been possible to bring about in nation after nation the necessary change in the national outlook.

It was recognised by the statesmen who formed the Covenant of the League that to found a mere League of Governments would be to court the failure that has often attended the efforts after permanent peace in the past. A treaty like the Covenant implied a change not merely in official action but in national habits of thought; it was a treaty which must be understood and accepted by the peoples themselves. The peoples must be parties to the Treaty. Public opinion must be the very foundation of the World League if the structure is to have a prospect of permanence.

Our own Society, the League of Nations Union, is, I believe, the largest and strongest of all the voluntary societies. Largely through its efforts similar societies

have been set on foot in all the principal nations that are members of the League. More important still, teaching of the League Covenant and of the principles of international co-operation through the League is now being given in the state schools of practically all the nations.

In education, we are often told, lies the key to the future. But we adults need it, perhaps, as much as children do. The causes of war are manifold. Education which would build up the spirit of peace in nation after nation must explore many avenues of human activity and thought. The numerous sections of the League of Nations Union's organisation show that the need has been felt of carrying out this educational work in a methodical and businesslike manner. Such work calls for the support of every right-thinking man and woman; and I trust that the people of this country (which has been the pioneer of so many great and beneficent movements) will realise the urgent importance of doing all in their power to assist the League of Nations Union in the greatest Crusade of all—the Crusade for World Peace.

THE BOYS' BRIGADE (INCORPORATED)

THE first to be formed of the great voluntary organisations for Boys was The Boys' Brigade, which was founded by the late Sir William A. Smith in 1883 in the City of Glasgow. To-day, the movement—including its Junior organisation, The Life Boys—is training 125,000 Boys in this country, and there are also Companies in all parts of the World.

The object of The Boys' Brigade is defined in its Constitution as :—

The advancement of Christ's Kingdom among Boys, and the promotion of habits of Obedience, Reverence, Discipline, Self-respect, and all that tends towards a true Christian manliness.

The Movement stands on a broad religious basis. Each Company is connected with a Church or other Christian body. It is interdenominational—Companies being connected with the Church of England and all the principal Nonconformist bodies.

The broad lines on which Companies are conducted are laid down in the Constitution, within which full freedom of action is allowed. The Officers are appointed only on the recommendation of the head of the Church with which the Company is connected.

The Boys are between twelve and eighteen years. Many of them previously receive preparatory training in The Life Boys between the ages of nine and twelve.

Simplicity of organisation and absence of heavy

expense are special features. A Boy's equipment costs less than 5s., thus the movement is brought within the reach of even the poorest Boys.

The training provided is attractive to the Boys and comprehensive in its scope. The two principal weekly meetings are the Drill Parade and the Bible Class on Sunday. The Boys are expected to be regular in their attendance at these Meetings which provide the frame-work on which a more elaborate scheme of training is built. Besides Drill and Bible Class—which are a *sine qua non* in every Company—Physical Training, Gymnastics, Ambulance Work, Bands, Club Rooms, Football, Cricket, Swimming, Life-Saving, all find their place among the activities of the Brigade.

An important part is taken in the programme by the Summer Camps. Many thousands of Boys each year spend a week or ten days under canvas at "B.B." Camps. The value of such Camps both from a physical point of view and as a means of attaining the object of the Brigade, could hardly be overestimated.

The aim of the Brigade is the formation of a manly Christian Character. By using means which appeal to the Boy they are trained in discipline, self-respect and manliness; and the "finished article" is a citizen of character and principle who can only be a source of strength to the Nation.

The Boys' Brigade is stronger to-day than it ever was. It is extending rapidly; the influx of new Companies during recent years has been phenomenal. Not only is it growing at home. Its appeal is world-wide; it has no frontiers and knows no limitations of race or colour. Even in China it has survived days of bloodshed and turmoil. Recently a Company was started at Dichpali in India in connection with a Leper Hospital, with a membership of 80—all lepers.

The Boys at home enthusiastically support these distant outposts, and contribute over £4,000 annually to work in the Foreign Mission field.

At times The Boys' Brigade has been misunderstood ; but only by those whose views are formed by externals. Those who know the inner spirit of the movement realise the depth of its work and the power for good which it has on the lives and characters of the Boys.

The address of The Boys' Brigade is Abbey House, Westminster, S.W., where all information can be obtained.

It should be added that His Majesty The King is Patron of the Brigade, whilst H.R.H. Prince Arthur of Connaught is its Honorary President. The Vice-Patrons are their Graces the Archbishop of Canterbury and the Archbishop of York.

CHURCH LADS' BRIGADE

THE Church Lads' Brigade was founded on November 11, 1891, by the late W. M. Gee, to help the elder boy, and its success has led to the recognition of a national problem sadly neglected in the past.

To-day even, little is being done for the adolescent. It is true that a certain number of young people attend secondary and continuation classes, but the majority do not ; and after they have once left the elementary school, there is practically no provision made for them by the State.

In the Church—indeed in all denominations of religion—the position is hardly more satisfactory. While over 85 per cent. of the children up to the age of 14 are in close touch with definite religious activity, Sunday Schools, Bible Classes, Guilds, etc., after 14 the leakage is so appalling that only some 5 per cent. carry on. For the rest religion loses its influence and character is undermined.

This is largely due to the increased facilities for pleasure and recreation provided by the picture-palace, wireless and motor-vehicles. So far from condemning any of these, their potentialities are appreciated in the way both of health of body and mind ; but as they now are, their spiritual influence is not very significant.

What is significant is that the adolescent is sadly ignored in educational programmes. Thus, while the B.B.C. supplies a Children's Hour every day and an

admirable syllabus for adult education, the unfortunate adolescent only gets some twenty minutes a month, given at a time when usually his work and other circumstances prevent him from listening in. It is to the credit of the B.B.C. that they have recently set up a committee to consider the claims of the adolescent and how best to meet them.

While, therefore, neither the State nor the Church is making any official efforts to secure the critical years between childhood and manhood, it is the great achievement of some voluntary movements that they have done what is within their power to satisfy some essential needs. These, in the order of their inception, are the Brigade movement, the Boy Scouts, and the Boys' Club movement. Of these the only definitely Church of England organisation is the Church Lads' Brigade. The other two are in the nature of the case either interdenominational or undenominational.

The Brigade, regarding the adolescent as essentially a living member of the Church and the State, endeavours, by a corporate training in discipline, religion and goodwill, to fit him to become a useful citizen. Its range of training is from 14 to 21, and in this respect it lasts longer than the Boys' Brigade, the interdenominational society, in which the age limit is reached at 18.

It has always been a point of honour with the C.L.B. that Companies should be almost entirely self-supporting. The lads contribute a substantial share of their uniform, equipment, and camp expenses. The last thing in the world that can possibly form character is an indiscriminate giving, which, if it is not bribery and corruption, at least pauperises and degrades.

To bring this movement into the lives of the elder church lads—who sometimes get into mischief because

they are never taught how to use their leisure hours—there is a special need for officers. There is need of clergy, who will sympathise and realise that the Brigade is an immense economy of time and effort in parish work: that while it is almost hopeless by ordinary visiting to reach the elder boy, the C.L.B. brings twenty, thirty, forty, or more to his very feet. As they come of their own free will, his approach to them will be the easier and full of promise. As already stated, there is, above all, the need of young men to act as officers and warrant-officers.

The young churchman who would like to do something for Christ and His Church feels that he has no capacity for teaching in a Sunday School. On the other hand, his physical fitness, his recollection of School or University life, with its *camaraderie* and sportsmanship, suggest an appropriate outlet for his energies. He can help his younger brother to win the victory he has won himself, and he can set him a good example of high ideals and clean living. He can help him to a sound and manly religion, as well as a symbolic military training.

The main aim of the Brigade is to make all lads good churchmen by the loyal use of the Church's ways and means. It neither judges nor condemns any other organisation, but it holds that its service to the Great Captain of our Salvation would best be done by unswerving loyalty to every principle and purpose of that Church.

On May 7, 1930, Field Marshal Sir Claud Jacob, G.C.B., the present Commandant of the Church Lads' Brigade, delivered a descriptive and stirring B.B.C. Talk on "A Day in a C.L.B. Camp" as follows:—

“ Only those for whom a holiday is a rare event can understand what a Church Lads' Brigade Camp means to thousands of big lads throughout the Kingdom. Week by week all the year round they save up, because it is a point of honour with them that they should pay as much as possible for their camp. That makes it their own camp. They are the lads who are earning their living in pit and factory and shop and office and farm. It is a hard grind and sometimes a dull one, but the thought of sea and hills and blue sky which they will see from camp makes the long hours go quicker. They dream of that in the narrow houses of a back street or a tiny cottage in some village. Camp means a glorious week of freedom, when you really can stretch your limbs and fill your lungs with clean fresh air.

“ It is the freedom of camp which calls ; not being free to do as you like without regard for the other fellow, but rather that service of God and man, which is perfect freedom. That is the mark of a C.L.B. camp. It is not a picnic holiday but a real week of training for body and soul, from which a lad returns home fitted in health and readier to be of use to somebody else. So throughout there is a real discipline and a willing discipline, which means playing the game from beginning to end.

“ There are rules which must be kept if the camp is to be a happy success, and if you break them you must take the consequences. If you dare leave your lines or your tent dirty, then there is fatigue drill ; if you dare come in late, there is more fatigue drill. You take more than your share in the rough work of camp. This is understood and accepted with a good grace. Nothing is more wonderful in the expression of character than that a lad, who has paid for his

camp and could, if he wished, walk out at any moment with nobody to stop him, should recognise the justice of a punishment and go through with it, because he knows he has deserved it. That perhaps will best show how much lads care for the C.L.B. and how high is their ideal of what a C.L.B. camp should be. The wrongdoer has a far worse time from his mate than from his officer, because they feel he has let them down.

“ Some days before camp a fatigue party in charge of experienced officers goes down to lay out and pitch the camp, because from beginning to end the camp must be pitched and run and struck by the C.L.B. itself. The fatigue party has hard work but they have plenty of fun, too. They are the lucky ones who get a longer holiday, and there is always keen competition for a place in the fatigue party.

“ When the great day comes and the fatigue party has got everything in place, tents for lads and officers, canteen and recreation tent, dining tents, cookhouse, hospital and church, and worked like slaves to have all the sanitary arrangements perfect and the stores properly housed, the body of lads marches in. It may be a great camp running to thousands, or a small one of some hundreds, but in either case it is the same. The fatigue party has done its service nobly ; the lads get their first glimpse of the sea or the hills, or, what is perhaps even more impressive, the stars shine down at night with nothing but thin canvas between them and heaven.

“ As each Company marches in, the officer reports ‘ Parade State ’ to the Orderly Room. Blankets and other kit are then served out. When the Company or Battalion—or whatever the unit is—has settled in, the bugle sounds for a welcome meal, if it is daytime,

or when the lanterns are lit, a meal is quietly taken at night. A guard has been posted and under its care all sleep safe until early in the morning the bugle sounds *réveillé*, and then, when one has had time to spring out of the blankets and begin to dress, the church bell rings, or there is a roll of drums and the camp kneels for two minutes' silent prayer, and so the day begins. The 'old soldiers', who know their way about camp, manage to get coffee and biscuits before a short P.T. and then there is breakfast in the great dining marquees, when each table has its orderlies, and there is no food in the world which tastes so good as camp food; or, it may be that in the morning others will gather at the church altar, for the Corporate Communion of the camp or the company, for there is a celebration of Holy Communion every morning in the week. If the weather is fine, the altar may be brought out and rows of kneeling officers and lads, with nothing but the sky above them, meet the great Captain of their Salvation in the sacrament which He has ordained.

"After breakfast there is the work of cleaning the lines and an inspection of the camp both by the officers detailed and by the Doctor and his staff. Then there is the Commanding Officer's parade, and that begins with a drumhead service, when day by day the Chaplain has some message to give of that religion for which the C.L.B. camp exists at all. When he and the other clergy have gone to the church tent for their daily intercessions, there is serious work to be done on the parade ground.

"It is certain that one day during the week there will be an inspection by some notable officer and everything must be ready; then the cookhouse call comes for dinner, and after dinner a lad is free to do

what he will. There are bathing parties under careful superintendence, cricket and football matches, heats to be run off for the sports' competition and so on in the camp, and outside there are all the delights that a seaside resort can offer.

" At five o'clock there is tea, and after officers' mess there is some entertainment in the recreation tent, until it is time for the last post, when the Chaplain has another word to say and so all go off to their tents. Once more the church bell rings or the drums roll and there is another two minutes' silence, and so the day ends with prayer, ' lights out ' is blown, and the weary and happy lads sleep until next réveillé.

" That is a typical day. You want to cram as many hours as possible into the day and so sometimes camp life is varied by night operations. It may be a tattoo is given, when in the darkness visitors may see orderly movement as the lanterns interweave in some clever maze and a hymn like ' Abide with Me ' sends you home with a fresh sense of the Presence and Love of God ; and above all there are the camp friendships, which are never forgotten as the years of manhood roll on. There are long and intimate talks. You get nearer the heart of a pal in camp than in anywhere else, and sometimes in the night watches there has come that insistent call to officer and lad alike which had meant that consecration of life to the priesthood or the mission field.

" Every camp has some lesson to teach and from these lessons the smooth working of the whole to-day has grown since nearly forty years ago, when a handful of C.L.B. lads from Lancashire in the face of ridicule and infinite difficulty first spent a week under canvas.

" So before the camp breaks up there is a serious pow-wow. The C.O. meets his officers ; the Chaplain

meets his clergy. They call in to their consultation the warrant officers and lad sergeants, and together they find out something that will make another camp smoother and more perfect. More than ever a time of delightful training to serve God and your fellows the better.

“Camp is the best of holidays, worth the discipline and rewarded with the fun. You work and play and pray as a man should who wants all the happiness of life that God means for him, and when you march out, it is to begin to save up throughout the long year until the next camp comes.”

The Brigade has, as its President, H.R.H. The Duke of Connaught. H.M. The King is Patron, whilst H.R.H. The Prince of Wales is Vice-Patron. The Vice-Presidents include the Archbishops of Canterbury and York and many other dignitaries prominent in the Church both at home and in the Dominions.

There are a number of laymen Vice-Presidents prominently associated with the Navy, Army and other walks in life.

The former Governors and Commandants were Field Marshal Lord Chelmsford, Field Marshal Lord Methuen, the late Field Marshal Lord Grenfell, the late General Horne and the late General Sir Charles Munro.

As already stated, Field Marshal Sir Claud Jacob is the present Governor and Commandant.

THE BOY SCOUT MOVEMENT

EVERYBODY knows what a Boy Scout looks like, but not a few of the general public appear to be ignorant of the ideals and objects of the Scout Movement. It is often considered to be militaristic in tendency, if not in actual practice.

Hence a brief account of the Movement should be of interest.

ORIGIN. In 1907 Sir Robert Baden-Powell established an experimental camp for a number of boys, at Brownsea Island, off the coast of Dorset, in order to try out a few ideas in character training which had been forming in his mind for some time past.

Some of the boys came from Public Schools, and some were working lads ; thus, from the very first, class consciousness was eliminated from Scouting.

Lord Baden-Powell (as the world now knows him) says in *Scouting and Youth Movements* : " With a few good men to take charge we set to work to camp these boys on the Island in patrols, or groups of five, with a boy Patrol leader for each group. Here for a happy fortnight we cooked and camped, carried out sea and land scouting, tracking, nature study, pioneering and woodcraft, living under orderly discipline the while, and the experiment worked. We lived all together in friendly fashion like a band of elder and younger brothers, rather than a soldierly corps of officers and privates. We found that the boys did not need orders or punishments to ensure discipline.

They caught from the first the idea that they must 'play the game', and did their best to carry out what was expected of them."

The results of this camp exceeded all expectations and prompted the then "Sir Robert" to go on with the idea. In January 1908 he brought out a handbook of training, entitled *Scouting for Boys*, in six fortnightly parts. Before the series was half completed, a number of Troops of Boy Scouts had sprung up in different parts of the country, outside of any existing organisation. These grew to such an extent that when, a year later, a meeting was called at the Crystal Palace (in London), over eleven thousand boys put in an appearance. Here evidently was a natural growth, springing out of the enthusiasm of the children themselves. That growth has proceeded at such a pace to-day that the Movement has extended to at least 42 different countries and numbers nearly two millions. Neither has it reached the limit: it is still growing.

The movement is not confined to any one class of boy. It appeals with equal force to the halt, the maimed and the blind; to, say, Eton boys as much as those in an East End slum. It is, therefore, no exaggeration to hope for valuable results from Scouting in the direction of solving class differences—among its other possibilities.

SCHEME OF TRAINING. Lord Hampton, the Chief Commissioner, recently remarked in a pamphlet on Character Training:—

"Now what is the reason for this rapid growth in but 21 years from a handful of boys at Brownsea Island to the present roll of something like two millions scattered throughout the civilised world?"

"How is it that here we have a movement so designed

that it attracts the boy, whether he be British or Chinese, white or black?

“Reason there must be. And the answer is, I think, to be found in the fact that our Founder, in devising his scheme of training, has gone for his inspiration to the very core of young human nature.

“He has used the superabundant energy of the boy, the love of adventure and make-believe which is inherent in all young people, the underlying sense of chivalry which (in my opinion at least) 90 per cent. of boys possess, and the team—or gang—spirit which to a certain extent actuates us all.

“If we throw our memories back to the time when we, too, were very young, and then fit the remnants so obtained into the system of Boy Scout Training, it will be easier to understand its attraction for the normal boy. For the energy of a good game, the spirit of adventure and ancient chivalry, loyalty to the team, and the following of a leader, are all part and parcel of this system.

“The Leader—or Scoutmaster, as we call him—seeks to train the body, mind and spirit of his boys.

“The body, through healthy exercises and games and the practice of personal cleanliness.

“The mind, through developing powers of observation and the teaching of useful handicrafts—i.e. encouraging hobbies.

“The spirit, by inculcating obedience, loyalty to God, and thoughtfulness of others.”

It should be added that the dress of the Scout is both picturesque and sensible and has already had a marked influence in freeing walkers in general from the hampering conservatism of fashion.

ORGANISATION. The Scout Movement is divided into three branches :—

The Wolf Cubs, for boys of 8 to 12.

The Scouts, for boys of 11 to (say) 17.

The Rover Scouts, for young men of 17 and over.

THE SCOUT PROMISE, which every boy takes on joining the Scout or Rover Scout Sections, is the binding disciplinary force of the movement and reads as follows :—

“ I promise, on my honour, to do my duty to God and the King, to help other people at all times, and to obey the Scout Law.”

THE SCOUT LAW

1. A Scout's honour is to be trusted.
2. A Scout is loyal.
3. A Scout's duty is to be useful and to help others.
4. A Scout is a friend to all and a brother to every other Scout.
5. A Scout is courteous.
6. A Scout is a friend to animals.
7. A Scout obeys orders.
8. A Scout smiles and whistles in all difficulties.
9. A Scout is thrifty.
10. A Scout is clean in thought, word and deed.

For Wolf Cubs, there is a simpler promise and Law than those of the Scouts.

THE CUB PROMISE

I promise to do my best to be loyal and to do my duty to God and the King, and to keep the law of the Wolf Cub Pack.

THE CUB LAW

1. The Cub gives in to the old wolf.
2. The Cub does not give in to himself.

THE WOLF CUBS are organised in "Packs" under a man or woman Cubmaster, known to the boys as "Akela". Their training is based very largely on Rudyard Kipling's "Jungle Books" and appeals to the small boy's natural love of play-acting, "make-believe", and dressing up. The training is quite separate from that of the Scouts, and the Cub looks up to the Scout Troop as the goal for which he is aiming.

BOY SCOUTS AND SEA SCOUTS are organised in Patrols of six, or not more than eight, each Patrol under its own boy leader who has a "Second" to assist him and take his place when necessary.

Two or more patrols form a Troop under a Scoutmaster. The ordinary training of the Scout is carried out through practice of the activities of backwoodsmen and explorers. Pioneering, camping, fire-lighting, cooking, path-finding, tracking, nature lore, astronomy—these are some of the many jobs at which the Scout tries his hand out in the open, among congenial companions. His motto is "Be prepared".

Before a boy is allowed to take the Promise which admits him to membership of a Troop, he has to pass certain simple tests. He must know the Scout Law—which is the foundation-stone of the whole edifice, and which, it should be noted, contains no negatives. The Scout Law does not say "A Scout must *not* do so and so", but a Scout is honourable and loyal, etc.—a very important point.

Then he must learn all about his country's flag, which stands for loyalty to the Empire and its constitutions; the uses of the Scout staff—which foreshadow some of the physical activities of his life in the Troop; certain knots, which speak of future

hardiness ; the tribal signs and salute, which are a prelude to adventure, and respect for authority.

When the boy has mastered this first rung of the ladder, he can be *enrolled* as a *Scout*, and this little ceremony should always be carefully prepared and carried through with due solemnity. It is a definite step in the boy's life.

The boy is now a Scout, a member of a great Brotherhood ; and just as in a public school one learns quite apart from the curriculum that there is a tradition to uphold, that there are things which are " done " and again things which are " not done ", so the Scout learns that he has a duty in life apart from his own small affairs.

His Scoutmaster is always there to help and advise him ; and nothing that he can think, say or do is apparently too small to interest that big friend of his. And so he learns to turn naturally to his Scoutmaster for guidance.

The next step is to pass as a Second Class Scout. Then while he is going on to acquire the knowledge and experience required for the first-class Test, he also turns his attention to various hobbies or branches of public services—such as ambulance work, sick nursing, fireman's work, etc.—for which badges of proficiency are given. All the while he is learning esprit de corps, the love of fair play, discipline and service for others.

Further, he is taught to exercise the faculty of observation, which is both useful and delightful and too frequently atrophied in the average Englishman.

In camp, he learns something of the mysteries of Nature, the wonder and beauty of the world in which God has placed him, and he begins to realise God in Nature.

To the *Sea Scout*, the life of a sea adventurer appeals rather than the life of a backwoodsman. So he does his "scouting" by water. Otherwise he is the same as any other Boy Scout, from whom he can be distinguished only by the cap and jersey which stamp him as a mariner. His ideals are the same; he makes the same Scout Promise; he is subject to the same Scout Law, and is inspired by the same Scouting spirit.

Rovers, or Senior Scouts, generally form a "crew", under a Rover leader, with a view to retaining the interest of the older boys by giving them advanced and vocational training separately from the younger ones, and of such a character as may form the foundation of a permanent career. The motto of the Rovers is "Service", and the Rover is expected to practise that service for others for which, as a Wolf Cub and as a Scout, he has been preparing himself. The public services carried out by the Rovers, both outside and inside the Scout Movement, are many and varied.

MILITARISM. And where is the militarism in all this? It simply does not exist! Neither uniform nor marching in a semi-military formation makes a movement militaristic; nor does drill or signalling. But a Movement which brings the boys of all countries together in one Brotherhood, as exemplified so strikingly at the World Jamboree at Birkenhead in 1929, is essentially not only a peaceful one, but a mighty factor towards world peace. The Scout movement is supported by the League of Nations, and is a veritable minor League of Nations itself.

GIRL GUIDES. Space does not admit of more than a passing reference to the Sister Movement under the same organisation, but it may be stated that its ideals and principles are the same as those of the Boy Scouts.

His Majesty The King is graciously pleased to be Patron of the Boy Scouts' Association. The President is H.R.H. The Duke of Connaught and Strathcona, whilst the Chief Scout for Wales is H.R.H. The Prince of Wales.

The Association is governed by a Council of which the Chief Scout (Lord Baden-Powell) is Chairman and an Executive Committee, of which he is also Chairman. The Lord Hampton, D.S.O., is Chief Commissioner and ex-officio member of the Council and Committee.

The Headquarters of the Boy Scouts' Association are at 25 Buckingham Palace Road, London, S.W.1.

In April 1928 the author gave the following address¹ to his local Scouts in Hatfield Heath Church previous to an inspection in the Village Hall :—

“ As you all know, the first object of the Scout movement was to train boys and girls to become good citizens—to be self-reliant and trustworthy. The movement started with a few boys camped one summer on a little island off Poole, in the Southampton Waters. The original founder was the Chief Scout, General Sir Robert Baden-Powell. Next year we shall be celebrating the coming-of-age (21 years) of the Scout Associations, with their many thousands of loyal Members throughout the British Empire.

“ Every family in this Empire of ours should be represented by at least one Scout, where possible. Everybody who is a Scout of any description has a right to be proud of the fact, for all these are serving their country in the best possible way. In doing so, they are providing themselves with an easy (indeed, a happy) conscience—that is, ‘ thinking of others ! ’ And their parents should be proud of them accordingly. I hope you will always keep in mind the words, ‘ Once a Scout, always a Scout ’. I do not like deserters of any kind. But, apart from that, after ceasing to wear the Scout uniform on arriving at a certain age, I want you all to maintain through life the Scout spirit that you have learned—the spirit of doing a turn for others, especially your mother. A

¹ *Essex County Chronicle*, April 6, 1928.

boy, or man, who does that is really a good-mannered, young gentleman—even though the attention may only consist of seeing to the homely kettle.

“The wider popularisation and development of Scouting into a world-wide Brotherhood could do much towards securing lasting Peace throughout the world.

“Now for a few words on the merits of health as compared with the accumulation of riches. The real and lasting secrets of happiness are not associated with wealth, feasting, and drink, but rather with health, open-air life, the love of nature, the love of friends, and, above all, the love of God and service to others. All these are free to those who seek them. The simple, good, healthy, and well-spent life is what really makes for happiness in this world. Lest I should be misunderstood, perhaps I ought to add that of course everyone should do his best to earn a good, honest living, if only for the sake of others. But a healthy life, with plenty of scouting, means a healthy and good mind; a healthy life leads to a healthy mind.

“I am naturally an enthusiast for all young people having their outdoor games and recreation. But that sort of thing does not fill the places of Scout duty; and I consider that not to be a Scout is a strong point against any young fellow—against him for work in any direction.

“Hatfield Heath Scouts must be very proud of their new Colours, and I earnestly hope that they will always live up to them. But for my infirmities, there is nothing I should more like to be than a Scout of some kind—even at my age.

“I cannot close this little address without a word of reference to the highly regrettable resignation of

our Scoutmaster, Lieut. C. J. Weston, R.N., for domestic reasons that we all so deeply deplore and sympathise with. Our prayers and good wishes are very much with him. That is the least return we can make for his fine services at a period when the Troop was on the point of coming to an end."

PUBLIC SCHOOL AND UNIVERSITY SOCIAL SERVICE

ORIGIN AND AIMS. The idea of the modern Settlement arose, generally speaking, at the close of last century. There were isolated cases of "missions" run on somewhat similar lines to those of the present day—such as the St. Andrew's Mission which started more than 50 years ago—but then it was an exceptional thing. The pioneers started in London and the idea soon spread until in the late nineties a whole crop of similar institutions arose. Each foundation can generally be traced to one man. Personality is almost always at the back of leadership.

The aim was originally to bring people—not necessarily classes—together (one man could not do the latter) in the same sense as any present-day club. There are so many things that people can do as a body which they cannot do singly. Thus, aggregation opened the door wide to all the many avenues of activity which make up the modern Settlement.

THE NEEDS OF TO-DAY. The Settlement, Mission or Club—however it may be termed—has now come into being as a recognised feature. In the London area alone there are a hundred or more. These vary in size from large and complex institutions (each one comprising several Clubs such as Oxford House, Cambridge House, the Oxford and Bermondsey Club

and Mansfield House)¹ to the small "one room" club. These again vary in scope, from the Men's Club to the Ragged School—divided also in their main objects—whether religious, athletic, social or educational.

Settlements are needed because the various official institutions are generally exclusive in their aim. Evening Institutes, for example, are purely educational; though as such, they are, of course, all to the good.

But Settlements are fitted rather for all-round development—for the promotion of character in its widest sense. The social element is highly important. Religion should be the outcome rather than the object, and this will be so if it takes practical form in short and regular Club services. The idea should be to make religion a normal and regular part of the ordinary course of day-to-day life.

SOCIAL LIFE. The aspects which concern Public School boys most are the social and the athletic. The social comprises a great deal. One result of mixing the classes is to banish erroneous ideas.² There are two ways in which three-quarters of the population not uncommonly think of the remaining quarter:—

(a) as a mean landlord,

(b) as, quite probably, a bad employer.

Both of these conceptions are usually more or less false and the Public Schools can rectify them.

There must be nothing patronising about any settle-

¹The Honorary Warden of the Mansfield House University Settlement at Canning Town is Mr. Ian Macdonald Horobin, whilst the Honorary Treasurer is Mr. Percy Alden—so long known as an enthusiastic social service worker.

²It would be a good thing if, instead of merely giving their schoolboy sons cash for—say—the Eton Mission, more parents told them that they should make a point of getting into close touch with their less fortunate contemporaries at some East End Settlement.

ment work ; the attitude must be, in fact, one of " disinterested interest ".

THE ESSENTIAL POINT OF VIEW. That is briefly the crux of the whole matter. Not all Public School boys are fitted to tackle these conditions, but many undoubtedly are. Education of the young, in its widest sense, can put any misunderstandings right. A working boy of 15 or 17 is not suspicious of the intentions of his Club manager ; nor should he be of those of his " boss " until that " boss " is proved to be a " rotter ". At any rate, a club and its relationships break the habit of antagonism.

ATHLETICS. The physique of boys of this kind is markedly below that of the Public Schools. The lack of stamina can be easily accounted for. One has to be careful, therefore, not to set " Public School Standards ". Training these boys is a field open to many who would perhaps fail on the social side. But it is of no less value. Here, again, the effort must be sustained—not spasmodic. Boxing and running are the two most obvious exercises. The trophies for the former are legion—the principal one being the Desborough Cup, presented by Lord Desborough each year. The *annual camp* is the best way of establishing contact. For mutual understanding and friendship a week on holiday is better than a year of club evenings.

PUBLIC SCHOOL WORK AND DIFFICULTIES. How far Public School boys can share in all this is a question of opinion. There are certainly definite limitations, e.g. time available, distance of home, etc. The Public School boy is sometimes too young to have any really deep influence on the working boy and too old to be a " playmate ". The social problems to be faced should be presented as problems which actually can and should be solved for them by Public School men.

Older school "missions"—such as those of Eton or Rugby—are run by "Old Boys". The younger boys can take little active part: they can only be brought into contact with what is going on. The biggest opening for them is surely the summer camp. That naturally appeals to the schoolboy and is the best sort of introduction to more constant work later on. Where a Public School has no Settlement or Mission, use can be made of such bodies as the London Diocesan Council of Youth, which runs an annual camp for London working boys at Walmer in Kent, with equivalent bodies in all our big towns.

Dr. Cyril Norwood recently proposed as an experiment at Harrow that parties of boys should visit factories, etc.; but the value of this is still in some doubt.

UNIVERSITY SETTLEMENTS. The University man has many chances of Settlement work.¹ Taking Oxford as an example, very many of the larger colleges—e.g. Balliol, Christ Church and Magdalen—have their own missions. For the others, there are the larger Settlements such as those already referred to. The more modern Universities also have their own local settlements; Liverpool, for instance, has recently collected £17,000 for its new buildings.

The range of work open to University men is very wide. It would, perhaps, be a mistake for them to start a new Club, on however small a scale, on their own initiative. It is far better for new men to join first some Settlement and thus gain experience before starting some Club in their own district.

The work involved is, as a rule, evening work.

¹ The great Jowett, when Master of Balliol, used to say that every Undergraduate should make friends with at least one young fellow belonging to the poorer classes.

Clubs are usually open from, say, 7 or 7.30 to 9.30 or 10 on perhaps four or five evenings each week. It is not possible to narrate the innumerable duties. After all, it is not so much what is done as the way in which it is done. Working boys are imitative creatures and the Club manager selects his Officers on the strength of the example they are likely to set and the influence they will exercise. Here, again, camp is the supreme testing ground.

It must always be remembered that the advantages offered by work of this kind are mutual. The experience gained and the friendships formed are more than compensation.

A VISIT.

Only a personal visit to one of the University or Public School Settlements can serve to give reality to much of what has been said.

The author takes as an example the Oxford and Bermondsey Club at Bermondsey, of which he has some experience.

Go into any one of the four boys' Clubs one evening.

There is much noise but no disorder, white faces but much laughter, some horseplay but a great comradeship. In one room a little crowd clusters round the ping-pong tables—a good occupation for leisure moments and not without value in training eye and hand. There in the corner a would-be musician screws some approach to melody from a 90-years-old piano. The canteen is doing a good trade (if it be not too near the end of the week) in stout slices of bread and jam, tea and cocoa, chocolate and toffee that is wholesome, if glutinous withal. There is the quiet room where brows are bent to organise victory at

draughts, and a dreadful slaughter of knights and bishops is in progress near by. Perhaps in a quiet corner a lone figure bends over a square of linoleum, from which is being fashioned a carved table mat. The knife moves quickly and surely in fingers that are acquiring a surprising deftness and with it a new sense of achievement.

Yet another room discloses two small billiard-tables, one kept with care for the more experienced players, the other, alas, bearing traces of the beginners' efforts. Turn aside for a moment into the gym. There an old boy as voluntary instructor is teaching punch and guard, and many a youngster is learning to take punishment as well as give it, to keep his temper and to learn the difference between a great game of skill and a rough-and-tumble scrap.

Next door the bathroom is full already. There are the runners, that little bunch of red or blue or yellow-clad figures who sped out as you came into the Club, now returned with sweating skins and expanded lungs from pacing the quiet streets of the City and enjoying the crowning glory of bath and shower. It is safe to say that, when these have homes of their own, the bath (if there be one) will not go unused. Another door here. That is the carpenters' shop where two energetic souls are putting the finishing touches to a huge cupboard that has filled many evenings in the making.

Stay on to the end of two full hours and you will see all these various elements collect as a matter of course into the Club Chapel as the natural meeting-place of the whole Club. There the manager will say what needs to be said on future arrangements—Saturday's football match, or, if it be the summer, the next week-end camp. In this talk of Club affairs and

in the short simple Club prayers that follow, the members learn to realise that they are one. The crowd pours out through the Club doors, the laughter and the voices die away down the street and are lost in the maze of courts and alleys, and another Club evening is over. How very ordinary it all sounds, set down in cold print, but here to those who know its life from within is a busy workshop where many lives are being fashioned. Too often the hammer strokes go awry or the metal is not at the right heat, yet on the whole the forgings are good honest stuff, fit for the needs of a country with a great past, and one which, if it has but the wit to use these crucial, growing years aright, may yet have a great future.

The Oxford and Bermondsey Club is situated at 175, Long Lane, London, S.E.1, where any further information about it can be readily obtained.

For this Club, the Archbishop of York serves as the official Visitor, Mr. Alexander Paterson, M.C., is Chairman of the Committee, and Mr. N. E. Field Jones the Warden.

OXFORD HOUSE

AIMS. The Oxford House was founded in 1884 "in order that Oxford men might take part in the Social and Religious Work of the Church in East London ; that they might learn something of the life of the poor ; might try to better the conditions of the working-classes as regards health and recreation, mental culture and spiritual teaching ; and might offer an example, as far as in them lies, of a simple and religious life".

METHODS. Its objects and methods have always been to attempt to influence character by personal contact, to break down inter-class distrust and ignorance by bringing Public School and University men into touch with the inhabitants of a congested industrial area, and to help young men and boys to rise superior to their environment and become good citizens.

ACTIVITIES. Oxford House has found that the best way of getting into touch with the youth of the neighbourhood has been by starting and managing Clubs for Men and Boys. During the past 45 years the spirit of comradeship and sportsmanship has been instilled into thousands of East-Enders. They have not only been provided with a comfortable alternative to the street or the public-house (they cannot spend their evenings at home), but have been given opportunities of developing their individual tastes and hobbies. Past members look back on their Club days just as others remember their time at School or College.

Residents at the House take a prominent part in all local social activities and have served on Committees of every description. In Bethnal Green the work of Guardians, School Management, Care Committees, etc., has been greatly helped and influenced by Oxford House men.

The Headship of Oxford House has been held in turn by such men as the present Bishop of London, the present Bishop of Durham, the present Suffragan Bishop of Whitby, and the Dean of Canterbury ("Dick" Sheppard). Oxford House has in fact produced over twenty Bishops. Scores of men holding distinguished positions in other walks of life readily acknowledge what they owe to the experience they gained there. The present Head is Mr. Michael R. Seymour, who has held that position since 1923.

Like other similar institutions, the House has never been quite the same since the war. Young men find it very difficult to spend a year or two in the East End after they come down from Oxford. They have to begin immediately to earn their living.

But the work has tended to increase in every direction, so that the Oxford House is in greater need than ever of graduates to come and live in Bethnal Green and carry on the old tradition. Funds, too, are badly wanted for a work that can never be undertaken by the State.

Oxford House is situated in Bethnal Green, London, E.2, where enquiries may be made for further information or contributions sent.

CAMBRIDGE HOUSE

(THE CAMBRIDGE UNIVERSITY SETTLEMENT)

AIMS. "The aim of the Settlement is to be a meeting-place for Cambridge men with the people of South London, and a centre from which, as a result of that combination, residents and visitors may gain experience of social problems and help the people to improve conditions of life in all respects."

MEMBERSHIP. Cambridge House was founded¹ on the basis of Christianity. The membership is not limited to the Church of England, nor even to those who hold the Christian faith. There are many openings for definitely religious work, in different denominations, for those who believe in its primary importance. There is also much to be done for which help is urgently needed, by those who do not hold the same view. Any inclination can be satisfied and any interest met through Cambridge House, because it is in contact with all the neighbouring organisations and movements, e.g., School and College Clubs or Missions, the Employment Exchange, the South-East London Musical Festival, the League of Nations Union and the Hospitals.

Its chief claim on the interest of Cambridge men is

¹ It was the outcome of what was originally Trinity Court, a mission in South-East London, run by Trinity College, Cambridge. Trinity Court was founded in 1889, and in 1896 became the Incorporated Cambridge University Settlement known as Cambridge House.

that it is really a continuation of the University for the study of the conditions of contemporary society, and gives to anyone who realises the gravity of the issues involved the chance of first-hand knowledge, both while he is "up" and still more after he has "gone down". Here he can test any theories he may have against some of the hardest facts of life to-day, and as he learns he also is able to help in mitigating the rigour of some of these facts. Indeed, he cannot do the one without the other. But more than this, in a district poor, drab, and much over-crowded, the House is a place where the people of the neighbourhood come for advice and help of every kind, and which they use for their own purposes, for committees, entertainments and debates.

ACTIVITIES. The Poor Man's Lawyer, whereby free legal advice is given to those unable to obtain it in the usual way, a library for boys and girls and another for young people, have their home at Cambridge House. Two Boys' Clubs are supported and maintained by the undergraduates of two of the University Colleges. The Camberwell Model Parliament also have their premises at the House and three School Care and After-Care Committees meet at, and work from, it as a centre. All of the above are largely managed by men who have come down from the University; and, while working in London, have taken up residence at the Settlement and give certain hours of their leisure to such work.

The Settlement accommodates eighteen residents, each of whom has a private bed-sitting room, besides the use of common rooms and dining-hall, etc. Thus, Cambridge House affords Cambridge men, both past and present, a congenial meeting-place besides oppor-

tunities for gaining experience and giving service in the poor districts of South-East London.

Fuller particulars and arrangements for residents and Visitors may be obtained from the Head (Captain Claude Hamilton, R.N.R.), Cambridge House, 131, Camberwell Road, London, S.E.5.

TOYNBEE HALL

As in Chicago to-day in risk to the unoffending stranger, particularly after dark, so was Whitechapel in the 1880's. Life in Whitechapel in those days was the cheapest kind of thing and the name—Whitechapel—the utter reversal of all that it was. The Rector of a Church there (St. Jude's), a young and ardent man with a noble wife, felt the belief of the brotherhood of man so strongly that he set about putting it into actual practice—helping the unfortunate and depraved. His example was seen and others came to join him. A house had to be built where these men might live. And so Toynbee Hall came into being in 1884, a little oasis of creeper-clad buildings set in the middle of squalor and bestiality.

It was intended to be a centre of light to the darkness round about it, a place where starved souls could hear good music, see great pictures, come into contact with men and women of vastly removed social standing. It was to be a place where education was given royally to those who had never had a chance in their lives. It was to be the centre from which radiated good works into all the district.

It succeeded, and Whitechapel to-day is safe to walk in at any hour and a more respectable neighbourhood than the West End. The men who lived in Toynbee served on Borough Councils, in Government offices, wrote articles and books, spoke at lectures and debates, gave lessons and attended "socials", looked after ill-fed

and poorly clad children, and in many other ways touched the life of the district. Men who later became very distinguished lived in Toynbee in its early days—Lord Milner, Sir Hubert Llewellyn Smith, Sir Robert Morant, Mr. W. T. Layton, Sir Arthur Salter, Mr. R. H. Tawney, Dr. Maxwell Garnett, to name but a few.

The ugliness of the old situation has gone and Toynbee Hall is now almost a University to the poor of Whitechapel in its educational work. It has its own Troops of Scouts and Guides, Cubs and Brownies. In short, after having helped materially to change evil conditions it still finds much work to do in giving culture to East End workers, in helping the young to find employment, in housing a famous Children's Court, in giving free legal advice. In 1927 it brought about the emergence of a Hostel for poor boys—a long and sadly needed piece of work. And its work still goes on, men from the Universities still willingly come to live in it and then help their East End neighbours.

Toynbee Hall has as Chairman of its Council Lord Burnham, C.H., and as its Warden Mr. J. J. Mallon, M.A. Its address is—Toynbee Hall, 28, Commercial Street, London, E.1, and letters and donations can be sent to the Warden. Good works cost money and financial help is always appreciated.

THE JOHN BENN HOSTEL AND MILNER HALL

THE East End Hostels Association was formed in October 1926 for the purpose of taking over a building in Bower Street, formerly the Barnardo's Boys Technical Training School, which they no longer required, having moved into the country.

The scheme was initiated by Mr. Mallon of Toynbee Hall, as there was felt to be an urgent need in that area for a hostel for the homeless boy during the difficult period of adolescence.

The building was purchased at a cost of £14,600 and a further remodelling and refurnishing absorbed another £10,000. The Carnegie Trustees made this purchase possible by a mortgage of £10,000 and Sir Ernest Benn gave another £4,600 to commemorate his father, John William Benn, Liberal M.P. for Stepney and Chairman of the L.C.C., who had begun life as a Stepney working boy.

The remainder of the building, which was far too large for the immediate requirements of the Hostel, is known as the Milner Hall, in memory of Lord Milner, Colonial Secretary, War Secretary, Governor of the Cape Colonies and High Commissioner for South Africa—who was, from its inception until his death, President of the Council of Toynbee Hall.

Lord Milner was a warm supporter of the scheme at its inception, and but for his untimely death would have given his active help and influence in supporting

its development. The Milner Hall is used actively as a Social Community Centre.

The John Benn Hostel and Milner Hall was opened in March 1927 by His Royal Highness The Prince of Wales, as a home for working boys between the ages of 14 and 18.

It has, as its object: "To provide a home for otherwise homeless boys, where they may be surrounded by the warmest friendship, and by an influence which will help them to develop their own characters on the right lines. To provide the opportunity whereby each individual boy may develop his own particular talent in whatever direction that may lie."

There are 75 such boys in residence, all of them having been placed in good work, as a result of which they are enabled to contribute nearly 50 per cent. of the total cost of their "keep".

The Hostel is conducted in much the same way as a normal large family would be, with the many advantages accruing to large numbers. Every effort is made to provide an outlet for the energy and interest of each boy, and the activities therefore cover a very wide scope. Apart from outside L.C.C. Evening Classes—which many of the boys attend—there are a series of hobbies' classes, conducted by competent instructors, including Physical Training, Gymnastics and Boxing, Carpentry, Boot Repairing, Fancy Leather Work, General Hobbies, Dramatics, Minstrels, Piano-forte, Lectures and Debates. In addition there are the usual games, indoor and outdoor, with a plentifully stocked library for reference and reading and a constant supply of periodicals.

A great asset to the building is the fine swimming bath, the water in which is kept constantly clean and

pure by the magnificent gift of a Paterson purification plant. The bath is used to its full capacity by resident boys, various clubs which have their headquarters in the Milner Hall, as well as by local schools and clubs.

A fine standing canvas camp beside the Medway near Tonbridge, Kent, provides a splendid change each week-end for some 25 boys, and is very much used for convalescence and annual holidays.

It is a delightful site, and among its attractions are an excellent swimming pool, plenty of playing-space and an opportunity for canoeing along the pretty river.

A savings bank gives the boys a chance and encouragement to save for clothing, holidays and for the inevitable time when they have to leave the Hostel.

The boys are divided into eight dormitories, with a senior boy as Leader and a second as sub-Leader. *All* leaders meet for an hour every week with the Warden, when the difficulties of routine and development are freely and openly discussed, and thus the boys are helped to shoulder positions of responsibility in after-life. Each has his own job of work to do and reports to the central meeting.

Amongst other interesting activities, there are a Magazine, a Canteen, and a Dark Room for the purpose of photography, concerts, etc.

The Milner Hall serves an entirely different purpose, attempting to "provide a Centre in which those living in the immediate neighbourhood may meet together for social intercourse and mutual help, and also to supply such opportunities for advancement both individual and collective as may be desirable and practicable".

By far the largest group is the Play Centre, which caters for some 300 school-children each evening between 5 and 7 p.m. A very varied programme of

sports, games and pastimes interests quite a number of types of children, and it is always a joy to see them in their various groups.

There are Clubs for men, Sewing Classes for women and girls, Guides and Brownies, Scouts and Cubs, Mixed Clubs, Concerts, Dances, Plays, Whist Drives, and Socials. A host of voluntary workers give invaluable time and thought in these and many other directions.

One of the greatest assets to the work has been the inclusion in the building of a Toc H Branch. They meet once a week for branch purposes and devote a great deal of their time to social work of one sort or another.

There is no endowment of any sort, but year by year a subscription list is being built up which, it is hoped, will in time meet requirements. At the moment the Annual Banquet does much to procure funds.

The John Benn Hostel and Milner Hall are situated at Bower Street, Commercial Road, London, E.1, where any further information can be obtained from the Warden, Mr. A. Townshend.

THE TOWER HAMLETS MISSION

F. N. CHARRINGTON,

FOUNDER AND HONORARY SUPERINTENDENT

THIS Mission was founded in the year 1870 by Mr. F. N. Charrington, then a young man just out of his teens. He was born to a great inheritance from the Brewery bearing his name, valued at over a million sterling. But his eyes were opened to the poverty, misery and degradation in which the people of the East End were living, all brought about through the drink that he determined to have nothing to do with.

He therefore renounced his connection with the Brewery and devoted his life to the cause of temperance. He started a Mission Hall, and after a time a large tent. From that to a larger hall, until ultimately a great building, accommodating 4,000 persons, was erected in the Mile End Road. Thousands of people look upon it as their home. Meetings have been held every night all the year round for over fifty years.

The Children's Hall adjoining is used entirely for the work amongst the little ones of the Sunday School, Band of Hope, Boys' Club, Girls' Club, etc.

The Lord Mayor and Sheriffs of the City of London have, for 44 years, given annually in the Great Assembly Hall their great Feast to two or three thousand of the poor of the East End on the 9th of November.

Twenty years ago, on Christmas Day 1909, His Majesty the King, then Prince of Wales, provided the funds for the Tea for 700 hungry men and women.

This has been graciously repeated every Christmas since.

The 8th Earl of Shaftesbury was President of the Mission for a number of years up till the time of his death.

The homeless, workless "Down and out" men and women associated with the Tower Hamlets Mission are not all Londoners, but come from all parts of the country.

Donations are urgently needed for the continuance of this great work, and will be received and acknowledged by F. N. Charrington, the Honorary Superintendent, Great Assembly Hall, Mile End Road, London, E.1.

WORKING MEN'S COLLEGE

THE Working Men's College was founded in 1854 by a group of men whose object was to remove class suspicion and heal class division, by promoting the spirit of Christian Fellowship; and to-day it remains the chief concrete outgrowth of that movement. At that time there was a great wave of bitterness and conflict everywhere, similar in many respects to the upheaval of the present day. It was hoped that by uniting all classes of the community for the common purpose of learning a better spirit of understanding might arise. Members of the Universities were to join with the working man, and, for the love of the college, to give it their service. In a spirit of mutual help and comradeship they were to assist College men in the study of those subjects with which it most concerns English citizens to be acquainted. The classes were to be held in the evening, so that the men might attend them after their day's work was finished.

The College opened its doors in Red Lion Square on October 30, 1854, with the Rev. Frederick Denison Maurice, the leader of the movement and a well-known preacher of liberal views,¹ as its first Principal. In 1857 the College was moved to larger premises in Great Ormond Street, where it remained till 1904. In that year, having again outgrown its accommodation, His Majesty the King, then Prince of Wales, laid the

¹ Tennyson's verses addressed to him will be familiar to many.

foundation-stone of the present buildings in Crowndale Road, N.W.

Many men have been associated with the College as principals and teachers who were eminent in different walks of life. Among the original teachers were Maurice (Principal, 1854-1872), Tom Hughes (Principal, 1872-1882), Ludlow, Brewer, Furnivall, Westlake, Litchfield, and Ruskin. Rossetti, with others of the Pre-Raphaelite Brotherhood, became interested and taught in the Art class. Lord Avebury (Sir John Lubbock) became Principal in 1883, which post he held until in 1899 he was succeeded by Professor Dicey. Among former teachers are Lord Haldane, Sir Charles Lucas (Principal, 1912-1922), Sir Edward Clarke, Dr. G. P. Gooch, and Prof. G. M. Trevelyan.

There are at the present time 90 classes held in the College, covering a wide range of subjects: Modern and Classical Languages, Literature, History, Economics, Physical and Biological Science, Music, Art, etc.

As years have gone on, the demand has steadily become greater for the higher subjects, and the interest aroused in these is proved by the number of College societies by which the work in them is supplemented.

The educational standard attained at the College is very high. Many students have advanced sufficiently far to entitle them to a university degree had they been otherwise eligible. The great majority of the students show a general rise to a higher intellectual level.

At the present moment the College holds a unique position among educational institutions in London. By far the larger number of teachers are voluntary, being old students or members of the Universities. There are about 1,200 students in the 90 classes, the majority of which deal with humane and scientific

subjects. In addition to the ordinary classes, free public lectures are given weekly during the winter months by public men for the benefit of the neighbourhood as well as the College.

So far as is possible with an evening institution, the College possesses that corporate life which distinguishes the Universities and Public Schools. While it does not overlook the commercial and professional value of education as a means of livelihood, it endeavours to put before all its students the value of culture for its own sake. The present Principal is Major-General Sir F. Maurice, a grandson of the Founder.

The great need of the College at the present time is a playing-field, which in these days is recognised as essential for the full development of the social life of any educational institution. Contributions for this purpose may be sent to Major-General Sir F. Maurice, 44, Kensington Park Gardens, W.11.

THE POLYTECHNIC

ITS ORIGIN AND DEVELOPMENT. The Polytechnic owes its existence to Quintin Hogg, the youngest son of Sir James Weir Hogg, Bt., sometime Chairman of the East India Company. Quintin Hogg left Eton in 1863 and went into the City. He devoted his evenings to work among the boys and young men of London. "My first effort," he wrote, "was to get a couple of crossing-sweepers, whom I picked up near Trafalgar Square, and offered to teach them how to read. . . . With an empty bottle for a candlestick and a tallow candle for illumination, two crossing-sweepers as pupils, your humble servant as teacher, and a couple of Bibles as reading books, what grew into The Polytechnic was practically started."

In 1864 he hired a room in Of Alley, and started a night school. A few years later it was found necessary to remove to Castle Street. In 1878 much larger premises were secured in Long Acre, but these soon proved inadequate to accommodate all who wished to attend. In 1882, Quintin Hogg purchased a building, widely known as "The Polytechnic", on the present site in Regent Street, and within twelve months nearly 100 classes, attended by 5,000 students, were being held. In 1884 a Royal Commission reported that it had nowhere seen an institution where such a thoroughly practical system was followed as at The Polytechnic.

Quintin Hogg died in 1903 and was succeeded as President by Mr. J. E. K. Studd (now Sir Kynaston Studd, Bt.), who had joined the founder as Honorary

Secretary in 1885. Viscount Hailsham, the eldest son of the founder, has been a Vice-President of The Polytechnic since 1903.

In 1912 the first portion of the Regent Street premises was rebuilt and re-equipped at a cost of £115,000 and was opened by Their Majesties the King and Queen. Since the War the increased demand for technical education and social facilities has necessitated the extension of the Regent Street premises and the erection of a large building between Little Titchfield Street and Ridinghouse Street, off Great Portland Street. This extension was opened by Her Majesty the Queen on October 10, 1929.

The Polytechnic now has 15,000 students and 8,000 members. There are 16 day schools, and 1,000 evening classes are held weekly in 100 different subjects.

ITS AIM AND INFLUENCE. The aim of The Polytechnic has always been to provide an educational centre and a club for young men and women, where every reasonable facility is offered for the training of mind and body, and for the formation of a steadfast character and true friendships. Its founder held that young people have four sides to their nature which require development; namely, intellectual, physical, spiritual and social; and it is on these lines that The Polytechnic has been so successful.

As a result of Quintin Hogg's pioneer work a number of other Polytechnics have been established in London, and there is scarcely a town or a city in the Kingdom without its technical institution. In addition, The Polytechnic has been the model for similar institutions in various parts of the world.

Their Majesties The King and Queen are the Patrons of The Polytechnic,

TOC H

(WITH WHICH IS INCORPORATED THE CAVENDISH ASSOCIATION)

MOST people think that Toc H is some kind of ex-Service Men's Society, and wonder what the strange name means. It is not an ex-Service Men's Society, but a world-wide Brotherhood, and "Toc H" is merely the Army Signallers equivalent of "T.H.", the initials of Talbot House, which was a Home or Club for all ranks started in December 1915 at Poperinghe, and maintained there throughout the War. Its founders were Padres Neville Talbot (now Bishop of Pretoria), H. R. Bates and Philip Clayton (known throughout the Empire as "Tubby"). Since 1922 Mr. Clayton has been Vicar of All Hallows, Barking, the Guild Church of Toc H, where the Lamp of Maintenance burns steadily on an ancient tomb. It was unveiled by the Prince of Wales on December 15, 1923, being his own gift as Patron, in memory of his friends who fell in the Great War.

Talbot House was named after the Bishop's younger brother Gilbert, Lieut. Rifle Brigade, killed at Hooge on July 30, 1915. Over the door of the Padre's room are the words, "All rank abandon, ye who enter here". It was a Home, a Club, a place of rest for all ranks, and the spirit of fellowship was given practical form when senior officers waited on Privates and Non-Coms, and all were indeed brothers.

THE BIRTH. Had Toc H after the War been limited to ex-Service men, it must have died out, as

they in turn passed away, but the founders had the foresight to envisage a wider scope for the new Toc H, and in 1919-20 "Tubby" and some survivors of the Ypres Salient re-started it on a very modest scale as a universal brotherhood, open to all men from the age of 16 upwards who were in sympathy with its aims and objects, and were willing to subscribe to its Four Points of the Compass.

These are :—

(1) FELLOWSHIP—i.e. to love widely ; to promote among all people a wide human interest in the lives and needs of their fellows, and to foster in every man a sense of the responsibility for the well-being of his fellow-men.

(2) SERVICE—i.e. to build bravely ; to encourage amongst the Members of the Association the desire to perform ; to facilitate the performance of all kinds of social service between, and for the benefit of, all ranks of Society.

(3) FAIRMINDEDNESS—i.e. to think fairly ; to mitigate by habit of mind, word and deed the evils of class-consciousness, and to endeavour to create a body of public opinion free of all social antagonisms—to listen hospitably and humbly to every man's story, and to help the truth to prevail.

(4) THE KINGDOM OF GOD—i.e. to witness humbly, to spread the Gospel without preaching it.

Every member of Toc H is expected to undertake an individual job of service for others, and each group or branch undertakes corporate jobs as well. Toc H defines "Service" as "the rent we pay for our room on earth".

Headquarters : 1, Queen Anne's Gate, London,
S.W.1.

Toc H does not depend on public subscriptions ;
but there is an Endowment Fund, promoted by
H.R.H. The Prince of Wales, Patron of Toc H, for
which subscriptions are invited. Any such should be
sent to the General Secretary at the above address.

THE ALLIANCE OF HONOUR

President : The Rt. Rev. Bishop J. TAYLOR-SMITH,
K.C.B., C.V.O., D.D.

THE first month of 1903 witnessed the inauguration in Britain of an endeavour to grapple with the problem of purity along new, and hitherto untried, lines ; and the founding of the Alliance of Honour by its present Joint Acting Directors, Messrs. Evelyn E. Bagnall and Alfred B. Kent, marked a distinct epoch in the moral history of the world.

That young men and women have a right to clear knowledge and should never be allowed to grope in the dark for information concerning the GOD-given powers with which they are endowed, formed a basic principle in the Charter of the Alliance of Honour and has constituted one of the main factors governing all its propaganda.

The Alliance of Honour is an interdenominational and non-political movement which seeks to teach, at the right time, the simple truths regarding the origin of life ; the necessity for purity, with physical, moral and spiritual aids thereto ; and the sanctity of marriage, parenthood and home life. It promotes a high standard of conduct between the sexes.

The Alliance, meeting a crying need, has grown with wildfire rapidity to include to-day nothing less than the whole world as its province. New ground is continuously being broken up : missionaries from all parts come, keen to make the solution of this common

problem between the nations—the problem of purity—a definite means of evangelisation; men from other lands come, anxious to take home with them the helpful message and methods of the Alliance; and young fellows abroad are glad to keep in touch, not only to give themselves a sustaining influence in a strange atmosphere, but also to help others amidst exotic temptations. At home the steady work proceeds of banding together men of all classes and ages (and women through the Women's Section) in the common cause of purity through wise and timely education. The Alliance has always sought to put first things first and the whole of its propaganda has been based and built up on the saving grace of Christ.

The Headquarters of this organisation are at 112, City Road, London, E.C.1, where any further information may be obtained.

BRITISH LEGION

THE British Legion was formed in 1921. It was a combination of the four main organisations in being at the time—i.e. the Comrades of the Great War, the National Federation of Discharged and Demobilised ex-Service Men, the National Association of Discharged ex-Service Men, and the Officers' Association. The rivalries between the first three were such that but for the insight, guiding counsel and towering personality of Field-Marshal Earl Haig, it is doubtful if fusion would have been achieved. Certain is it that fusion would never have been brought about in the satisfactory manner in which it was without his invaluable help and far-sightedness.

The Conference at which the Legion actually came into being was held at the Queen's Hall, London, during Whitsuntide 1921. The rules and regulations governing the Legion were agreed upon and were blessed in April 1925 by incorporation in a Royal Charter.

H.R.H. The Prince of Wales graciously consented to become Patron of the Legion. Lord Haig was elected President and remained in that office until his lamented death seven years later. He was succeeded by Admiral of the Fleet Earl Jellicoe. Mr. T. F. Lister presided over the fusion Conference, and was elected Chairman of the Legion for six years.

PRINCIPLES AND POLICY

The principles and policy for which the Legion stands may thus be summarised :

- (a) The Legion shall be democratic, non-sectarian, and not affiliated to—or connected, directly or indirectly, with—any political party or political organisation ;
- (b) The Legion shall be created to inaugurate and maintain in a strong, stimulating, united and democratic comradeship all those who have served in His Majesty's Forces, so that neither their efforts nor their interests shall be forgotten, that their welfare and that of the dependents of the fallen may be safeguarded, and that just and equitable treatment shall be secured for them in respect of the difficulties caused in their lives as a result of their services ;
- (c) The Legion shall exist to perpetuate in the civil life of the Empire and the World the principles for which the Nation stood in the Great War, to inculcate a sense of loyalty to the Crown, Community, State and Nation, to promote unity amongst all classes, to make right the master of might, to secure peace and goodwill on earth, to safeguard and transmit to posterity the principles of justice, freedom, and democracy, and to consecrate and sanctify our comradeship by our devotion to mutual service and helpfulness.

ORGANISATION AND MEMBERSHIP

The basis of the Legion's organisation is the Branch, to one of which every member must belong. There are to-day 3,500 of these Branches, excluding those in Scotland (the organisation in Scotland, unlike Wales

and Ireland, has not amalgamated with the British Legion).

Membership of the Legion is open to :—

- (i) Ex-Service men and women who have served at least seven days with the colours in our Navy, Army, Air Force, or any of our Auxiliary Forces, except conscientious objectors. Those who for the period between August 4, 1914, and August 31, 1921, shall have served seven days' embodied service with our Navy, Army, Air Force, or any of our Auxiliary Forces, and those who prior to August 4, 1914, or subsequent to August 31, 1921, shall have received seven days' pay from the funds of our Navy, Army, Air Force, or any of our Auxiliary Forces, shall be deemed to have served seven days with the colours.
- (ii) Men and women of the Mercantile Marine who have served afloat during hostilities outside examination areas.
- (iii) Men and women of the Red Cross Organisation of the Empire (i.e. St. John Ambulance Association, the British Red Cross Society and the St. Andrew Ambulance Association) provided they have served with the Forces of the Crown.
- (iv) Any British, or naturalised British, subject who has served seven days in an Allied Force during the Great War.

The main work of the Legion may be summarised under the headings : Peace, Raising of Funds, Employment for the fit and unfit, Migration, Relief of Distress, Pensions.

PEACE. The Legion believes that one of the greatest assets in the cause of Peace is a strong and united British Commonwealth of Nations. For that reason

the Legion is an active member of the British Empire Service League. This League co-ordinates the efforts of ex-Service organisations throughout the Empire. Through its agency the British Legion is kept in touch with the Canadian Legion, the Returned Sailors' and Soldiers' Organisations in Australia and New Zealand, the organisations in South Africa, Newfoundland, India and elsewhere throughout the Empire. By conferences, visits, correspondence and interchange of literature, the men of the Empire who fought together in the War for the common cause of victory are now working together for the common cause of the Pax Britannica.

Similarly, the British Legion keeps in touch, through the *Fédération Interalliée des Anciens Combattants* (FIDAC), with the allied comrades of the War, and though FIDAC falls short of the ideal, which would be an international organisation of all men who took part in the Great War on both sides—an ideal which, let us hope, may be realised in the not too distant future—there is a lot of work to be done in the cause of peace and goodwill amongst the Allies themselves. Men who faced the same risks and shared the same hardships are specially fitted for this task.

RAISING OF FUNDS. The various activities of the Legion connected with employment and the relief of distress would be sadly hampered without a Benevolent Fund replenished annually. Accordingly, in the first year of its creation, the Legion began the organisation of what is now universally known as "Poppy Day". By common consent Armistice Day has been reserved for the Poppy Day Appeal.

Thanks to this fact and the devoted help of thousands of voluntary women workers, no less a sum than half a million pounds (exclusive of Scotland) is

now raised annually. These are gross figures, about £80,000 having to be deducted to defray the cost of the thirty million poppies which are sold on that day. But as these poppies are manufactured entirely by some 270 badly disabled ex-Service Men who would otherwise be unemployed, the public are reconciled to a figure which might in ordinary circumstances appear excessive.

EMPLOYMENT. The Legion directly assists ex-Service Men to secure employment by means of its Employment Bureaux and the work of its numerous Branch Secretaries. No figures are available for the total of men placed every year, but this must run into many thousands. In addition, the Legion assists by loan on the average some fifteen men per week to set up in business on a small scale—in such a business, for instance, as that of shoe repairer, photographer, newsagent, etc.

The Legion itself is a large employer of disabled ex-Service Men. The Poppy Factory has already been mentioned. Its 270 employees have an average disability of 72 per cent.

At Preston Hall, near Maidstone, the Legion runs a large and highly successful Village Settlement for Tubercular ex-Service Men. Here some 120 settlers, all of whom require a sheltered existence, earn an independent livelihood and are enabled to live in ideal surroundings with their families. It is significantly encouraging to note that there is not a single case of consumption amongst the children of these settlers.

In taking over Preston Hall some few years ago, the Legion was very greatly helped by Papworth—the original and famous Tubercular Village Settlement.¹

¹ The Papworth Settlement will be always honourably associated with Sir Humphrey Rolleston, its President, and the Rt. Hon. Sir Frederick Milner, its Chairman.

The Legion owns a hand-loom weaving business at Llanwrtyd Wells, where disabled men are employed. The admirable tweeds made at this factory may be purchased at the Legion's shop, 20, Buckingham Palace Road, London.

MIGRATION. The Legion has consistently advocated giving a chance to the married town-dweller who has the necessary health and determination to get on to the land in one of the Great Dominions. A short preliminary training is regarded as essential for the man and his wife, both as a means of "testing" and also with a view to raising the man's value on arrival at his destination—thereby helping him over the first twelve months, which are bound to be difficult. The Legion has organised an admirable training centre at Wenvoe, near Cardiff, where batches of twenty families are trained in the rudiments of agriculture for three months with the help of the local farmers.

PENSIONS. The British Pension system is a good one and compares favourably with those of other countries. The Legion has played no small part in pointing out to successive Governments directions in which it could be improved. It has materially assisted the course of justice at the various Pension Appeal Courts by providing the claimant (quite incapable of stating his own case) with a Soldier's Friend who is able to bring points to the notice of the Court, which often make all the difference between success or failure.

RELIEF OF DISTRESS. The relief of distress is carried out by some 2,000 Benevolent Committees on which are included men and women with knowledge and experience. Some three years ago the Legion Relief section was co-ordinated with that splendid body The United Services Fund. This combination has pre-

vented overlapping and eliminated waste. The relief work now carried out all over the country has undoubtedly brought a ray of comfort to thousands of homes where otherwise there would be misery and despair.

In all the above work the men of the Legion have been immensely helped by the Women's Section, in which are grouped the wives, widows, sisters and daughters of ex-Service Men. This highly important section of the Legion numbers over 1,000 branches.

An organisation such as the Legion, is, in the nature of things, bound to meet criticism, and within measure, criticism is salutary. But a few months ago a certain Sunday paper made statements of such a damaging nature against the administration that Lord Jellicoe and the Council of the Legion considered it advisable to allay any doubts thus caused in the public mind by inviting an outside body to make a thorough investigation. As a result, Lord Bridgeman, Sir Stephen Demetriadi (nominated by the Chamber of Commerce) and Mr. H. G. Howitt (nominated by the Institute of Chartered Accountants), most kindly made a very thorough examination of all departments of the Legion. The concluding words of their report ran: "The history of the Legion constitutes a record of successful achievement and tends to confirm our confidence in this remarkable channel of public sympathy and appreciation."

Any further information regarding the British Legion may be obtained from its Headquarters—Haig House, 26, Eccleston Square, London, S.W.1.

BRITISH RED CROSS SOCIETY

THIS Society commenced its activities in 1870, on the outbreak of hostilities between France and Germany. Under the title of the "National Society for Aid to the Sick and Wounded in War", and under the banner of the Red Cross, help in men, money and material was sent to both belligerents. Subsequently it did good service in our own small wars, on Continental battlefields and in the South African campaign. The British Red Cross Society—as the National Aid Society used to be generally known—was reconstructed on its present basis in 1905, and was granted a Royal Charter defining its duties as mainly connected with sick and wounded in War.

On the formation of the Territorial Force, the Society was called upon in 1909 to supplement the medical service for Home defence and in 1912-13 it rendered aid in the Balkans.

During the Great War, in conjunction with the Order of St. John of Jerusalem, the British Red Cross Society collected vast funds, largely assisted by the generous support of *The Times*, and in every theatre of war aided the official medical organisation with personnel, hospitals, motor ambulances and stores. The needs of prisoners of War were a special charge, also the inquiries for the missing and wounded. Soon after the conclusion of peace, the aims of the Society were enlarged by a Supplemental Charter, authorising a Peace programme (additional to its original objects)

summed up in the phraseology of the Covenant of the League of Nations, "the prevention of disease, the improvement of health, and the mitigation of suffering throughout the world"—a far-reaching mandate, indeed.

To this end the Red Cross Society endeavours to spread the knowledge of all matters concerning health ; it raises and trains detachments of men and women in every county educated in First Aid and Home Nursing. In country districts it opens depots where surgical requisites can be hired at a cheap rate, and organises road patrols. In many localities "clinics" have been established, where orthopædic cases are treated. Lectures to women by trained teachers are a very popular feature. In many hospitals the help of members of the Society's Detachments is welcomed.

Among other activities are the following : the Blood-transfusion scheme, also the help afforded to hop-pickers and to girls employed in the herring fishery. The new and up-to-date Clinic for chronic rheumatism recently opened in London performs a work of great magnitude and increasing usefulness, and will, it is hoped, be a centre for similar institutions in the provinces.

The Junior Red Cross, with the objects of inculcating the rules of health and the duty of helping suffering children, forms a chain of service linking the youth of many lands ; and though of comparatively recent origin in this country, is growing in numbers and efficiency daily.

Within the past few months a Conference was held in London where the kindred societies of the Dominions and Colonies met for the discussion of Red Cross problems. The British Red Cross Society is an active member of the League of Red Cross Societies, and

is thus in touch with similar organisations all the world over.

In addition to the above, the Society in conjunction with the Order of St. John, by the help of the funds contributed during the War (*The Times* Fund), carries out many useful projects mainly for the benefit of ex-Service Men. The Star and Garter Home¹ for the disabled, offers everything that science can suggest, and liberality supply for men who have deserved well of their country.

Consumptive officers are a special charge, and there is a surgical hospital at Brighton, while the Emergency Help Fund is of inestimable benefit to the rank and file. A Hospital Library solaces many weary hours. A Hostel for International Students being trained in Public Health work is of unique service. Deserving of very special mention is the Motor Ambulance Department, which controls 350 vehicles—a great boon, especially in country districts.

Such is an epitome of the work being done.

Their Majesties the King and Queen are the Presidents of the British Red Cross Society, and H.R.H. the Duke of York, K.G., is Chairman of the Council. The Hon. Sir Arthur Stanley, G.B.E., is Chairman of the Executive Committee, and Sir Edward Stewart, K.B.E., is the Deputy-Chairman.

The Secretary-General is Brigadier-General H. B. Champain, C.M.G., whilst Colonel Sir James Magill is the Honorary Organising Secretary.

The Headquarters of the Society are at 14, Grosvenor Crescent, London, S.W.1, and any inquiries for further information should be addressed to the Secretary, Mr. F. C. Davies, O.B.E.

¹ On the site of the famous hotel at Richmond.

NATIONAL COUNCIL OF SOCIAL SERVICE
(INCORPORATED)

THE National Council of Social Service was founded in 1909 by a Joint Committee consisting of members of certain voluntary organisations, Local Authorities and Government Departments, under the chairmanship of Sir Aubrey Symonds of the Local Government Board. The Joint Committee had been formed as a result of the need, clearly revealed during the War, for a central body to promote co-ordination of voluntary effort and co-operation with Statutory Authorities.

Put simply, the Council has three principal objects in view. It believes that "the good life" can only be achieved in a modern community if the spirit of voluntary service can be developed and made more effective. It sees that this involves systematic collaboration between both voluntary associations and public authorities engaged in similar services, and it seeks to promote this team work through a simple form of organisation.

The Council itself brings together representatives of forty voluntary movements of national scope, nine Government Departments concerned in social services, seven associations of Local Government authorities and officials and fifty-seven local Councils of Social Service in towns and twenty Community Councils in counties. It provides a meeting-place where the leading bodies that are working for better health conditions, better education, a better use of leisure,

better provision for young people, better housing conditions—indeed for all those things which go to make a richer life and better community—can meet together and plan common action. And similar councils in counties, towns and villages are growing steadily as the advantage of working together is increasingly realised. As the central organisation of a steadily growing movement, the National Council is assisting in the formation of Councils of Social Service and Community Councils in towns, counties and villages.

By bringing together the various interests concerned, the National Council of Social Service has assisted in launching the Central Council for the Welfare of Women and Girls, the National Association of Boys' Clubs, the National Association of Young Farmers' Clubs, the British Association of Youth Hostels, so that work in each of these fields may be more effectively carried on.

In co-operation with the British Association of Residential Settlements, the Educational Settlements Association and the Carnegie United Kingdom Trust, the Council has promoted community associations to develop educational and social facilities in several of the new housing estates which have been built by many Local Authorities and form large towns of working-class people at present largely unprovided with such facilities.

The National Council has initiated an effort to provide mental stimulus and to re-awaken interests in some of the distressed mining areas, with the help of Universities, Education Authorities, voluntary associations and the Carnegie United Kingdom Trust. Lectures, concerts, classes, courses, and "schools" have been organised, which were attended by over one hundred thousand people in the past twelve months.

The Council is helping the building of village halls by self-help and corporate effort of villagers, with the assistance of a Loan Fund of £25,000 which it has obtained from the Government and by advising the Carnegie United Kingdom Trustees in the administration of a fund of £10,000 from which grants are made where the village cannot itself raise the whole cost of the hall.

Hundreds of charities are benefited by the recovery of income tax on charitable subscriptions paid under contracts made by subscribers with the Council. Last year, the Council distributed over £116,000, of which £20,000 had been recovered from the Income Tax Department and so made available for charitable work. The Council acts as trustee for charities, both national and local, under a licence from the Lord Chancellor, and so helps to secure continuity of work without expense to the charities concerned.

Much is being done to revive the community arts of music and drama in the countryside through the administration of a fund provided by the Carnegie United Kingdom Trustees to further the training of leaders and so to raise the standard of their work in villages.

The solution of social problems cannot be secured without accurate information as to facts and conditions. The National Council provides a centre of information and advice which its contact with other agencies enables it to supply. Its monthly journal, the *Social Service Review*, which is published at the price of 5s. per annum, deals with current affairs of the most varied nature in a manner designed for the use of those who, whether as members of Parliament or of Local Authorities, as public officials, or as workers for voluntary organisations, desire to keep themselves

informed of new developments in the various departments, statutory or voluntary, of social service. Two standard handbooks of reference, *Public Social Services* and *Voluntary Social Services*, are published at 2s. 4d. each, post free. The one contains information in regard to statutory activities such as Public Health, National Health Insurance, Public Assistance, Education ; while the other is a Directory of the principal voluntary organisations of national scope, with details of their functions.

Like every other voluntary movement, the Council depends largely on the number of those who support its efforts. The requests for help and advice which it receives from all over the country cannot yet be met fully.

Very many opportunities to set before towns, counties and villages the ideal of co-operation in the building up of a better community cannot be used for lack of means. Offers of assistance from those able to give either money or time to the work will be warmly welcomed.

H.R.H. the Prince of Wales is Patron of the Council. The President is Captain the Rt. Hon. E. A. Fitzroy, P.C., M.C., Speaker of the House of Commons ; and the Chairman is Professor W. G. S. Adams. Sir Charles Stewart, K.B.E., is Hon. Treasurer.

The Secretary, Captain L. F. Ellis, C.B.E., D.S.O., M.C., will welcome inquiries directed to the office, 26, Bedford Square, London, W.C.1.

THE NATIONAL ASSOCIATION OF BOYS' CLUBS

THE National Association of Boys' Clubs was formed in 1926 at a representative Conference of Club Leaders at Chester. His Royal Highness Prince Henry, Duke of Gloucester, is President, and takes an active interest in the development of the club movement.

The aim of the Association is to consolidate and extend the work of boys' clubs ; to promote friendly competitions and friendly intercourse between members of affiliated clubs ; to provide opportunities for those interested in the management of clubs to exchange opinions and experiences as to the best means of extending club work ; and to enable those boys who have shared better opportunities to meet at clubs or in camp with those who are wage-earners, and so establish mutual understanding. Put shortly—to secure more clubs and better clubs, as a means of helping working boys to be fit, physically, mentally and spiritually, for the life that lies ahead of them.

Within one year of its formation the Association had a membership of 297 clubs ; at the end of the second year 493 ; it now has a membership of nearly 900 clubs, together with seventeen federations representing nearly 100,000 working boys between the ages of 14 and 18.

The Association publishes a quarterly magazine named *The Boy*. It arranges Annual Conferences of Club Leaders, which are steadily growing in size and interest. The last three conferences included repre-

sentatives from all parts of the United Kingdom and also several from similar overseas organisations.

In order to understand the Association's work, it is necessary to know something of the Boys' Clubs themselves.

They are designed for the working boy between the ages of 14 and 18—probably the period of life in which he is most susceptible to influences of every kind. These boys, it must be realised, have been compelled to leave school at the age of 14 to assist in the support of their families. The Clubs are established for the most part in the poorer districts within easy reach of the boys' homes, where they offer them—in place of the street corner or the dark alley—a bright and attractive rendezvous where they can meet their friends and get rid of superfluous energy in wholesome and properly organised physical and mental recreation. Thus the clubs tend to foster comradeship in games and sport—the team spirit which is so generally recognised as a paramount factor in the development of character. Further, the atmosphere of self-government which pervades the whole club system affords invaluable training to the boys as preparation for their responsibilities in their future rôle of citizens.

During the past year, the Association has been presented with a 400-acre farm in Nova Scotia, which had previously been used for the settlement of boys from the Dakeyne Street Lads' Club, Nottingham. Through the farm, the Association are able to send club boys out to Canada and to settle them with selected farmers under conditions which ensure for them a future with prospects such as they would not be likely to attain in this country.

To carry out the policy of the Association, a central

office with small but efficient staff, provision for the travelling expenses for helpers and lecturers, and for printing and propaganda are necessary. By enlisting the services of voluntary workers and by relying on local efforts, "overhead charges" are kept down to a minimum, but the annual expenditure in connection with the administration of the Association amounts to from £2,000 to £2,500. Towards this annual subscriptions are urgently needed.

Any further information will very gladly be supplied on application to the Secretary, National Association of Boys' Clubs, 27, Bedford Square, London, W.C.1.

THE LONDON FEDERATION OF BOYS' CLUBS

THE London Federation of Boys' Clubs (or, as it was originally called, The Federation of London Working Boys' Clubs) was founded in 1887 by the few existing boys' clubs in London to consolidate and extend this important work in the Metropolis.

At its inception, its main activities lay in the direction of organising for the clubs' competitions in the principal sports and games—both outdoor and indoor—which attract the London boy, as well as in subjects of an educational nature. These competitions have always been run on the best possible lines, and in accordance with the finest traditions of British sport. The Federation thus provides a great and vitalising influence to the clubs, whilst giving their members every incentive towards keenness, fitness and self-denial.

Among the main athletic activities covered by the Federation to-day may be mentioned football, boxing, cricket, athletics, swimming and diving, while the intellectual side includes dramatics, essay-writing, recitation, map-filling and so on. The Boxing Finals are held annually at the Queen's Hall, Langham Place, and provide a fine example of hard, clean and scientific boxing. The behaviour of the audience—largely composed of boys from the affiliated clubs—is always a noteworthy feature.

The organisation of sports and games for its clubs is, in fact, an important function of the Federation.

This is likely to remain so, whether competitions are adhered to or whether the matches take the form of friendly games. But games and competitions are not regarded by the Federation—or by any of its affiliated clubs—as being an end in themselves. It is felt, however, that sport is the great heritage of British Youth and the ideal medium through which the boy may be guided to develop those qualities that will make him a good man and a useful citizen.

The Federation is now regarded as the centre of the boys' clubs activity for London. Through it, club managers and others are enabled to meet and exchange views ; co-ordination of policy and methods is thereby achieved.

The chief conditions of affiliation are that a club must be open at least twice a week and must possess a responsible manager ; also that its members must pay some subscription—however small. Subject to these and a few minor conditions, any boys' club of any denomination is eligible for affiliation, and actually few such clubs in London remain outside. The Federation itself is of course affiliated with the National Association of Boys' Clubs, as well as with all the main governing bodies in the field of sport.

Various other activities are undertaken, and a large piece of land has recently been acquired at Northolt for development as playing fields.

H.R.H. The Prince of Wales takes the keenest interest in the Federation, has presided at the Boxing Finals, and has visited several of the affiliated clubs. In its patron, H.R.H. Prince Arthur of Connaught, and its President, Lord Desborough, the Federation is singularly fortunate.

Owing to a great increase in the number of affiliated clubs and in the work at Headquarters, it has been

found necessary to obtain increased office accommodation, and suitable premises have now been found at 222, Blackfriars Road, S.E.1.

The Honorary Secretary (Mr. Charles A. Wrench) will gladly answer any inquiries addressed to him at the above address, while subscriptions and donations forwarded to the Honorary Treasurer (Mr. L. Collings-Wells) will be very gratefully received.

THE NATIONAL PLAYING FIELDS ASSOCIATION

HISTORY AND ORIGIN. The urgency of the need for Playing Fields and the problem of providing them had been recognised and dealt with sporadically in this country for many years,¹ but it was not until 1924 that active steps were taken to tackle the question on a national basis.

Primarily due to the initiative of Brigadier-General R. J. Kentish, the movement spread rapidly and received added momentum from the promise, made early in 1925 by H.R.H. the Duke of York, that he would become President of the N.P.F.A. as soon as ever such a body were formed.

Before, however, this Association took shape, a letter was published, signed by many prominent and influential persons in all branches of public life, drawing attention to the lamentable shortage of playing fields throughout the country. This letter was broadcast in the Press on April 4, 1925, and met with so immediate and unmistakable a response that it was decided to proceed immediately with the formation of a National Association.

Accordingly on July 8 a large meeting was held in

¹ One of the very earliest to approach the idea was Mr. J. R. F. Turner, Honorary Secretary of the Oxford Boys' Cricket Scheme. This was a scheme (started in 1921) for the various Oxford Colleges placing their cricket grounds at the disposal of Oxford town boys during the University Long Vacation—a plan still in successful operation with certain restrictions.

the Royal Albert Hall, and the National Playing Fields Association was formally inaugurated. A Provisional Executive Committee was set up and as a result of their efforts a representative Council was formed, the first meeting of which took place in April, 1926. From this a permanent Executive Committee was appointed.

POLICY. It was obvious from the problem to be faced that, in order to be effective, the work of the Association would have to develop along three main lines :

(a) Stimulation of, and co-operation with, Government Departments—particularly those concerned with Education, Public Health and Town Planning—as well as with all Local Authorities.

(b) The formation of County and City Branches of the Association to further its aims and activities in these areas, as well as to promote local membership and enlist that personal service on which the whole existence of the movement depends.

(c) The establishment of a National Fund for the development of public playing fields and for the encouragement and stimulation of local effort by judicious help to those prepared to help themselves.

(a) **STIMULATION OF, AND CO-OPERATION WITH, GOVERNMENT DEPARTMENTS.** The Association is now in close touch, and working in cordial co-operation with, the Board of Education both at Headquarters and in the Counties. Officials of the Department are zealous and active members of the Central Executive Committee, and are office holders in many of the various already existing County Associations, whilst Government School Teachers in rapidly increasing numbers are becoming energetic members thereof.

The co-operation of the Association has recently been enlisted by the Board of Education in the preparation of a pamphlet on Playing Fields, published by the Board as part of its new policy for Elementary Schools. The pamphlet deals with the recreational needs of school children, the methods of providing playing fields, and the assistance offered by Government. It also gives advice on the choice of games, on methods of lay-out and equipment of grounds, and on management and coaching.

With the Ministries of Health and Labour similarly satisfactory relations have been established. Close co-operation exists in connection with applications for loans for the provision of open spaces and recreation grounds, as also in connection with the work of the Unemployment Grants Committee and with Town Planning Schemes.

An increasing number of Local Authorities, both urban and rural, are not only availing themselves of the assistance and advice of the Association—in the acquisition and lay-out of playing fields and recreation grounds and the details connected therewith—but have recognised the standard laid down by the Association for public Open Space and are aiming at reaching it. That standard is five acres for every 1,000 of population, of which four should be definitely set aside for team games.

In consequence of innumerable complaints from amateur sports clubs all over the country, against the action of Local Authorities in raising the assessments of grounds to such an extent that many of them are threatened with extinction, the Association decided to take Parliamentary action. Its Playing Fields (Exemption from Rating) Bill, after a second reading without a division, was "killed" in Committee by the

present Government. But the question is of such vital importance that the Association has not let the matter rest there, and is negotiating with the Government as well as the Central Valuation Committee in order to influence Local Authorities and Assessment Committees.

(b) ORGANISATION AND MEMBERSHIP. As regards the second line of development, there has been a steady and satisfactory progress in the majority of counties. There are over forty branches, including four in Scotland and two in Wales. A Scottish Committee has lately been formed to represent the National Association in Scotland with a view to extending the movement there. Interest has been revived in several of the more apathetic English counties with the result that they are reorganising their Associations in the direction of a more active policy.

(c) NATIONAL FUND. As regards the third line of development, the establishment of a National Fund for developing public playing fields and stimulating local efforts, a National Appeal was launched in June, 1927.

The immediate results have been :—

- (1) Over £180,000 has been subscribed to the Association and its Branches.
- (2) The Carnegie Trustees have set aside £200,000 to be used to help the purchase or laying-out of recreation grounds.
- (3) Two hundred and twenty-one gifts of over 1,600 acres of land, worth at least £160,000, have been made to the Association or direct to Local Authorities or Trustees.

An indirect result of the Association's work is that since the launching of the National Appeal the aggre-

gate outlay on the provision of recreational facilities for the public has amounted to over £2,000,000.

In the expenditure of three-quarters of this—affecting schemes involving some 6,000 acres—the technical advice and financial support of the Association have been invoked. The towns and villages that are recorded as having secured new playing fields as the direct, or indirect, result of the Association's activities and propaganda now total 550.

Of the total sum so far subscribed £96,000 was definitely earmarked by the donors for use in the counties; some £25,600 has been contributed towards the general expenses. This has left over £30,000 for the Central Fund towards the development of recreation grounds—apart from the £200,000 promised by the Carnegie Trustees.

For the disbursement of this to the best advantage and in accordance with the aims in view, a Joint Committee was appointed by the Association and the Carnegie Trustees. Up to March 31, 1930, 508 applications for grants were received and considered, and 328 grants have been allocated, of which the Carnegie Trustees are responsible for nearly £83,000. It is a remarkable testimony to the soundness of the policy of the Association that such encouraging results should have been achieved by a monetary contribution of less than seven per cent. of the total expenditure on public playing fields incurred during the period under review by the local bodies concerned.

For this side of the Association's work, a special Standing Sub-Committee has been established, which gives expert assistance in the selection of sites and the lay-out of grounds. Some fifty towns and villages have already availed themselves of this help.

THE FUTURE. The success already attained shows

the paramount importance of the movement, and may also serve to emphasize the need for developing more County and Local Branch Schemes.

So far as the National Association is concerned, its very *raison d'être* is to arouse the public conscience and to suggest the personal responsibility of every member of that public to do all in his power to help. Public opinion alone can succeed against vested interests and selfish opposition.

The Headquarters of the National Playing Fields Association are at 71, Eccleston Square, London, S.W.1, whilst the Duke of York is its President and the Earl of Derby its Chairman. Sir Lawrence Chubb is the General Secretary, and to him any inquiries for further information should be addressed.

THE LONDON AND GREATER LONDON PLAYING FIELDS ASSOCIATION

THE London and Greater London Playing Fields Association was formed in 1927 as the result of a letter sent by His Majesty the King to the Lords-Lieutenant of the Counties, expressing the hope that they would interest themselves in forming branches of the National Playing Fields Association. The objects of this Association are :

- (1) To ensure that within the area the population has adequate facilities for outdoor recreation, and to secure the provision of the full use of Playgrounds and Playing Fields wherever the need exists.
- (2) To co-operate with Local Authorities and other bodies, as and when required, for the acquisition of new, and extension of existing, Playing Fields and Playgrounds.
- (3) To preserve existing opportunities for recreation by safeguarding, where possible, Playing Fields and sports grounds which are in danger of being built on or encroached upon within the area.
- (4) To hand over such properties to the Local Authorities for administration when advisable or necessary.

Schemes for the provision of public Playing Fields and Recreation Grounds have been initiated or assisted in : Sutton and Carshalton, Bethnal Green, Hamp-

ton, South Ealing, Chiswick, Kingsbury and Hendon, Tottenham, Acton, Wimbledon, Bermondsey, East Ham and Barking, Tooting, Ilford and Stanmore.

It is not the policy of the Association to own or manage Playing Fields of its own. In all the above schemes there is only one case, namely, a very small Playground in Bethnal Green, where the property is vested in Trustees for the Association. In every other case public bodies or *quasi* public bodies are owners and managers.

The work of the Association has been greatly helped by generous donations from private individuals, but more especially by large grants made by the City Parochial Foundation, the Carnegie Trustees and other bodies.

The President of the Association is the Marquess of Crewe, K.G. ; the Chairman is Sir Kenyon Vaughan-Morgan, O.B.E., D.L., M.P. ; the Vice-Chairman is Major the Hon. E. G. C. Cadogan, C.B., M.P. ; and the Honorary Treasurer is Mr. H. J. Huband.

The offices of the Association are at 21, Denison House, Vauxhall Bridge Road, London, S.W.1, to which all donations or subscriptions may be sent, and the Secretary, Major F. R. Bush, is always ready to furnish any information which may be required.

It will be observed that the London Playing Fields Society and the London and Greater London Playing Fields Association are both concerned with the provision of Playing Fields for the working classes. The two bodies, however, each doing most useful work, operate on different lines. The risk of overlapping of similar efforts is minimised by the fact that the two bodies work harmoniously together from the same office, with the same Secretary.

THE LONDON PLAYING FIELDS SOCIETY

THE London Playing Fields Society was founded as the result of a meeting held at the Memorial Hall, Farringdon Street, on March 5, 1890. The Chairman of that meeting was the late Lord Brassey, and amongst those who took an active part in the movement at its inception were the Hon. Alfred Lyttelton, the Hon. Sir E. Chandos Leigh, Lord Kinnaird, Lord Aberdeen, Lord Meath, Mr. Edward North Buxton and Sir Melvill Beachcroft. The objects of the Society are briefly :

- (1) To encourage and develop the playing of organised team games by the clerks and working men, women, boys and girls of London, with a view to the physical and moral welfare of the population.
- (2) To negotiate with the Public Authorities in regard to games in the Parks, Commons and Open Spaces, generally—as well as with Railway Companies in order to improve facilities and cost of transport.
- (3) To increase the existing supply of public and private Playing Fields within, or adjoining, the administrative County of London.
- (4) The collection of sports gear for distribution to elementary and other institutions in poor neighbourhoods.

In pursuance of its objects the Society, from time

to time, acquired land within a radius of twelve miles of Charing Cross. At first only leaseholds were taken, but these were found to be unprofitable. Consequently it became the Society's policy to purchase only freehold properties and lay them out for the playing of organised games. The area so owned or occupied now amounts to about 320 acres and consists of Playing Fields at Raynes Park, South Ealing, Edgware, Walthamstow and Ilford. In addition, the Society occupies a Playing Field at Mottingham, which is owned by the Goldsmiths' Company who bought it for the purposes of the Society, and also maintains certain football pitches in Richmond Park by license of H.M. Office of Works. These Playing Fields are managed by Honorary Secretaries working with District Committees for each group.

The purchase money and cost of lay-out having been provided by a generous public, the policy of the Society was and is to make each Field as far as possible self-supporting. Reasonably moderate charges, therefore, based on the cost of maintenance, are made to clubs who are accommodated on these Fields. Such clubs thus enjoy a certain security of tenure and are not obliged to depend on casual permits to play in the Parks and Open Spaces provided by Public Authorities.

The Society has the honour of having as Patrons Their Majesties the King and Queen, and as President H.R.H. The Prince of Wales. The Chairman is Sir Francis Lacey, the Vice-Chairmen are Mr. W. L. Buxton and Sir Kenyon Vaughan-Morgan, O.B.E., D.L., M.P., whilst the Honorary Treasurer is Mr. G. J. Mordaunt.

The offices of the Society are at 21, Denison House,

Vauxhall Bridge Road, London, S.W.1, to which address all donations or subscriptions may be sent. The Secretary, Major F. R. Bush, is always ready to furnish any information which may be required.

THE COMMONS, OPEN SPACES AND FOOTPATHS PRESERVATION SOCIETY

THIS Society has been in existence for 65 years, though in its early days its scope was less wide than its present title indicates.

In 1865 the " Commons Preservation Society " was founded by the late Lord Eversley as the leader of a small group of people who were gravely concerned about the future of England's remaining Commons, particularly those in the neighbourhood of London.

The question had been brought to a head by the public agitation about the proposed regulation and partial enclosure of Wimbledon Common, and by the appointment of a Parliamentary Select Committee to inquire into the best means of preserving for the use of the public the Forests, Commons and Open Spaces in the neighbourhood of London, which were then rapidly being converted into building estates.

The report of the Committee resulted in some restrictions being placed upon the enclosure of Metropolitan Commons by the Metropolitan Commons Act, 1866. But the ingenuity of lawyers devised means of evading this Act, and the early years of the Society's existence were chiefly spent in endeavouring to secure amendments of the law and in fighting (and nearly always successfully fighting) expensive and protracted lawsuits against would-be enclosers. In this way were saved for the public such fine Open Spaces as

Epping Forest, Banstead Downs, Hampstead Heath, Plumstead and Tooting Commons and Berkhamsted Common. The same applies also to many other Commons, whose owners realised the futility of attempting to exclude the public.

Much subsequent legislation came about through the Society's persistent work ; and so far as the law is concerned, the position of our remaining 1,600,000 acres or thereabouts of Common land has been theoretically secured by a section in the Law of Property Act, 1925. This grants to the public rights of access for air and recreation to all Metropolitan and Urban Commons and makes it unlawful to enclose any land which was subject to rights of Common on January 1, 1926, unless application is made to the Minister of Agriculture, and his consent obtained on terms which will secure the public interest in the open space. Apart from this Act, through the efforts of the Society nearly 400,000 acres (690 square miles) have been definitely protected for the use and enjoyment of the community.

While Commons are thus, legally speaking, now fairly well protected, constant vigilance is necessary to ensure that the law is observed, and hundreds of cases of illegal encroachment arise every year.

Moreover, the preservation of Commons, which are very unequally distributed over the country, is only one aspect of the general question of the provision of sufficient open spaces everywhere for the rest, recreation and exercise of the public. The change in the distribution of the population through the growth of railway and road transport, the many difficulties which are being experienced by local authorities in putting the Town Planning Acts into operation and the inadequacy of those Acts themselves to keep pace

with the rapid development of rural areas hitherto unspoilt, have collectively given the Society so much to do that last year the reference to "Open Spaces" was added to its title as a necessary indication of its activities. It has been instrumental in formulating and carrying through many Open Space Schemes.

The protection of Footpaths and other rights of way has been as much a part of the Society's work as the protection of Commons, and, in 1899, the National Footpath Preservation Society was amalgamated with it. This country is criss-crossed with an extraordinary number of fieldpaths, a very great proportion of which are public, and are daily becoming more and more indispensable as a means whereby pedestrians may escape from the noises and dangers of the roads and enjoy the quiet of wood, field, moor and fell. Simultaneously, they are more and more in danger from the break-up of estates, as well as the cutting up of land into building plots, and, sometimes, the displeasure of landowners at the inconsiderate use of fieldpaths by town dwellers who leaves gates open, pick flowers, throw litter about, and in other ways lack understanding of the country and its ways. The Society is continually engaged in preventing the loss of these public rights and in seeking to ensure that they are not abused. As an indication of the extent to which vigilance is necessary, it may be mentioned that some 1,200 cases of attempted interference with footpaths are annually reported to the Society for advice and assistance.

With regard to both open spaces (including commons) and rights of way, the Society's object is to secure to the public the widest possible enjoyment of the countryside, while at the same time ensuring that this enjoyment is reasonable and not inimical to

lords of manors or commoners, nor to landowners generally or their tenants.

The President of this Society is now The Most Noble the Marquess of Crewe, K.G., whilst Sir Lawrence Chubb is the Secretary, the Society's Headquarters being at 71, Eccleston Square, London, S.W.1.

NATIONAL SMOKE ABATEMENT SOCIETY

THE Coal Smoke Abatement Society was founded in 1898 through the efforts of the late Sir William Richmond. It owed its origin to a widespread feeling that action should be taken to bring about the abolition of the growing coal-smoke nuisance which had been legislated upon, and reported against, ever since bituminous coal came into use during the thirteenth century. The movement met with instant support and success. The first work of the Society was to endeavour to secure the enforcement of the Smoke Abatement provisions of the Public Health Acts. Those provisions had become a dead letter. But the Society appointed Inspectors for the London area who at first found it necessary to report to the Borough Councils each year nearly 2,000 cases of actionable smoke nuisance arising in connection with the operation of factories.

Gradually, Council after Council was induced to take up the matter, until now, in the London area, factory-smoke nuisances have more or less disappeared. The result is seen in the gradual elimination of smoke fogs and in a remarkable increase in the amount of winter sunshine. Nevertheless, London proper still only receives about 33 per cent. of the winter sunshine enjoyed by the nearest seaside towns.

The Society soon found it also necessary to deal with smoke from domestic chimneys and kitcheners. No statutory restrictions apply to such smoke and

this problem has to be approached in another way. With the co-operation of His Majesty's Office of Works, the Society conducted three exhaustive series of tests of domestic grates, and this has led to a marked improvement in the design of grates. Fuel, too, has received close attention; and the Society has done much to encourage the production of low temperature coke—an admirable domestic fuel obtained from bituminous coal, from which the bulk of the tar and sulphur has been extracted in the process of carbonisation. It is from the tar that smoke comes and from the sulphur that damage to buildings, vegetation, pictures, clothing and property generally, occurs. The main improvement in smoke from domestic chimneys is nevertheless to be ascribed to the amazing growth which has taken place in the use of gas and electricity for cooking and heating. Relatively few houses in London are now without their gas or electric cooker.

The Society's publication and exhibitions have aroused much interest and paved the way to the appointment in 1914 of a Departmental Committee of Smoke Abatement. The report of that Committee was a complete justification for the policy and claims of the Coal Smoke Abatement Society and resulted, in 1926, in the passage of the Public Health (Smoke Abatement) Act, which greatly increases the powers of Local Authorities to take proceedings in the case of the emission of noxious and injurious smoke regardless of colour, and also to check the damage caused by the emission of dust, ash, fumes and grit.

It is estimated that the coal-smoke nuisance still costs the country about £80,000,000 per annum, besides being largely responsible for much ill-health in all urban communities. The need for this work is thus apparent.

In 1929, in order to form a national organisation to fight the smoke plague, the Coal Smoke Abatement Society and the Smoke Abatement League of Manchester were amalgamated under the title of "National Smoke Abatement Society", and the honour of being elected first President was conferred on Dr. H. A. Des Voeux, in recognition of his services to the cause since its inception in 1898.

The Honorary Advisory Secretary of the Society is Sir Lawrence Chubb. General Secretary: Mr. Arnold March, B.Sc. Address: 23, King Street, Manchester.

THE GARDEN CITIES AND TOWN PLANNING ASSOCIATION

“ A Garden City is a town designed for healthy living and industry : of a size that makes possible a full measure of social life, but not larger : surrounded by a rural belt : the whole of the land being in public ownership, or held in trust for the community.”

HISTORY OF THE MOVEMENT. The general principle of planning towns—on a regular system with open squares and gardens—originated a long time ago. But the term is now applied to model settlements, industrial or solely residential. The Mulhouse Society started the movement on the Continent soon after 1870. In 1890 Port Sunlight was opened on the Mersey, as a residential quarter for workers in the well-known soap factory. In 1891 Bournville, near Birmingham, was opened as a garden city for those employed at the Cadbury Cocoa works.

It was in 1877 that the Garden City Association was first founded. It was reconstituted as a limited liability company some years later. It was again reformed in 1903, when Letchworth, an estate of 3,800 acres—near Hitchin—was laid out. This comprises residential and manufacturing quarters, but the rural features are maintained. The Hampstead Garden Suburb was opened in 1907 and Gidea Park in 1911.

In his notable book *To-morrow : A Peaceful Path to*

Real Reform, the late Sir Ebenezer Howard formulated his proposal for new physical, economic and social principles to be exemplified in Garden Cities. He described two "magnets" which draw the people towards the Town on the one hand and the Country on the other—and which both give insufficient satisfaction to human needs. His third "magnet" was described as "Town-Country", which would combine the good features of the other two and eliminate the undesirable elements. The Book captivated a large number of readers, and, as a result, the Garden Cities Association was founded. The book was afterwards published under the title: *Garden Cities of To-morrow*.

THE OBJECTS OF THE ASSOCIATION. The Association had, as its first object, to propagate the idea of establishing self-contained garden cities. During the course of its history, however, the Association has also carried out extensive educational activity in Housing and Town Planning generally. In addition to securing the foundation of garden cities at Letchworth and Welwyn, it has rendered assistance to garden suburbs and garden villages besides promoting the formation of a large number of public utility housing societies.

It should be remembered, however, that the primary object of the Association is still the formation of garden cities as a means of checking the continuous growth of large towns, whilst securing a closer co-operation between dwellers in town and country.

Such garden cities can be established by private companies, by municipal corporations building outside their own areas, or by Government authority.

The pioneer work done by the Association and the Letchworth and Welwyn Companies has produced far-reaching effects. In 1909 an international organisation was formed by leading members of the Associa-

tion for the purpose of securing the development of the garden city idea in other countries. This is now known as "The International Federation for Housing and Town Planning"; and has affiliated to it not merely the British organisation, but similar ones in practically all the civilised countries of the world.

The Association has been mainly responsible for the increase in knowledge of town planning. Lectures and exhibitions have been from year to year held in all parts of the country, showing what can be accomplished by the adoption of a Town Planning Scheme—particularly in the way of promoting orderly growth. Much of the spoliation of amenities—against which there is now a strong public outcry—can be prevented if areas ripe for development are protected by Town Planning Schemes.

Matthew Arnold in his poem on "The Future" writes :—

And we say that repose has fled
 For ever the course of the river of Time.
 That cities will crowd to its edge
 In a blacker, incessanter line ;
 That the din will be more on its banks,
 Denser the trade on its stream—

That never will those on its breast
 See an ennobling sight,
 Drink of the feeling of quiet again.

What the poet cries to a deaf world is now well known to the public conscience and the Association has worked as a pioneer of better ways.

SOME PRIVILEGES OF MEMBERSHIP. Members are entitled to :—

(a) News about the Garden City Movement and Satellite Towns. (b) Information and help in Hous-

ing, Town Planning and Town Improvement. (c) The services of expert lecturers. (d) The loan of lantern slides and films. (e) The use of a comprehensive Library of the best books and magazines. (f) The services of the Publication Department. (g) A copy of the monthly journal *Garden Cities and Town Planning* containing information on all official changes in Housing and Town Planning. (h) Advice on the formation and conduct of Public Utility Societies. (i) The use of a General Information Bureau.

The officers of the Association are as follows :—

President : The Rt. Hon. Earl of Lytton, P.C., G.C.S.I., G.C.I.E. Chairman of Council : Lt.-Col. F. E. Fremantle, M.P. Chairman of Executive : Mr. Cecil Harmsworth. Secretary and Librarian : Mr. Alfred T. Pike. Editor : Mr. William L. Hare.

Inquiries for any further information should be addressed to The Secretary, at Headquarters, 3, Gray's Inn Place, Gray's Inn, London, W.C.1.

THE SUNLIGHT LEAGUE

THE Sunlight League was founded on May 14, 1924, by Dr. C. W. Saleeby.

(1) To carry on throughout the country the work of educating the public to the appreciation of sunlight as a means of health.

(2) To teach the nation that sunlight is Nature's disinfectant for the prevention of disease generally—besides being a stimulant and tonic.

(3) To urge the establishment and maintenance of natural sun-bathing centres.

The Sunlight League undertakes to encourage—and conduct, when possible—any experiments in measuring the sun's chemical activity in different localities, with a view to obtaining results that should draw public attention, on the one hand, to the tonic power of English sunlight; and on the other hand, to the peril of deadly smoke which shuts off so high a percentage of the important ultra-violet content of sunlight. The Continent is far ahead of England in this regard. The vast steel and iron factory of Essen is smokeless.

Further, the League pledges itself to secure facilities for every man, woman and child in normal health to obtain the maximum benefit of sunlight. So far as the sick were concerned, the League maintains that hospitals and sanatoria should be set up in the sunniest and most open parts of the country—instead of in the heart of smoky cities, as is often the case.

At the moment, approximately 30 cities are sending in returns to the Sunlight League of the ultra-violet radiation, measured by apparatus devised by Professor Leonard Hill, F.R.S., and presented in many cases by the Sunlight League to the Towns concerned.

A signal sample of what sunlight could do for a weakly child was provided by the League in 1924, when a few dozen children received regular sun-baths in Ken Wood, by courtesy of the owner, and in every case showed marked improvement in weight and general tone.¹

During 1929, a deputation of the Sunlight League visited Mr. George Lansbury and the Office of Works, asking facilities for sun-bathing in the Royal Parks and for mixed bathing in the Serpentine, with the result that a small sun-bathing centre has since been opened in Regent's Park, whilst bathing in the Serpentine is now permitted during a far greater period of the day—for both sexes alike.

The League reaches the public by means of its lecturers, the Press, its pamphlets and its quarterly magazine *Sunlight*, and is always ready to give advice to those who need it.

As in the case of many propagandist societies, the League visualises the time when its services may be no longer required—when the nation has learned to love and respect the sun, when public authorities

¹ It should always be borne in mind, however, that there is such a thing as overdoing sun-baths under conditions of excessive heat. If the skin is directly exposed to the sun for a considerable time, serious results are liable to occur.

Sun-bathing has become so generally popular of late that this warning should be remembered and authoritative advice taken.

It must not be thought, for instance, that a British-born child can take all the liberties a negro does with impunity. This is widely known by those who have travelled much in the Tropics.

have made it possible for them to do so and when heliotherapy has given way to heliohygiene. For the ancient Greeks, Apollo, the God of light and health and purification, was also the Sun-God. Learning this lesson, we may gain all round. Literature may follow life and be less stuffy and pessimistic.

H.R.H. Princess Louise, Duchess of Argyll, is Honorary President of the Sunlight League, the Duke of Sutherland being the President.

The Headquarters of the League are at 29, Gordon Square, London, W.C.1, to which any inquiries for further information should be addressed. The League is open to all, whilst its minimum annual subscription is half a guinea.

ROYAL SOCIETY FOR THE PREVENTION OF CRUELTY TO ANIMALS

It is generally believed that British people have always been kind to animals and that, therefore, it is "second nature" to be most considerate in dealings with them. Like some other popular beliefs, this is erroneous.

In the early part of the nineteenth century England had a reputation on the Continent for being a "hell for horses". It was no unusual thing, when a stage-coach drove into London, for the horses to be so exhausted that they had to be held up while they were being unharnessed. It is safe to say that, if anyone treated horses in that way now, they would run a good chance of being lynched.

The change in the popular attitude was brought about very slowly. In 1809 Lord Erskine introduced a Bill for the protection of animals. At that time they were not safeguarded by law. The owner of an animal could ill-treat it in any way he pleased without running the slightest risk of incurring popular disapproval or any kind of punishment. A groom who ill-treated his master's horse in such a way that the horse's health suffered could be brought to justice, not on the ground of the suffering he had caused the horse, but for the damage done to his master's property. Lord Erskine's Bill passed through the Lords but was lost in the Commons. The *Edinburgh Review*, commenting upon the Bill, said: "No reason can be assigned

for the interference of legislation in the protection of animals unless their protection be connected either directly or remotely with some advantage to man."

In 1821 Richard Martin, M.P. for Galway, and a great lover of animals, introduced a Bill for the protection of cattle and horses, but the Commons would not have it. In the following year he tried again and succeeded. No sooner was Martin's Act—as it was afterwards called—on the Statute Book than its author went out in the streets and put the law into motion himself. But this great humanitarian soon found that his Act provided more work than he could possibly do personally.

In 1824 a few humanitarians, greatly in advance of their age, started the Society for the Prevention of Cruelty to Animals.¹ Richard Martin was on its first committee. The actual founder of the Society was an East End clergyman, the Rev. Arthur Broome, who resigned his living in order to devote himself entirely to the animals' cause. He had everything to lose by this action and nothing to gain, for at that time those who defended animals were generally regarded as ridiculous cranks.

Very little support from the general public was forthcoming for the newly formed Society and it steadily got into debt. Broome, who acted as its first Secretary, was held to be legally responsible for the Society's debts and, as he was unable to pay them, he was put into prison. Richard Martin and Lewis Gompertz—who was afterwards the second Secretary of the Society—paid the debts and rescued the founder.

¹ "Prevention of Cruelty to Animals" was one of the headings included in the scheme of the Society for the Suppression of Vice, 1804, not a judicious body—as appears from Sydney Smith's criticism of its proceedings in the *Edinburgh Review*, 1809.

In spite of all the efforts of those who were working for the Society, progress was very slow and it would probably have ceased to exist if it had not been for the good example set by Princess Victoria in 1835. The Princess, then a girl of sixteen, was an enthusiastic animal lover and she accorded her patronage to the Society. Two years afterwards, when she came to the throne, she continued her patronage and in 1840 Her Majesty commanded that the Society should be known as the Royal Society for the Prevention of Cruelty to Animals. Thanks to the gracious permission of King Edward and King George it has retained that title. The action of Queen Victoria induced many people to see that cruelty to animals must be considered as "bad form". Although the Society has had many trials and troubles during its existence, it has always enjoyed the support of the general public.

During its first year the Society employed one inspector who unearthed 149 cases of cruelty. The office used at that time was a small room rented at 5s. a week. The Headquarters are now at 105, Jermyn Street, London (near Piccadilly Circus), the freehold of which belongs to the Society. Over 200 inspectors are employed by the 1,700 branches and auxiliary branches scattered about all over England and Wales. The Society does not work outside these limits, although it is in touch with every similar body throughout the world.

The Society does not, as is generally believed, exist merely for the purpose of prosecuting people who cause suffering to animals. Every year something like 20,000 cautions are given to people guilty of maltreatment. The number of convictions for cruelty is now less than 3,000 a year. The services of the Society are at the

free disposal of the general public, who are urged to report any cases of cruelty or neglect they may see or hear of.

But the work does not end with the employment of inspectors. The Society is to the fore in every movement for the benefit of animals, and practically all the laws which have been passed in the last hundred years for their protection have been originated by its members. The Society is not content merely with stamping out cruelty, but endeavours to alleviate the sufferings of animals—sufferings which are not necessarily caused by downright, deliberate cruelty.

For example, in many of the branches there are now animal clinics to which people who cannot afford to pay a veterinary surgeon's fee can take their sick animals and have them treated by a qualified man free of charge. In this way a great amount of remedial work is done.

An immense amount of suffering is caused by motorists who run down animals and leave them in pain by the roadside. The Society is anxious to befriend these unfortunate victims. By the courtesy of the Automobile Association and the Royal Automobile Club, scouts of these two organisations are furnished with the names and addresses of veterinary surgeons and R.S.P.C.A. Inspectors. Thus, when anyone comes on an injured animal, any scout (or any policeman) can tell him immediately where expert assistance can be obtained. If anyone acts on behalf of a suffering animal in this way, he has only to apply to the Headquarters of the R.S.P.C.A. and all reasonable expenses will be immediately refunded. The Society assists in about 2,000 cases of this kind every year. These two facts are not sufficiently well-known to the public.

For some years the Society had endeavoured to diminish the amount of suffering that is produced when animals required for food are being slaughtered. One has only to see a bullock brought down with a pole-axe, or a sheep or pig killed by the old-fashioned method—with a knife—to realise that a great deal of avoidable pain is caused by those old-fashioned and barbarous methods. The Society, after many experiments, have provided suitable weapons for stunning animals before they are bled. These weapons are pistols of various types, some of which discharge a soft bullet into the animal's brain; others are fitted with a bolt which pierces the skull but does not actually leave the pistol. The Society has endeavoured to induce butchers and slaughtermen to use these instruments and a Bill has recently been introduced which, when passed, will make the use of the pole-axe and the knife for killing animals, illegal. This improved system has been steadily gaining ground for the last ten years. That fact is disclosed by the records of the sale of cartridges for use with the humane slaughtering instruments. In 1920, the Society disposed of 100,000 cartridges and in 1929 nearly twice as many. Scotland already has an Act making the humane system of slaughtering compulsory, and in spite of the opposition of a section of the trade, there is no doubt that England will shortly have a similar law.

One of the best ways of preventing cruelty to animals is to encourage people to be kind and the Society works on these lines. It has junior branches for children, known as Bands of Mercy, the members of which take a pledge to be kind to animals and to do all they can to protect them from ill-usage. The number of these Bands is increasing rapidly. The members have their own journal, the *Band of Mercy*, issued by the R.S.P.C.A.

Headquarters in London ; and in order that children may be instructed and interested, the Society provides lecturers either with lantern slides or with animal and bird films it has made for its special use.

It is impossible within the compass of a short article to describe all the many activities of this vast organisation for the benefit of animals ; but all who are interested can obtain further particulars by applying to the Chief Secretary, The R.S.P.C.A., 105, Jermyn Street, London, S.W.1.

NATIONAL SOCIETY FOR THE PREVENTION OF CRUELTY TO CHILDREN

THE National Society for the Prevention of Cruelty to Children is incorporated by Royal Charter and has Their Majesties the King and Queen for its Patrons. It was founded as a London Society in 1884 (the Rev. Benjamin Waugh being its Honorary Secretary), and became a "National" Society in 1889, with Mr. Waugh as Director.

Its object is to secure that the life of every little child in the land shall be at least endurable. Its operations are carried on over England, Wales and Ireland. It is not a "charity", but an agent for justice. Its first consideration, however, is not the law, but the child.

Where the fear of proceedings in Court suffices to stop a child's sufferings it does not prosecute. It differs in its aims from all other societies seeking the welfare of unhappy children. Whilst others house and provide for destitute children, this Society attempts to bring to a sense of responsibility those parents who make them destitute. If necessary, it proceeds to punish parents. Public institutions for the care of children are thus made less necessary.

It differs, too, from the work of the police in that it begins earlier. Whilst in cases of cruelty the object of the police is to vindicate the law, the object of the Society is to prevent the cruelty, and thus prevent the necessity for such vindication. With the Society,

enforcement of the law by means of Courts is but one means. It differs from the aims of the Public Prosecutor by reason of the fact that, whilst his business chiefly begins when outrageous conduct ends in its victim's death, the Society begins while the child is still alive. It seeks to prevent such sad ends, and to save, not from death alone, but from all the miseries which lead up to death.

The Society begins by looking into suspicious facts ; making discoveries, administering warnings to abate, before it is too late, and then if these means fail it prepares its case for the Courts.

It differs from all mere legal institutions. It is not an agency for scoring convictions. Its Inspectors attend inquests to help to find foul play—if there has been any. It harasses baby-farmers and base parents and, by alarming them, thus creates some security for their infant dependents. Its chief desire is to create proper opinions where they do not already exist, and to save children from misery and death.

When the Society gains knowledge of a case of child-suffering the question to be settled is not, " Can the offender be prosecuted ? " but, " By what means can the suffering be stopped ? "

Even where the Society is thoroughly convinced that a prosecution could be legally justified, if there are good grounds for hoping that its objects can be attained without prosecution, it does not prosecute. The question it considers is, " How with the least pain to the culprit, and the least delay for the child, can the Society's requirements be obtained ? "

The average case is efficiently dealt with by warning and supervision. But the main strength of these proceedings lies in the possibility of the law being enforced if necessary. Supervision sometimes extends

over weeks, and with some of the worst cases, where improvement is slow, over months.

The Society courts investigation into its methods, is prepared to give an account of its results, and warmly welcomes the active co-operation of every friend of distressed and suffering children.

In the last year (1929-30) the Society dealt with 43,043 cases, in 7,099 of which parents sought advice in the interests of their children. The children concerned numbered 107,172. The cases "warned or advised" were 93 per cent. of the whole number; prosecutions were only 1·2 per cent.

The total of children delivered by the Society from some form of ill-treatment is 3,951,458. This has been accomplished in forty-six years. In bringing better conditions into the lives of these children, the Inspectors paid nearly 7,000,000 visits of supervision. Only 72,063 cases ended in prosecution (500 in the last year).

To keep the whole work going throughout the country needs over £2,400 every week, and to meet this the Society depends almost entirely on voluntary support, through its 205 Branches (with about 2,500 centres of work). Though these are more or less self-contained, the Society has a common purse, all expenditure being strictly scrutinised by its Central Executive Committee (elected by the Central Council on which are representatives of all the Branches). Of this Committee the Viscount Ullswater, G.C.B., is Chairman.

The present Director is Mr. William J. Elliott, and the Central Office, Victory House, Leicester Square, London, W.C.2, whence any requests for further information will be complied with willingly.

THE YOUNG MEN'S CHRISTIAN ASSOCIATION
(INCORPORATED)

THE first Y.M.C.A. was founded in 1844 in a small room over a shop in St. Paul's Churchyard, by George Williams, a young draper's assistant, and eleven other idealists in similar employment.

To-day there are 10,266 Y.M.C.A.'s in 54 countries, with a total membership of more than a million and a half young men and boys. The Association is particularly strong in the United States and Canada ; in Germany, Holland, Switzerland and Denmark ; and in China and India ; as well as in the land of its birth. Its work is co-ordinated by a World's Alliance with a representative Council and a small permanent staff stationed at Geneva. An International Conference or Assembly, attended by 1,500 delegates, meets in different countries every five years.

George Williams (the Founder) was knighted by Queen Victoria at the Association's Jubilee Celebrations in 1894 ; and, on his death, buried in St. Paul's Cathedral. His grave ; the original room in which the first meeting took place ; and the Y.M.C.A. Memorial Window near the Unknown Warrior's Grave in Westminster Abbey, are visited every year by thousands of Y.M.C.A. members from all over the world.

The aim of the Y.M.C.A. is to unite those young men who, remembering Jesus Christ as their God and Saviour, desire to be His disciples in their life and to associate their efforts for the extension of His Kingdom amongst young men.

THE THREE SIDES OF THE RED TRIANGLE. While its fundamental purpose is thus a spiritual one, it believes that no young man or boy can develop into the best kind of Christian citizen unless all sides of his nature are strengthened and developed—his mind and his body no less than his spirit; and that he has the best chance of doing this, not as an individual and isolated unit, but in an atmosphere of fellowship and mutual help.

The Red Triangle, which is the sign of the Association, symbolises this equal emphasis on mind, body and spirit.

LOCAL Y.M.C.A.'s. At present there are about 700 Y.M.C.A.'s and Red Triangle Clubs in this country, with a total membership of nearly 100,000. Most of these local centres are self-governing and self-maintaining. In regard to some, on the other hand—particularly during times of industrial depression—the National Council of Y.M.C.A.'s has a special responsibility.

This Council is an elected body representing the membership through the country. The Council's main function is to co-ordinate and extend their efforts; to make suggestions as to programmes; to provide speakers; to advise regarding difficulties; and to pool and pass on ideas and experiences to the common advantage.

The Y.M.C.A. seeks to serve youth wherever it needs service; and much of this service is of such a kind that it can only be carried through by a national, as distinct from a local, organisation.

WORK FOR SAILORS, SOLDIERS AND AIRMEN. Take sailors, soldiers and airmen, for example. The remarkable work of the Y.M.C.A. during the War will be familiar to all readers of this book. That work

could not cease with the Armistice. Our service men had come to depend on the Y.M.C.A. ; to look for it wherever they were sent.

It remained, therefore, with the Rhine Army throughout the whole of the 11 years' Occupation. It established the centres which are still operating with the men of the Shanghai Defence Force. It is still hard at work with our young men in Gibraltar and Malta, in Cairo and Baghdad, in the West Indies, and at 22 centres in India. It has permanent institutes in all the military centres at home ; and is the social and religious centre in more than fifty camps of the Territorial and Regular Armies each summer.

WORK FOR INDUSTRIAL BOYS AND YOUNG EMIGRANTS. This is but one side of the Y.M.C.A.'s non-local activities. It has Clubs for industrial boys in overcrowded areas ; Hostels for lads working away from home ; Institutes for young Englishmen overseas. One activity of special importance is that on behalf of those young men and boys who seek to make a fresh start in one of the Dominions. The Y.M.C.A. not only " sees their papers through ", but accompanies them on their voyage and watches over them in their new life. Again, many hundreds of unemployed youths in the depressed mining areas are sent out each summer to regular healthy employment on carefully selected Canadian farms—Empire-building, surely, of the soundest possible kind.

None of this non-local work of the Y.M.C.A. can be maintained without money. Merely to carry on existing responsibilities, and without any attempt at extensions which are urgently needed, involves a minimum annual expenditure of £50,000. For almost the whole of this amount, the Council is entirely dependent on public goodwill and support.

The present President of the National Council of Y.M.C.A.'s is Sir Henry McMahon, G.C.M.G., G.C.V.O.; the General Secretary, Mr. F. J. Chamberlain, C.B.E., to whom any inquiries for further information should be addressed at headquarters; whilst the Honorary Treasurer is Lord Askwith, of St. Ives, K.C.B., K.C.

The Council's offices are at Y.M.C.A. Headquarters, Great Russell Street, London, W.C.1.

SALVATION ARMY

THE Salvation Army is an International Organisation of men and women knit together for a common purpose—the proclamation of the Gospel of Christ to all men. Its operations are chiefly concerned with the common people and those untouched by ordinary religious effort. In the words of a notable writer, “ It seeks to make religion where there was no religion before ”.

Most of its officers voluntarily engage in a life of comparative poverty that they may serve and bless the people. They visit the sick, pray with the dying, comfort the sorrowing and relieve the distressed. They feed the hungry, care for the homeless, save the drunkard and visit the prisoner. In short, they are “ Servants of All ” for Christ’s sake.

FOUNDATION. The Salvation Army was founded by WILLIAM and CATHERINE BOOTH in July 1865,¹ in the East of London. The converts made at the first Services—originally held in a tent—were formed into a “ Christian Mission ” for regular Evangelistic work. After the Christian Mission had spread to many English cities, it took, in 1878, its present name, and adopted a quasi-military organisation, with uniform and other distinctive features. From the early ’eighties it spread to many parts of the world ; so that at the death of the Founder, in 1912, it was established in

¹ The name of the original General Booth will always be associated with his very striking book *In Darkest England*.

59 countries and colonies. It is now (1930) established in 82 countries and colonies, and its Officers are proclaiming the Gospel in 72 languages.

Its second General—WILLIAM BRAMWELL BOOTH, son of the Founder—was for nearly forty years intimately associated with him in the upbuilding and direction of the Army. He was succeeded in 1929 by General E. J. Higgins.

WHAT THE ARMY TEACHES. The Salvation Army teaches those essentials of religion which concern every man's Salvation: That all have sinned; that God calls all men to repent of their sin; that those who truly repent and accept Jesus Christ as their Saviour are pardoned and by faith receive the assurance that God adopts them into His family; and that no human degradation is beyond the reach of Redeeming Love.

ITS GOVERNMENT. The Army is governed on a military plan. The General is Commander-in-Chief of its world-wide operations and selected Officers assist him in the direction of the Army from International Headquarters in London. The work in each country is under the command of some one Officer—usually of the rank of a Commissioner. His Command, known as a Territory, is organised in Divisions and Corps.

SOCIAL WORK. The special departments of the Army's operations known as the Social Work—for men, women and children—deal with a wide diversity of human need, literally from the cradle to the grave! They provide shelter for the homeless, homes for the aged, hospitals for the sick, work for the workless. They reclaim the criminal and save the fallen.

This is a great humanitarian effort. But it is more. Every means used to alleviate temporal misery has

a spiritual end in view. A change of heart by the grace of God is regarded by Salvationists as the only foundation of true and permanent religion.

EMIGRATION. For over a score of years the Army has carried forward a carefully planned system of Emigration. Many thousands of deserving people in the old land are every year conducted to the lands of opportunity across the seas. Suitable employment is guaranteed. The Army's world-wide organisation places it in a unique position for such enterprise.

THE YOUNG. The Salvation Army regards the instruction and training of the young as of the highest importance. Not only are the children of Salvationists—and others attending its Halls—instructed in the Scriptures, but in their earliest years they are urged to decide for Christ, and are then trained in self-denying service for others.

The Life-Saving Scout and Guard Organisations are developments of great service to young people of both sexes. Their practical purpose will be gathered from the significant motto of the Movement: "Save your Body, Save your Mind, Save your Soul, Save Others!"

MISSIONARY ENTERPRISE. Great activity marks the missionary efforts of the Army. Development of established enterprises goes hand in hand with the opening up of fresh territory. In China, Japan, India, Ceylon, South America, and South, East, and West Africa, the work is extending. Reinforcements are being sent to consolidate what has been done and to undertake fresh openings. Upwards of £250,000 is required yearly for this purpose.

THE ARMY'S FINANCIAL POSITION. The Army has two Central Funds in each country: one for the support of its Evangelistic work, and one for its

Social Work. From these Funds grants are made for the cost of administration, for opening new Branches and for the assistance of such Branches as cannot yet be made self-supporting. Londoners are familiar with the "Self-Denial Week", when a host of collectors occupy the streets.

Balance Sheets are supplied free on application to the Army's International Headquarters at 101, Queen Victoria Street, London, E.C.4. Here also any inquiries are welcome.

THE CHURCH ARMY

IN 1882 the Rev. Prebendary Wilson Carlile, C.H., D.D., laid the foundations of the Church Army, which has ramifications throughout the country and is extending overseas. As a curate in Kensington, under Bishop Carr Glyn, Mr. Carlile had an urgent desire to win for the Church men and women who seldom came under her influence, and in 1881 he began to hold open-air services between 9 and 10 o'clock in the evening. The strain of the work made it necessary for him to train some of his lay helpers as preachers and this was the real beginning of the Church Army. In some of the earlier days, things did not go smoothly with Mr. Carlile and his gallant band, for those they came to help greeted them with sticks, stones, eggs and red ochre: even tar was smeared over them. The idea in the mind of Prebendary Carlile was to bring to God and the Church the very worst possible men and women—to help all in need, as far as possible, irrespective of creed.

The Society carries on Training Colleges where its Evangelists and Social Workers are prepared; many hundreds so trained are at work in town and country parishes as lay helpers of the Clergy.

The extensive mission work employs 60 horse-drawn Mission Vans and 4 Motor Mission Vans, which itinerate the various dioceses and hold services in hamlets and villages. During the summer months, columns of Marching Crusaders cover a large area

of the country, preaching the Gospel as they go. Many missions are carried on in Prisons, Workhouses and Reformatories, whilst permanent Church Army Missioners are stationed in certain prisons.

There are Homes where motherless children are cared for and Homes where children who have been grossly ill-used may grow up to know the beauties of life. There are also a number of classified Homes for women and girls of many types, from which a fresh start may be made or a helping hand given.

Social Centres have been established in over 60 parishes and are the means of providing centres where healthful recreation may be taken in surroundings of a high moral tone.

There are extensive Overseas Land Settlement schemes in operation for men, women, boys and girls. The Society has a Training farm in Essex where boys intending to take up farm work at home or overseas receive a course of training.

There are a large number of Labour Homes throughout the country where men who are sorely in need—or may perhaps have just left prison—may obtain refuge and help. The men are given a work test, to see if they show a genuine desire to rise again on the ladder of life, and if this prove satisfactory they are provided with work (wood-chopping and so on) in the Labour Yards: for this they are paid at the ordinary trade rates. At the same time they are given every encouragement to find permanent work and so rehabilitate themselves. There are also Lodging Hostels where working men may obtain respectable quarters at a reasonable rate.

Industries are run for the benefit of disabled ex-Service Men and a large variety of articles are made in brass and copper. Great service may be rendered

to these Industries by sympathisers who purchase these goods and make the work known. Rose petals which have been used at many Society weddings are made by some of the most badly disabled men.

Church Army Housing, Ltd., has built a total of 258 cottage-flats and houses in London and the Provinces since November, 1924, and a further 50 are in contemplation. Each flat or house has not less than three bedrooms, with living-room, etc., and the tenants are drawn solely from those unfortunate people who live in conditions of gross overcrowding, having large families and low incomes. The deficit consequent on letting at an uneconomic rental is met by donations and loans at a low rate of interest.

The Headquarters of the Church Army are at Bryanston Street, London, W.1. Lord Daryngton is the President, whilst Prebendary Carlile is the Honorary Chief Secretary.

Capt. W. Spenser is the Financial Organising Secretary, to whom inquiries for further information may be made at headquarters.

DR. BARNARDO'S HOMES
(INCORPORATED)

IN the year 1866 a young medical student took upon himself to open a small night school in the heart of Stepney. His class-room was an old disused donkey shed, his scholars the ragged youngsters of the East End, and in teaching those urchins of his their lessons he contrived unexpectedly to learn his own lessons.

It was here also on one cold night at the close of the evening's teaching, that a little lad, Jim Jarvis, begged to be allowed to remain by the fire all night as he had no home, no father or mother, nobody to care for him. These were the facts that at first seemed incredible to the young Doctor; and more startling still was Jim's assertion that there were ever so many more boys just like himself, all of whom had no home and had to sleep out where they could find shelter. The truth of this was proved later, when they were found in their various cold hiding-places as the Doctor, with his urchin guide, hunted them up to verify the terrible truth.

This it was which first gave Dr. Barnardo the incentive to provide some shelter for these lads, and as an outcome of that night the first small home for boys was opened by him in Stepney Causeway.

Through this small beginning 64 years ago, the work has grown and grown, and to-day its ramifications are world-wide. There are now 182 separate cottages, households and branches of Dr. Barnardo's Homes in

the British Isles as well as in Canada and Australia, whilst there are hundreds of Boarding-Out Centres in rural districts.

The Charter of the Homes is "No Destitute Child Ever Refused Admission" and was the outcome of the death of "Carrots", the little lad to whom the Doctor had offered the next vacancy, but who was found dead in the street from exposure and starvation. From that day the Doctor determined that no destitute child should ever be refused. That promise still remains unbroken.

Since the work began no fewer than 109,000 orphan and destitute boys and girls have been admitted.

There are always more than 8,000 boys and girls and babies in the "family circle"—which is, indeed, the largest "family" in the world.

On an average 5 destitute little ones daily enter the portals of Dr. Barnardo's Homes.

Every year about 18,000 children and young people are dealt with by the Homes.

The Homes have no "red tape"; no voting system; and no waiting list.

Admission to the Homes is free and immediate on proof of destitution, even if crippled, sick or afflicted (excepting epileptics and mental defectives).

Chief among the Branches of Dr. Barnardo's Homes are:—The Girls' Village Home at Barkingside, Essex, where about 1,600 girls are being brought up in rural surroundings; the Boys' Garden City at Woodford Bridge, Essex, for 750 younger boys; the William Baker Technical School at Goldings, Hertford, for some 300 elder boys, where about a dozen different trades are taught; the Watts Naval Training School in Norfolk, and the Russell-Cotes Nautical School in Dorset, where 400 boys are receiving instruction for

the Navy and Mercantile Marine ; a Babies' Castle for some 70 infants, Hospitals, Homes for deaf, dumb, blind, invalid and afflicted children, etc.

There are " Ever-Open-Doors " for the reception of children at any hour of the day or night in London, Bristol, Birmingham, Bradford, Cardiff, Hull, Leeds, Liverpool, Newcastle, Plymouth, Portsmouth, Sheffield, Belfast and Southampton.

Over 30,000 children and young people have been migrated to the Oversea Dominions of whom 98 per cent. have made good.

During the Great War, 10,715 Barnardo Boys joined the forces on land, sea and in the air : 677 made the supreme sacrifice.

The Homes rescue the children from conditions which would inevitably drag them down, give them a new environment and train and place them out in life as self-supporting citizens.

The present family numbers 8,155 children. Over 24,000 meals have to be provided daily.

Their Majesties the King and Queen are Patrons, and the Duke of York is President. Sir William Fry, D.L., J.P., is the Vice-Chairman ; Mr. D. J. MacAndrew is Chairman of the Executive Committee ; Lord Ebbisham is the Honorary Treasurer ; and Mr. Claude Wright, F.I.S.A., is the Secretary.

The Headquarters of the Homes are at 18-26, Stepney Causeway, London, E.1, to which all contributions and inquiries should be addressed.

Cheques should be made payable to " Dr. Barnardo's Homes " and crossed " Barclays Bank Ltd., a/c Dr. Barnardo's Homes ".

THE NATIONAL INSTITUTE OF INDUSTRIAL PSYCHOLOGY

TO-DAY the cloth we wear, the papers we read and the furniture with which we live are the outcome of mass production by machines of a power and beauty once undreamed of. Yet the most delicate instrument used in production is the human being. Enlightened employers are now realising more and more that the human material in their employ deserves expert attention no less than the plant and equipment. If a machine goes wrong, the services of an expert engineer are called in as a matter of course. Soon it may be no less a matter of course to call in a psychologist, when there is any defect in the functioning of the human element.

So much unhappiness and inefficiency have been caused by neglecting the "man on the job". Still worse, by treating him as a machine, making rigidly standardised movements and working him always to the limit of his capacity—by all the crudities and abuses, in fact, which still render it dangerous to mention the term "Scientific Management" in an English factory. So, in 1921, the National Institute of Industrial Psychology was founded in order to apply scientific psychology to the human factor in industry. Its President was the late Earl Balfour, its Chairman is Mr. H. J. Welch, whilst its Director is Dr. Charles S. Myers, F.R.S., formerly Reader in Psychology at Cambridge and Consulting Psychologist

to the British Expeditionary Force during the Great War.

This is no place to speak at length of the organisation and development of the Institute. Suffice it to say that in the ten years of its existence it has three times been compelled to extend its premises ; its staff has increased from 5 to 50 and its membership from 100 to over 1,560. It has carried out investigations for over 180 firms, representing nearly 60 different industries. But it will naturally be asked, "What sort of thing does the Industrial Psychologist *do* ?"—and that is a question which can best be answered by illustration.

Apart from the specialised knowledge he possesses, the psychologist can often make improvements by virtue of looking at the job from the human point of view. Machines, for example, may be as perfect, mechanically, as the engineer can make them ; yet the controls may be so placed as to force the operator into taking up an uncomfortable posture which leads inevitably to fatigue and strain, and which also acts as a restriction on output. The simplest alteration—lowering a foot-pedal or lengthening a lever—may relieve all strain on the worker and produce an increase in output for the sake of which many an employer would not hesitate to "scrap" the machine and replace it by a new one.

Other cases have been found in which men had to stoop to the floor many hundreds of times daily ; in which they had to walk several miles in collecting material from different parts of the workshop ; or where they had to stand to perform operations which could well have been done sitting. It needs no great psychological or physiological knowledge to modify evils of this kind ; but it is astonishing how often

they go unnoticed by the management—partly, no doubt, because managers are too busy with production to study working conditions in detail, but partly also because there is still a tendency—conscious or unconscious—to regard strain in the bearings of a machine as more important than strain on the muscles of the worker.

The industrial psychologist's work has also its more technical side. He deals with the adjustment of working hours and the work spell, with incentives, with organisation, layout and routing, and with questions of light and ventilation. His aim in the last case is not so much to determine how a certain degree of light or temperature can be produced—that can be left to the heating or illuminating engineer—but to discover how much light or heat is actually required by the human organism under various conditions. Further, Laboratory research has been carried into a number of questions affecting industry—for example, the effects of ultra-violet rays on the output of industrial workers ; the extent and causes of daily variations in efficiency ; the nature of mechanical ability ; and the vocational problems of the blind.

Most important experiments are also in progress on tests for motor-drivers. Work carried out by transport companies in France, Germany and the United States of America has resulted, in some cases, in the halving of the accident rate ; and there is no reason why equally good results should not be attained in this country—if only sufficient public interest can be aroused.

This leads us to the whole question of vocational tests. The devising of these is one of the most important tasks of the industrial psychologist. Even in comparatively simple manual operations and among

workers of equal experience it is no uncommon thing to find the best men producing half as much again as the worst. But a man who fails at one kind of manual work may succeed at another; there is no one "manual type". The difficulty is that until recently there was no means but trial and error of finding out for what particular kind of work a man was suited; and trial and error, too often repeated, are apt to be an expensive process.

Industrial psychologists, however, are now making exhaustive analyses of the abilities required for different jobs and devising tests by which these abilities may be measured. It thus becomes possible to find out whether a man is likely to succeed in a given occupation *before*—instead of *after*—he enters it. In fact, the special aim of the Institute is to fit the "square peg into the square hole", and to reduce the appalling waste of effort and happiness due to men or women being engaged in work for which they possess no natural aptitude.

A dressmaker may be tested for delicacy of touch, speed of finger-movement and accurate co-ordination of eye and hand; a taxi-driver for nervous stability and speed of reaction to stimuli; and a telephonist for ability to attend to several things at once. Tests have now been devised by the Institute—and are being successfully applied—in the selection of engineers, weavers, embroiderers, packers, chocolate and biscuit makers, box makers, solderers, clerical workers, wallpaper designers, invoice-machine operators, retail salespeople and many others.

Tests may also be given to discover for what occupation a man is best adapted, not merely to discover whether or not he is likely to succeed in some particular occupation—in other words, tests may be

applied to select the best job for a given man, as well as the best man for a given job. In this connection two important experiments have been carried out. The subjects were children of some fourteen years of age—about to leave elementary schools in London. In the first experiment there were one hundred, in the second six hundred "subjects". The children were tested by the Institute and advised as to the choice of an occupation. Two years later they were "followed up" and their success or failure noted in relation to the advice given. In the first group it was found that, of those who had followed the Institute's advice, more than 80 per cent. were satisfied with their work, their prospects and pay; while of those who had neglected the Institute's advice, less than 40 per cent. were satisfied. Figures for the second group are not yet available, but there seems every prospect of equally promising results.

By the use of vocational tests, the worker benefits from more congenial work and higher earnings, and the employer from greater output, less labour turnover and a more contented staff. Training, however, is also necessary if the full benefits of selection are to be achieved. Too often the new worker is left to "pick up" his job as best he may—a reasonable amount of spoiled work, damaged tools and personal injury being philosophically accepted as "all in the day's work". But these are not the most serious results of lack of training. Not only does the young employee take twice as long to "pick up" a method by himself as to learn it from some one more experienced; he may during the process fall into bad habits of work which it is almost impossible to eradicate. One of the psychologist's most important tasks consists in studying the best and most economical movements

for different types of work. In this study he is guided mainly by the following principles—smooth continuous movements should be substituted for jerky discontinuous ones ; where force is required, natural momentum should be used ; both hands should be employed wherever possible ; and unproductive movements should be eliminated, unless (a most important proviso) they contribute to rhythm—certain seemingly useless movements could no more be dispensed with than the golfer's "waggle".

No attempt is made, however, rigidly to standardise the movements of different workers. This was the error made by the pioneers of "Scientific Management", but it is now realised that every man, within limits, must develop his own "style". The industrial psychologist, like the cricket coach, gives directions which are extremely elastic, and teaches not so much what to do as what to avoid.

The advantages of training are twofold ; good methods of work are not only more effective but far less tiring than bad. A man sawing a log for the first time grunts and pants in the effort to force the saw-blade the way it does not want to go. Compare him with the "old-hand"—he is expending twice the energy and doing only half the work.

In training, as in every other branch of his work, the industrial psychologist's object is to prevent waste of human effort—to ensure that for every ounce of energy expended there is an appropriate result achieved. He is accepted on all hands because he has no axe to grind, and because no one stands to lose by his experiments. In factories he has been nicknamed "the Worker's friend".

On the Council of the National Institute men of all shades of opinion are represented, and directors

of industry and Trade Unions are amongst the most liberal subscribers to its funds. The Institute's income is derived from (a) Donations, (b) Membership, (c) Fees for investigations and vocational guidance. The Institute may not make profits and is non-political in character, the Council being formed of industrial leaders, scientists and Trade Unionists.

It is on donations and members' subscriptions that the Institute largely depends, since it receives no Government support, and the fees charged to firms are no more than sufficient to cover the cost of the investigations. Membership of the Institute is open to all who are interested in its work, at a minimum annual subscription of £1. Membership includes among other privileges, receipt of the Institute's quarterly Journal and the use of the library—the only comprehensive library of industrial psychology in Britain. Members and subscribers can rest assured that they are supporting researches which must have a marked effect on the health, happiness and welfare of the whole community.

Address : Aldwych House, London, W.C.2.

Publications :

“Quarterly Journal,” 1922-30.

Report I. “Occupation Analysis.”

Report II. “An Investigation of Certain Processes and Conditions on Farms.”

Report III. “Tests of Mechanical Ability.”

Report IV. “The Measurement of Manual Dexterities.”

THE INDUSTRIAL WELFARE SOCIETY
(INCORPORATED)

IN 1916, in order to advise employers and managers on questions of housing, transport—as well as feeding and working conditions among munition workers—the Minister of Munitions set up a welfare department, under the direction of Mr. B. Seebohm Rowntree. He secured the help of the Rev. Robert R. Hyde, who from seventeen years of social work in the East End of London had gained an intimate knowledge of conditions among the working classes.

During his engagement at the Ministry, as a result of personal conference with employers and Labour leaders, Mr. Hyde formed the opinion that, apart from questions involving negotiation between the Trade Unions and the Employers' Federations, a common ground of interest upon which employers and employed could meet was provided in these very questions of the well-being of the human factor in industry. He was convinced that such inquiry should be carried on voluntarily by industry itself, rather than under State control.

For that reason, therefore, he set up the Industrial Welfare Society, to act as a central organisation to which employers could turn for advice and suggestion about any welfare question. Also he found that the majority of employers were quite ready to interest themselves in their workers but lacked the means of giving expression to their goodwill.

The Industrial Welfare Society was founded in

1918, with its founder as Director and in a Council representative of all parties in industry. It soon gained the official support of the Trade Unions, the Press, members of the Cabinet and leading public men, besides the attention of members of the Royal Family. His Royal Highness The Duke of York, whose interest in industrial questions is well known, identified himself with the Society by becoming its President. Lord Invernairn has been Chairman of the Council since the Society's inception.

Briefly, the Society serves primarily as a clearing-house for information on every branch of industrial welfare—information which is based on practical experience, gained by investigation of the welfare schemes of many hundreds of firms of all sizes and descriptions throughout the country.

The Information Bureau of the Society, the most complete of its kind in the world, is being constantly used by employers who wish for reliable details on such matters as accident prevention, canteen equipment and maintenance, pension schemes, medical service, working conditions, recreation, etc.

Each year the Society holds a conference at Balliol College, Oxford, which is attended by representatives of various industries, and where an opportunity is given for the exchange of opinions on welfare questions. From time to time other conferences are held on special subjects.

A monthly journal, *Industrial Welfare and Personnel Management*, circulates among industrialists in every part of the world and serves to keep them in touch with the latest developments in welfare work; a monthly bulletin of a more intimate nature is issued to member firms, and from time to time brochures are published on one or another phase of the subject.

An increasing number of firms are making use of the poster service of the Society designed for the prevention of accidents.

The work of the Society is not solely concerned with the factory itself ; for advice has also been given regarding layouts and sports' grounds, the provision of libraries and the editing of works' publications. The Society organises an Annual Camp at which 200 Public School boys and 200 industrial boys share the hospitality of the Duke of York.

Nor is the work confined to this country, for the Society has assisted Governments, public men and employers to develop welfare work in most of the industrial countries, and to found welfare organisations in India and Italy. Requests for advice and suggestion are being constantly received from abroad, and the delegates to the Society's conferences include a growing number of foreigners who wish for the benefit of the Society's experience.

The Society keeps a panel of the names of men and women qualified to hold positions as welfare workers of all kinds, and has under consideration at the moment a comprehensive scheme for training those who wish to take up such work.

The Prime Minister recently stated that employers in this country could no longer afford to neglect their human material. The Industrial worker is seeking a more dignified status, looking to the day when he may be a partner in a common enterprise.

Increased facilities for education and for foreign travel, greater leisure, the cinema, wireless—all have contributed to make the ordinary worker keen to use his intelligence, and be regarded as something more than a "factory hand".

This changed attitude is being realised by the

majority of employers to-day, and they are quite ready, as a general rule, to accept it. The problem for most of them is how to give the workers the desired opportunity.

The following are some of the ways in which the worker can co-operate with his employer :—

The setting up of a works' committee as something which gives him scope for his intelligence ; such committees can deal with a great many matters in the factory. These include accident prevention, pension funds, holiday funds, sports' clubs—to say nothing of lesser matters of tidiness in the workshops, the care of cloak-rooms and so on, all of which make for smooth working.

The suggestion scheme is another way in which the worker's co-operation can be secured. Many valuable ideas can be collected in a box for the purpose. (They would inevitably be lost in a firm which has no such organisation.)

Details of such schemes as well as more elaborate plans for the installation of medical and dental clinics, benevolent and pension funds, can be supplied by the Industrial Welfare Society.

The works' periodical is proving another factor of growing importance in linking up the various members of a large business, giving the sales' department an insight into production and keeping individual members in touch with the doings of the rest. Firms who wish to publish their own magazines can obtain valuable advice and suggestions from the Industrial Welfare Society ; or, if desired, the entire responsibility of publication and production can be undertaken by the Society's Editorial Department.

The value of conferences is being more widely recognised in this country, and these form a leading

feature of the Society's work. An annual conference is held at Balliol College, Oxford, when lectures are given by well-known speakers on various welfare questions, and an opportunity is given for discussion and comparison of experience.

At intervals throughout the year, other conferences are held on various phases of welfare work.

To many "welfare work" suggests the erection of expensive sports' pavilions or the installation of elaborate clinics, but in reality what the term means is not so much a series of activities as an attitude of mind. This attitude may be entirely lacking in a factory built on model lines and equipped with every modern device, but may flourish where the only concrete expression of it can be the furnishing of a simple room where a tired worker may spend a spare moment of the day amid comfortable surroundings.

It has been the Society's experience that the great majority of employers are nowadays anxious to establish friendly relations with their workers, but are at a loss as to how they should set about it. Relying on twelve years' experience among firms of every size and description, the Industrial Welfare Society is fully qualified to help and advise them.

Inquiries as to the extent or nature of the Society's work will be dealt with readily at their offices: 51, Palace Street, Westminster, S.W.1.

THE INDUSTRIAL INSTITUTE

ORIGIN. This Institute is concerned with "The Study of the Fundamental Problems of the Industrial Age". These are not easy to solve or even to realise, since to-day the world is divided into separate groups which differ in their experience and outlook and so fail to achieve mutual understanding. Specialism increases and the specialist, as it has been said, is a man who knows more and more about less and less. Discoveries due to working practice or the research of scientists do not secure the publicity they deserve, and these two means of advance often proceed independently, when they would gain immensely by correlation.

OBJECTS. To meet these difficulties and handicaps the Industrial Institute was founded in 1923 by Mr. Norman Wyld, who is the present Director, Mr. C. T. Cramp being the Chairman of the Committee. The purpose of the Institute is to associate and unite those interested in industrial relations, especially those responsible for production, marketing, distribution and finance, by means of scientific study of the problems involved.

The Governing Body is designed to establish effective co-operation between men of affairs and men of science, so that data provided by the examination of business may be submitted to scientific research. When that research has been duly revised in the light of practical experience, the result can be presented in

an authoritative form with due publicity for future use. Thus both practice and science will be advanced.

ACTIVITIES. Co-operative Inquiries and Reports are made on questions approved by the Council, suggested by members, or requested by any organisation. In addition to the specialised knowledge of individuals, the resources of the various sectional organisations concerned are drawn on for these inquiries.

The best example of the kind of co-operative inquiry made is an interim report on "The Effects of Banking Policy and Monetary Technique on Industry". This was prepared for the Representative Group of Employers, associated with Lord Melchett, in conference with the General Council of the Trades Union Congress. The Report summarises, impartially, the conflicting views obtained from representative authorities on economics, banking and finance, manufacture, distribution and organised labour, whilst defining the lines on which further inquiry should proceed. Over forty persons, representative of these various points of view, contributed to it.

The Institute was intimately associated with the steps that led to the holding of the Melchett-Turner Conference in 1928-29. The Interim Joint Report of the Conference was the immediate antecedent of the permanent machinery set up for consultation between the two great parties in industry. Management was represented by the Federation of British Industries and the Confederation of Employers' Organisations and Labour by the General Council of the Trades Union Congress.

In 1929 a mathematical analysis of the data of the British Coal Mining Industry was made. The relations between the movements of the figures for Output, Prices, Wages and the Residual Quantity left

over after payment of Wages were investigated. It was found that, apart from the relation between prices and wages—due to the agreements holding within the industry—the movements of the various series of figures had little, if any, relation with each other. When, however, the movements of the *ratio* Earnings to Prices were investigated, it was found that close relations exist between that ratio and the other series of figures. Here, then, is the central factor in the industry. The ratio of Earnings to Prices gives the number of tons which would have to be paid in wages as an equivalent to the Money-Wages paid at any given time. Thus, suppose Wages are 40s. and the Price is 10s., then the ratio is 4, and 4 is the number of tons at 10s. a ton that would have to be given in “Ton-Wages” to make an equivalent of 40s. in Money-Wages.

At present (1930) analyses by similar methods of the figures of various monetary phenomena are in progress. It is intended to make, by these means, a survey of all the relations likely to be significant. The results so far obtained suggest the important conclusion that movements of the figures of Unemployment precede movements of the Price-level.

The Committee claim that this mathematical method of investigation gives results more definite, more exact as descriptive of the past, as well as more safe as a guide for future action, than can be secured by any other means.

CONSTITUTION. The Institute is governed by a Council consisting of persons representative of organisations concerned with production, marketing, distribution, finance, science, technology, the fine arts and philosophy.

In each industrial group representation of the

distinctive view-points of owners, administration, technical science and labour is arranged for.

Each of the following national organisations has nominated its chief officer a Deputy President of the Institute, so as to facilitate its co-operative inquiries : The Federation of British Industries, The Trades Union Congress, The Association of British Chambers of Commerce, The Co-operative Wholesale Society and The Incorporated Association of Retail Distributors.

This method of securing co-operation is being extended, and it is intended to develop it along international lines as circumstances permit.

Membership is open, subject to election, to anyone interested in the work of the Institute.

Headquarters : 102, Belgrave Road, London, S.W.1.

THE INDUSTRIAL CHRISTIAN FELLOWSHIP

THE Industrial Christian Fellowship in its present form came into being at the beginning of 1919. It followed the undermentioned entirely changed condition in the industrial classes :—

(1) The big advance in free education. (2) The more comfortable standard of living, resulting from a period of higher wages.

Synchronising with these changes came the establishment of voluntary philanthropic agencies, such as Church Clubs, the Scout Movement, Care Committees, the Workers' Educational Association, the Adult School Movement and so forth.

The idea of a "Mission" to the industrial classes, as distinct from any other, was felt to express a sense of patronage by no means consistent with the spirit of Christian courtesy. Hence that of a "Fellowship"—an Industrial Fellowship uniting Capital and Labour in a common bond of the Christian religion—was adopted. The Fellowship has, in fact, incorporated into its evangelistic zeal for the salvation of manual workers the high spiritual and intellectual ideals of the Christian Social Union—its chivalrous forerunner, which was founded by Bishop Westcott and others in 1889.

The principles of that noble Union had been magnificently proclaimed by such men as F. D. Maurice and Charles Kingsley in the past; and by Bishop Gore, the late Henry Scott Holland and the late

G. A. Studdert Kennedy in our own generation. It is the glory of the Industrial Christian Fellowship that it has attempted—with so large a measure of success—to fuse into one society the evangelistic workers of the artisan classes and the intellectual forces of the Church.

FIRST OBJECTIVE: THOSE OUTSIDE THE CHURCH.
The first objective of the Fellowship is to endeavour to bring back into the community of the Church the great mass of people—estimated to amount to about 75 per cent. of the population of this country—who are at present outside the influence of all forms of organised Christianity.

History has shown that with the development of industrial machinery and the growth of capitalistic enterprise there has been a gradual deadening of the nation's spiritual fibre. On the other hand, there has been a sharp line of cleavage between the pride of wealth and the squalor of the slums. Godliness has been left out of the life of the materialistic capitalist and of the lower paid wage-earner, or casual worker, alike.

The Industrial Christian Fellowship claims that mankind needs a religion. It holds that this truth can best be brought home to Labour at the moment by Christian working-men, who have shared the experiences of the wage-earners and understand their difficulties. It therefore employs numbers of them as Missioners.

The majority have at some time earned their living in factories, workshops, collieries, shipyards, or on the railways and public works. These know from personal experience how to appeal to their brethren and bring out all that is best in them. With the permission of employers and foremen, they visit the

factories and address the workpeople in the canteens or some other suitable place. They also ally themselves with the Workers' Educational Association, the Adult School Movement and other organisations that have weight in the world of labour. From time to time they receive invitations to address a Trade Union branch—or a local Trades and Labour Council—on the need of religion, or the place of the Church in the Labour Movement. They endeavour to give the Christian point of view on the live questions of the day, such as affect the daily life of the workers—say, unemployment, production, housing and education.

Every effort is made to give these Missioners expert knowledge on these subjects. They are equipped for their duties by a period of practical training, as well as a continual supply of the best books on social problems, industrial history, and economics.

They take their stand constantly in the open air and gather crowds around them—striving to bring their listeners to a closer knowledge of Christ and His Gospel, whilst appealing to them to apply His principles as the solution to all the problems that confront them.

But something more than the ordinary open-air meeting is necessary. The inhabitants of the slums will not take the message of the Fellowship seriously until they come to believe that it means to give them homes instead of hovels, honour instead of contempt, and security instead of dread—as they face the problems of sickness and old age. They have to realise that the Christian religion has a value for this life as well as for the life to come.

The Fellowship is not content to be in close touch with Labour alone. Its staff of clerical Directors and Messengers (both men and women) are taking the

same message to other sections of society. They visit the Rotary Clubs, Chambers of Commerce and various groups of employers, in order to reach business men. The Staff also take part in all kinds of conferences between the Church and the industrial world.

With a view to educating the public in the principles of the Fellowship, meetings are addressed, and sermons preached, wherever openings can be secured. From time to time an industrial city is invaded by the Fellowship *en masse*, and from twenty to forty people are sent to hold a "Crusade", the party including both clergy and laymen.

Indoors, representatives of Church, employers and organised Labour meet together in conference and debate, with a view to discovering how much there is in common among them all. The result, as a rule, exceeds the expectation of the Fellowship—provided that the right men are ready to follow up the work on more permanent lines.

SECOND OBJECTIVE: CONSCIENCE OF CHRISTIAN PEOPLE. The second object of the Fellowship is to arouse the conscience of Christian people to a need of a spiritual change in the industrial life of the country. It works on the belief that for Christians the proper procedure is not to formulate a social policy, and then seek to justify it from the Christian religion; but rather to start with our Lord's revealed Will, and to deduce from it a social programme with no equivocation or evasion.

There is a growing realisation that, for a proper understanding of social and industrial questions, study is essential; and it is the aim of the Fellowship to promote such study from the Christian standpoint. It has a lending library, and a scheme of correspondence courses which are open to all. Study Circles

are constantly in session at headquarters, and suitable outlines are obtainable for groups throughout the country.

In the words of Henry Scott Holland, the Fellowship is composed "of those who are convinced that the ultimate solution of the social question is bound to be discovered in the Person and Life of Christ. . . . He is Himself, in His risen and ascended royalty, the sum of all human endeavour, the interpretation of all human history, the goal of all human growth, and the bond of all human brotherhood".

INDUSTRIAL SUNDAY. One of the institutions of the Fellowship is "Industrial Sunday", which in the past eight years has been observed in many hundreds of churches throughout England—and to some extent in Scotland—on the Sunday before Labour Day (May 1). The idea of a Sunday set apart for this purpose was carried out in an endeavour to bring Christian principles to bear upon the pressing problems of the time, and to inspire all persons engaged in industrial life with the spirit of service.

The Fellowship holds to the conviction that only as men learn to work together in the spirit and power of Christ will come that world-wide unity of service and spiritual fellowship wherein alone is peace. In this principle it is being magnificently backed up by employers and large property-owners in England today. "Industrial Sunday," they say, "by virtue of its regular celebration for the past eight years, has earned a fixed place in the Calendar. Our earnest desire is that the specific objective of its observance will penetrate deeply into the hearts and minds of men. The realisation that man could and should work with man in greater harmony and truer fellowship is growing apace."

Many employers and business men are already associated with industrial peace principles—either through official conciliation machinery in their own industries, or in the work of voluntary bodies.

It is interesting to note the attitude of Labour Leaders and Trade Unionists. Some say, "Industrial Sunday comes to strengthen our faith, to consolidate our hopes, to put new vigour into our minds and souls, and to enable us to pledge anew our determination to build the City of God in our own day and generation."

It is to be hoped that all members of Trades Councils and Trades Unions—as well as other similar associations—will unite with the Churches and Brotherhoods throughout the country in observing Industrial Sunday.

Anyone who desires to hear more about this work from Headquarters should communicate with the Rev. P. T. R. Kirk, General Director, Industrial Christian Fellowship, Fellowship House, 4, The Sanctuary, Westminster, S.W.1.

The Fellowship is supported by the Archbishop of Canterbury, the Archbishop of York and the Archbishop of Wales as the three standing Presidents. The Bishop of Lichfield is the Vice-President and Chairman, the Vice-Chairmen being the Bishop of Woolwich and Major-General Sir Frederick Maurice, K.C.M.G., C.B.

LIDDON HOUSE

LIDDON HOUSE was founded to commemorate the work of Henry Parry Liddon—Student of Christ Church, Oxford; Ireland Professor of Exegesis; Canon of St. Paul's Cathedral.

Dr. Liddon, who died in 1890, was known in his day as a great preacher¹ and a stern defender of his faith. To-day his name still recalls his eloquence and the crowds that flocked to hear him.

But Liddon did a second great work in his influence over educated young men. As Vice-Principal of Cuddesdon, he had proved his power with them; at Oxford his evening lectures grew in popularity as they were moved from his own rooms in St. Edmund Hall to the Hall of Queen's College, and later to Christ Church. St. Mary's Church was packed by undergraduates when he preached.

Later, in London, young men were drawn to St. Paul's, and coming to know Liddon, were attracted by his courtesy, charm, and zealousness; his abounding vitality, his sensibility and quick sympathy; his imagination and rich humour. Success lay in his understanding of the difficulties of the times. The flood of Old Testament criticism was then at its height, and the questions that pressed hard on the faith of a young man. His learning gave authority to his

¹ His voice was singularly clear and beautiful. Indeed, some who were deaf to ordinary sounds went regularly to St. Paul's when Liddon was the Canon in residence because they could hear his sermons distinctly.

defence of the Church ; his personal life added strength to his arguments. To-day, in every profession and business, men fill positions of responsibility and trust. These were inspired by Henry Parry Liddon.

To explain in detail this work of Dr. Liddon is to make clear the work of Liddon House. The House was founded in 1906 to carry on his influence. Every year men come from the Universities and Public Schools to work in London. They come to the Hospitals as medical students ; to the Inns of Court to read for the Bar ; to the Architectural Association. They work in the Banks and big Business Houses. Some are Art students ; some training for the Stage. Others take up Journalism ; others Politics. One and all have to face the temptations of a great City, and often, still worse, its loneliness.

Most difficult of all are the modern conditions of life and thought, the manifold perplexities that beset young people.

In morals, new standards—disastrously lower than in the past—are widely taught and accepted.

In religion, every fundamental doctrine is openly challenged. These and many vital questions are being asked, and answered in the negative, by young men everywhere.

Amid such dogmatic ignorance, the hopeful sign is that young men want to talk about the new moral standards, even if it is to attempt to justify them. Many are enormously interested in religious problems, and will discuss them if only for the sake of argument. The trouble is that so much of the discussion takes place between talkers who are themselves lacking in the necessary equipment of knowledge on the subject. This does not lead to satisfactory conclusions.

But many young people are glad to talk things over

with men who are in some sense experts ; who at least have some experience themselves, and have made some study of religion and morals.

Liddon House was founded to meet this need. The method used is to get in friendly personal association with students and educated young men. Personal touch leads to personal discussion, and the staff of the House hope they have sufficient knowledge of modern problems and modern learning and literature to give young men of to-day the help that Dr. Liddon did in his time. Bishop Gore has for some time taken an active part in the work.

A great deal is being done in parishes for young men of what is called "the working-class". Many methods are being used to help them and to get them in touch with the Church. Little, however, is as yet being done for young men drawn from the professional classes. Liddon House is established in the West End of London in order to help this particular kind of man from the Public Schools and Universities.

The House is at 24, South Audley Street, Mayfair, W.1. It is controlled by a body of 25 Governors, of whom Lord Hugh Cecil, M.P., is the Chairman, and among whom are His Excellency, the Rt. Hon. Lord Irwin, the Earl Grey, Sir George Talbot, the Vice-Chancellor of Cambridge University, Sir Walter Buchanan-Riddell (Trustee), the Master of Corpus Christi College, Cambridge, Major Guy Kindersley, M.P. (Trustee), and Charles Gold (Trustee).

The Treasurer is Colonel Francis Maynell, D.S.O., Hoar Cross, Burton-on-Trent.

Further information about the House will be gladly given by the Warden, the Rev. Francis Underhill, or by the Rev. W. M. Whitley, Chaplain and Bursar.

THE INDUSTRIAL PEACE UNION OF THE BRITISH EMPIRE

IN any list of good causes this organisation certainly deserves a prominent place on account of the high national value of its work. In broad outline it consists of fostering by every means in its power the growth of a good understanding between the employing and employed classes, the relations between which have for too long been strained.

The Industrial Peace Union was born as a result of the disastrous General Strike of 1926. It was brought into being by the late J. Havelock Wilson, C.H., C.B.E., who, it will be remembered, felt so strongly that the attitude of the trade unions at that time was a mistake, that he used all his powers in an attempt (successful, be it said) to prevent his own National Union of Seamen from taking part in what he rightly considered to be a national catastrophe. Associated with him in this work were leading economists, business men and a number of foresighted persons connected with the Labour movement. Only a few days prior to his death, Havelock Wilson assured the Secretary of his Union that he intended to make the Industrial Peace Movement the crown of his life's work. His desire was, after he had resigned from the Seamen's Union Presidency, to devote the whole of his energy to bringing about Industrial peace.

One belief Mr. Wilson held very strongly : that this was an ideal in which the politicians would do more

harm than good if they were permitted to taint it with party views. Therefore he laid down most emphatically that the Union's policy was to be absolutely non-political. This belief is shared by those to whom he handed on the torch at his death. Yet another strongly-held opinion of Wilson's was that much of the industrial trouble in Britain arose from Communist propaganda, which was then in its comparative infancy. The correctness of his opinions has since been abundantly proved, though at the time Mr. Wilson was dubbed a scaremonger.

The President of the Industrial Peace Union is the Earl of Denbigh, K.C.V.O., who has chosen this means of displaying his interest in bringing together the two partners in industry. The Chairman is Sir Charles Allom, than whom no one is better qualified to speak of the sincerity of the Employers, while there is an Honorary Advisory Committee consisting of the Chairman, Mr. Arthur Berkeley, Dr. L. Haden Guest, M.C., Messrs. F. Alexander Johnston, V. A. Malcolmson, H. H. Mason, Sir Harry Peat, K.B.E., Sir Alfred Read and Lt.-Col. Sir John Rhodes, Bt., D.S.O. There is also an Executive Committee, consisting of Messrs. G. Gunning, W. R. Spence and J. B. Wilson (son of the late Founder), while the Hon. Treasurer is Mr. V. A. Malcolmson, who devotes his leisure to this work in addition to serving on the Advisory Committee.

When such guarantees of sincerity and good faith are given by the names mentioned above, it is hardly necessary to add that all this service is given free, as is that of the Hon. Auditors and Solicitors, firms of such standing as Messrs. Deloitte, Plender, Griffiths & Co., and Messrs. Linklaters & Paines.

An outstanding feature of the Union's propaganda is

the fact that, when any threat of industrial unrest occurs, educational meetings are promptly arranged in the affected area. They are directed to teaching *both employers and employed* the necessity of a good understanding between them for the progress of the trade of Britain and the reduction of unemployment, with resultant increase in prosperity.

This work is carried on by the agency of meetings—indoor in the winter and outdoor in the fine weather months—as also by the periodical publication of the invaluable and interesting official organ, the *New Way*, edited by the General Secretary, Mr. A. Bowman.

All those who would like to cherish the memory of the Founder, J. Havelock Wilson, should send contributions to Mr. V. A. Malcolmson, the Honorary Treasurer, Industrial Peace Union of the British Empire, 7, Old Queen Street, Westminster, S.W.1.

HE LIT THE TORCH.

WILL YOU HELP TO KEEP IT BURNING?

THE INDUSTRIAL CO-PARTNERSHIP ASSOCIATION

THIS Association was founded at the Derby Co-operative Congress of 1884 with the title "Labour Association". This was altered to "Labour Co-partnership Association" in 1902 and finally, in 1927, the term "Labour" was changed in favour of "Industrial", because the former word had acquired a party-political significance.

The objects of the Association remain the same and are recorded in the Government Report on "Profit-sharing and Co-partnership" of 1920, as follows:—

1. That the worker shall receive, in addition to the standard wages of his trade, some share in the final profit arising out of the business.
2. That the worker shall accumulate his share of profit, or part thereof, in the capital of the business.
3. That the worker shall acquire some share in the control of the business in one or both of the following ways:—
 - (a) By acquiring share capital, and thus gaining the ordinary rights and responsibilities of a shareholder.
 - (b) By the formation of a Co-partnership Committee of Workers, having a voice in the internal management.

At first, attention was directed chiefly to supporting the existing Working Men's Productive Societies and aiding the formation of new ones; and the Association worked almost entirely within the Co-operative

Movement. Every effort was made to get the Co-operative Union and the Co-operative Wholesale Society to embody Co-partnership in the practice of Co-operation.

The Association became, as it were, successors to the Christian Socialists, and among those connected with it were E. Vansittart Neale, J. M. Ludlow, and Judge Hughes ; also George Jacob Holyoake, Edward Owen Greening, the Marquis of Ripon, Charles T. D. Acland, M.P., Arthur H. D. Acland, M.P., Sir Thomas Brassey, M.P., and Albert Grey, M.P., who, as Earl Grey, was later on President for many years. The first Secretary was a Co-operator, Mr. Henry Rowley, who subsequently became President. Mr. Ivimey was Secretary for several years until 1891, when Mr. Henry Vivian accepted the post, which he held for about twenty years.

The early Annual Reports show that the idea of Workmen's Co-partnership Societies was welcomed by leading economists and social workers as the true way out of industrial difficulties. In 1889, Prof. Marshall commended " participation ", and among other supporters were the late Lord Rosebery, Mr. A. J. Mundella, M.P., Prof. Goldwin Smith, Mr. Sedley Taylor, Prof. James Bryce, M.P. (afterwards Lord Bryce), and Prof. A. C. Pigou.

The Executive Committee of that time consisted mainly of co-operators and the work was done in conjunction with the Co-operative Productive Federation.

Mr. Aneurin Williams joined the Executive in 1892, became Honorary Treasurer in 1893 and Honorary Secretary in 1912, a post which he held until his death in 1924. During this period he was recognised as an outstanding authority upon Co-partnership. The leading exponents of Co-partnership among employers

included Sir George Livesey, of the South Metropolitan Gas Company, and his successor, Dr. Charles Carpenter; Mr. George Mathieson, of Messrs. Clarke, Nickolls and Coombs, Ltd.; Mr. Theodore C. Taylor, of Messrs. J. T. & J. Taylor, Ltd., and the late Lord Leverhulme, as well as Messrs. Bryant & May, Ltd., of which Sir George Paton is the Chairman. Any such list of those connected with the work of the Association must be regarded as merely a few names at random; but it is impossible to omit those of the late Earl of Oxford and Asquith and the late Earl Balfour, who gave notable addresses regarding Profit-sharing and Co-partnership in 1901 and 1908 respectively.

About 1906, following an address by Mr. Vivian on the difficulties of any great increase in the Productive Societies, this Association forthwith turned its attention more to Profit-sharing and Co-partnership in ordinary industrial enterprise. The Association and the Co-operative Productive Federation had shared a monthly journal and a joint Propaganda Committee until 1925, when it seemed best for each body to devote itself to separate spheres of activity—always in friendly touch but each with its own journal.

The Association has always made its appeal to Employers and to Trade Unionists, but increasingly so in the last 20 and 10 years. Public meetings have been held in London at the Mansion House (in 1910 and 1912), the Guildhall (1920 and 1928), the Caxton Hall (1913), the Central Hall (1914). There was additionally a series of 16 discussion meetings in the Kingsway Hall (1918-19) and Co-partnership Congresses at the Royal Society of Arts (1920, 1923 and 1926). Lunches to entertain special guests such as Mr. E. O. Greening, the late Viscount Leverhulme and Mr. Henry Dennison, U.S.A., were also held.

Monthly Lunches were started in 1924, and now 55 have been held, the Speakers and Chairmen being invariably men of considerable note—many connected with well-known Co-partnership businesses.

For seven years a Week-end Summer Conference has been held at either Oxford or Cambridge with great success. Somewhat similar conferences have also taken place at Leeds, Birmingham and Newcastle, whilst there have also been One-day conferences at Bristol, Manchester and Bradford.

A great deal of lecture work was done during the last few years by members of the Association's Executive Committee. The Rotary Clubs have given the Association an excellent opportunity for addressing employers, whilst a vast number of speeches about Co-partnership have been made at their lunches.

The Association issues a quarterly journal as well as "Co-partnership" leaflets and booklets dealing with the various aspects of Profit-sharing and Co-partnership. It supplies information to speakers and to all inquirers, especially to employers who contemplate introducing the principle into their own businesses. Perhaps the best accounts of the subject are to be found in the older books of Mr. Aneurin Williams, *Profit-sharing and Co-partnership* (1912), and *Partnership in Industry* (1928) by Mr. F. W. Raffety.

The present officers of the Association are :—

Joint Presidents : Rt. Hon. Viscount Cecil of Chelwood, K.C., LL.D., and William A. Appleton, C.B.E.
Chairman of the Executive Committee : Emile Garcke.¹

¹ Emile Garcke passed away on November 14, 1930 (since this article was written). He will be greatly missed in the Electrical Industry, but at least equally by this Association, for which he had done so much—especially of late.

Honorary Treasurer : F. W. Raffety. Honorary Secretaries : Cuthbert Plaistowe and F. K. Ogden.

The Headquarters of the Industrial Co-partnership Association are at 6, Bloomsbury Square, London, W.C.1. Inquiries for further information should be addressed to the Secretary, Mr. E. W. Mundy.

On April 14, 1926, the author gave the following address on Co-partnership, etc., to the 1920 Club :—

As it seems to me that the surest road to a better understanding lies through Co-partnership, I am glad of this opportunity to lay before you more or less briefly the principle of Co-partnership, together with some facts as to the success of schemes of Profit-sharing and Co-partnership, and to urge upon you their consideration. These experiments have been made in a great variety of trades, and under a variety of private firms, private companies and public companies—large businesses and small ones.

Co-partnership is not a cut-and-dried scheme ready for application in all details to any and every business. Rather is it a principle capable of almost universal application, but allowing a considerable variety of methods. It is true that Co-partnership is an organisation of industry on a certain economic plan ; but it is far more than this. The economic system is the outward expression of a changed attitude between capital, management, and labour—an attitude of co-operation, friendliness and regard for one another's interests—an expression, indeed, of the humanising of industry.

Co-partnership claims for the working men that they shall share to some extent in the profits, capital and control of the business in which they are employed.

For true profit-sharing, it is necessary that a scheme should be prepared assigning a definite part of the

ultimate profit to the workers, so that they shall know beforehand that the share of profit assigned to them will vary in some direct proportion to the success of the business.

It is well to bring as many of the workers into the scheme as possible, though usually there are some regulations as to length of service and the age of the profit-sharer. Generally, anyone must have worked for a whole year before participating.

In most schemes, the first use of profit is to make Reserves and to pay a settled rate of interest upon Ordinary Shares, which is looked upon as the Wages of Capital. Then Capital and Labour share jointly in the remainder.

It is also usual for the part of profits which is allocated to the workers to be distributed among them in proportion to wages and salaries, that is at a level rate of so much in the £ to all workers.

Sometimes the rate paid to the workers on their wages is directly proportioned to the rate of interest paid upon Ordinary Shares. This is the method employed by the Gas Light and Coke Company since 1909, in which every worker gets the same rate of dividend on his wages that the Shareholder receives on his capital. This is a very simple method, easily understood by the workers.

It is not, of course, necessary that the rates should be actually the same: they may be proportional. In the well-known pioneer scheme of Mr. Theodore Taylor, head of Messrs. J. T. & J. Taylor, Ltd., Woollen Manufacturers of Batley, some workers get the same rate on their wages as the Ordinary Shareholders receive as dividend on their capital, but others get a double rate. The actual scheme is that the shareholders first get interest at 5 per cent. and then

the workers and shareholders receive the same rate of dividend on wage and on capital, but all workers who have accumulated half a year's wages in the capital of the company get a double rate. If capital gets 7 per cent. (in addition to 5 per cent. interest), then 7 per cent. is paid on wages and 14 per cent. to those who fulfil this condition.

Another very usual method is to pay a defined rate of interest upon Ordinary Shares and to make necessary reserves, then to divide the remaining profits into a number of parts and allot one or more to the employees. Generally this total sum is used to pay a dividend on wages and salaries as in the other method. Very frequently the workers have shared this final profit equally with Capital, as in the scheme of Messrs. Clarke, Nickolls & Coombs, Ltd. This scheme of Profit-sharing was started by Mr. George Mathieson in 1890. Capital receives 6 per cent. and half the remaining profit. The workers receive the other half, which has altogether amounted to nearly £500,000, giving an average dividend on wages of 13 per cent. In this case the money has been paid out in cash, so that the workers have not acquired any share in the ownership of the business.

Messrs. Jacobsen, Welch & Co., Ltd., Manufacturing Stationers, charge 6 per cent. on all the capital used in the business, make allocations to Reserve, and then give half the remainder to the worker. They do not compel the employees to take up capital, but they give them every encouragement to do so.

There are four Committees, one of heads of departments, and three for which all employees are eligible. It is also arranged that when the employees own one-quarter of the capital, they shall have the right to elect one of themselves to the Board of Directors.

The late Sir George Livesey introduced Co-partnership into the South Metropolitan Gas Company in 1889; and, later on, started the first Co-partnership Committee, the method of which formed the basis of the idea known now as Whitley Committees.

This committee had led to the most cordial relations between management and workers. The members have learned to know and respect one another personally—to the great benefit of all—and the workers have gained a very considerable amount of knowledge about business and its difficulties. After a time the workers were enabled to elect three of their number to sit on the Board of Directors with six appointed by the shareholders. Dr. Charles Carpenter, the President of the Company, has repeatedly given evidence that nothing but good has come out of this arrangement. One of its results is that no decision of the Board can be taken without the direct consideration of its bearing upon the workers in the business and that the rank and file of the workers, knowing this, have confidence in the Board even in the day of adversity.

A different type of scheme altogether, perhaps hardly to be called profit-sharing—but still working in that direction and leading to the ownership of capital by the employees—is used by the Bradford Dyers, Ltd.

All workers who care to do so, are helped to purchase either Ordinary Shares or Preference Shares in the open market at the current price.

Any such worker-shareholder can register his or her shares with the company and the company pays an additional bonus upon the shares while the worker remains with the company. The bonus is paid whenever Ordinary Shares receive dividend above 5 per

cent. If the Ordinary Shares receive 20 per cent., as they did in 1920, the worker investor would receive a dividend of 20 per cent. and bonus of 20 per cent., making 40 per cent., which would probably work out at nearly 15 per cent. upon his expenditure.

Plans of this kind for encouraging capital holding are certainly good as far as they go, but they fail to bring the whole body of workers into a new relation to the business, or make a bond of common interest between them and the management as well as the shareholders. To get over this difficulty, in some schemes in the United States, such as those of the Proctor Gamble Co., Soap-makers, or the Goodyear Tyre Co., the business lends money—so far as is necessary—to each of its workers to enable them to take up capital in proportion to the wages or salary of the individual worker. The worker pays interest on the loan, and receives interest on his shares. He has to use this money and any share of profit and also a small amount of his own money each year to clear off the debt gradually and give him entire ownership of the Stock.

Then there is the scheme of Messrs. Lever Bros., Ltd., which covers a very large number of subsidiary companies.

Last, but not least, I should mention Messrs. Bryant & May's old firm of Safety Match makers at Bow—where co-partnership was started in its earliest days and with highly satisfactory results.

In the 174 profit-sharing businesses reporting to the Ministry of Labour in 1924, there were over 250,000 employees. These figures do not of course include the profit-sharing plan set up in Coal Mining, under which a share of the profits of a district would come to the miners as additions to wages. This is Profit-sharing,

but of a rather different character to the sharing of the profits of a particular business by its own employees.¹

Naturally, those of us who believe in profit-sharing and co-partnership are glad of every extension of the principle ; but perhaps we are chiefly interested in those schemes which seem to do most to interest workers in the particular business in which they work and which bring the greatest amount of co-operation between the workers and the management.

I should here refer to the High Wages and High Output as obtained in the United States and to the desire to get this idea accepted in our country.

To get this change into British Industry will require a spirit of confidence between employer and employed. The employer must feel assured that the utmost use will be made of the best machinery and of all trouble-saving—or labour *aiding* devices. The employee must, on the other hand, be absolutely certain that there will be no cutting of rates of wages.

I believe that the best, if not the only, way to generate such confidence lies in the acceptance of Profit-sharing and Capital Holding, together with a far wider use of Workers' Committees and Joint Committees of Management and Workers.

A little later on the author contributed the following article on "The Industrial Outlook" to the *St. Martin's Review*, which dealt mainly with Labour Co-partnership and Profit-sharing² :

The Industrial outlook has, of late, become so serious

¹ It has been a Government custom for some years to publish figures about any schemes which come within their definition of Profit-sharing. These figures serve to reveal the gradual growth in the number of schemes existing.

² *St. Martin's Review*, July, 1926.

that, despite the number of voices that are naturally making themselves heard on the subject, I am glad to conform with the Editor's invitation to express my views.

It has always seemed to me that what is, above all, needed is to bring about a better feeling between the two sides of Industry, and the question naturally arises just how this is to be done.

To my mind, the lessons of the Christian Faith must first of all be more closely studied in this connection—in a word, the Christian spirit of "thinking of others" and not merely of ourselves. This is not only as it should be morally speaking of course, but would also tend to greatly improve the economic position by inciting a better feeling between Capital and Labour. I should here like to commend to all leaders an admirable address by Mr. Theodore Taylor (himself a great business leader) on *Christian Economics*, published by the Labour Co-partnership Association, 6, Bloomsbury Square, W.C.1.

It is surely not surprising that the working man is liable to be imbued with a certain amount of distrust and suspicion when it is remembered that some 60 years ago those who made enormous fortunes at a time when we had the trade of the world in our hands, gave little thought for those employees who enabled them to make those fortunes. Thus, anything that *was* achieved for the working man only came about by Act of Parliament—and, it must be added, by agitation. Not even such matters as Old Age Pensions on a contributory basis were ever contemplated by those masters.

If only a more respectable proportion of what has been spent (out of made, or inherited, fortunes) on individual luxury, had been devoted to industries

employing the working man, the feeling could not fail to have been better.

I cannot help thinking that if, in the early days, directors had done what I conceive to be their actual duty towards employees, there should have been no opening for Trades Unions, with their highly-paid leaders, whose individual interest it is to keep up strife.

That there is a great need for close cohesion between masters and men cannot fail to be obvious. Real cohesion has always existed amongst small industrial concerns where the men actually meet the masters, but hating at a distance is a condition that is liable to arise otherwise. We want, I think, to bring about a condition by which the working man works *with*, rather than *for*, his employer.

With the Directors of a Company there is, perhaps, a natural disinclination to go into the unknown. It has to be remembered that however good their intentions may be towards their employees—and however estimable they may be in private life—a Board of Directors has always to keep closely in mind the shareholders' interests. I am afraid, however, I am not prepared to admit that this is the only standpoint. There is also the human, or humane, standpoint, which incites "thinking of others". It seems to me quite wrong that certain people, whilst leading exemplary private lives, appear to think it quite in order to be more or less hard taskmasters in business. (This applies more especially to large Limited Liability Companies, though these have done much in recent years in the way of allowances for the sick, sports clubs, etc.)

Similarly, many a shareholder will give generously in answer to charitable appeals and yet have only one

standpoint in the matter of dividends, and never dreams of concerning himself about the welfare of those working men who have so much to do with the realisation of those dividends.

I feel strongly that there would be a far better spirit with labour if directors and shareholders showed the interest that I think they should do in their employees. I should like to see all who are concerned in mines make a point of going down those mines and showing a real concern about the life of the miner. Further, apart from higher motives, I believe it will soon be recognised—have to be, indeed—that it is the lack of a human touch that is really responsible for much of our industrial troubles—more than the purely economic position.

Personally, I am an enthusiast for Labour Co-partnership and Profit-sharing—originally the conception of the late Sir George Livesey—and I want to see Labour represented on every Board of Directors, along with Capitalists and Working Managers. It is often said that it is only those who share in losses that can expect to share in profits. That suggestion, however, is invariably made by people who do not realise that a working man's *hands* are *his* capital, and that in the case of a business failing, it is the employees who stand to be the heaviest losers in reality—for they stand to lose their living. Where the desire for better relations exists, the adoption of co-partnership will be proof of goodwill and a bridge between the now hostile camps to generate mutual respect.

If once you recognise that Labour performs an equal part with Capital in the matter of Production, this serves to bring home the desirability of compulsory Labour Co-partnership by Act of Parliament—if it cannot be achieved *without* compulsion. I firmly

believe that a fair-minded man like our present Prime Minister—one who has worked so energetically alike for all classes—will in due course closely consider the question. In my opinion that would do much towards Industrial Peace and so greatly add to Industrial Protection, which is what is now so badly needed for the country's welfare. On the excellent principle of Payment by Results, high production should point to High Wages, as in the United States, where the relations between Capital and Labour are far better than in our country.

Men should not be regarded as mere machines—all grafted from the same mould—neither should men care to be so regarded. It is quite wrong that a keen and zealous worker should not be in a position to earn any more than one who fails to answer to that description. A fine spirit of enterprise calls for proper encouragement in the interests of the whole community—especially in these days.

I will only add that where Co-partnership is already in existence with over 250 large companies and comparatively small firms, there has never since been any industrial trouble and business with them is all that could be expected in the present day.

ANTI-BRIBERY CAMPAIGN

THE Bribery and Secret Commissions Prevention League, Incorporated, was founded in October, 1906—on the eve of the Prevention of Corruption Act becoming operative—with the object of educating public opinion and enforcing the observance of the law. Sir Edward Fry, who had led the campaign and had drafted the Bill which Lord Russell of Killowen introduced in April, 1899, became first President of the League, later succeeded by Lord Lambourne.

The League has always been an influential, though not very large, body to which many important professional and trade organisations are affiliated. It has a proud record of public service and was particularly useful during the War. At its instigation, laws against bribery have been passed in eight British Colonies, whilst the International Chamber of Commerce has urged the League of Nations to introduce a Convention making bribery specifically a crime in all civilised countries.

Leagues have been formed on the model of the English League in Germany and Sweden, and others are in process of formation.

In 1926, an international three days' Congress was held in London under the auspices of the League. The more immediate object of this Congress was to advocate special laws making bribery a crime, and Lord Hewart took an active part in the movement. Twenty-six countries were represented, the Lord Chief

Justice making an important speech on preventive legislation.

On the eve of this congress the author gave a B.B.C. Talk on the subject. In pursuance of the League's vigorous propaganda, addresses have been delivered to scores of audiences in many different towns, and millions of leaflets have been circulated.

As *The Times* once said in a leading article : " Much of the League's work, like much of all work that is really sound and good, does not catch the public eye. The mere spread of knowledge that an organisation of this kind is at work . . . must exercise a powerful deterrent effect. . . . The initial insecurity, due to the Act itself, is enormously enhanced by the knowledge that an active organisation is always on the watch."

Advice has been given to very many persons in most walks of life. If bribery has not been prevented to the extent that once was hoped ; if, indeed, it is more frequent in some directions than it was twenty years ago, it will be admitted that without the League matters would have been much worse. The League has always laboured under a handicap—it has not attracted the sentimental, who do not realise that bribery may involve moral cruelty often worse than physical cruelty ; yet a large membership is essential if public opinion is to be guided rightly.

At the beginning of 1929 the League lost its President (Lord Lambourne), who had served in that capacity enthusiastically for a long time. He was succeeded by Lord Inchcape, the present highly influential President.

The Headquarters of the League are situated at 22, Buckingham Gate, London, S.W.1, and all inquiries for further particulars should be addressed to Mr.

R. M. Leonard, who has acted as Secretary for a number of years.

The following records a B.B.C. Talk given by the author on June 7, 1929—as referred to on the previous page.

BRIBERY AND ITS PREVENTION.

Bribery is in itself found broadcast throughout the country, and it is a suitable subject for a talk, because, whilst it is perennial and universal, many people do not realise its demoralising effect. Bribery and Secret Commissions have indeed as demoralising an effect as “doles” are having in a different direction.

In few walks of life, if in any, is bribery unknown. It is an evil as old as the hills, though from time immemorial it has been punishable by common law. It is only within the last half-century, however, that bribery has been looked upon with general disfavour, and only since 1907 that it has been classed as a crime.

Bacon, whose tercentenary has lately been celebrated, was once fined £40,000 for taking bribes and forthwith degraded from his office as Lord Chancellor. A Speaker of the House of Commons was expelled for the same offence. Even such men as Algernon Sydney condescended to take bribes.

Step by step, action has been taken to purify from bribery, first the throne, then ministers, then M.P.'s, then those who voted for them, then those employed by public bodies. Finally, Lord Russell of Killowen introduced the Bill, now known as the Prevention of Corruption Act. The original Bill had been drafted by the late Sir Edward Fry—a former President of

the League. Its object was "to check inequitable and illegal payments—all of which are dishonest and tend to shake confidence between man and man, as well as to discourage honest trade and enterprise". One of the judges taking part in the Debate thereon declared that bribery "had a foothold alike in the private household and in the big business office".

It is obviously a dangerous and seductive form of immorality: it is difficult to detect, for it is in the interest alike of the giver and the receiver of the corrupt gift to keep the thing secret; its ugliness can be easily disguised under the mask of generosity or gratitude. Moreover, it had become at the time of the passing of this Act a so notoriously common practice that not infrequently both the guilty parties had apparently persuaded themselves—or almost persuaded themselves—that "they were not doing anything which was really deserving of serious reproach".

It is disquieting to find another judge declaring, nearly 20 years later, that "Despite this act, Corruption still honeycombs the business life of the land", and a London Magistrate saying bribery is increasing enormously.

The fact is that legislation in this matter—as in many others—was in advance of public opinion. It was in order to educate public opinion against corrupt trading in any form—as well as to enforce the observance of the law—that the Bribery and Secret Commissions Prevention League, Incorporated, was formed at a big meeting in the City of London.

For nearly 20 years this organisation, which ought to have a larger—though it could scarcely have a more influential—membership, has unobtrusively done work of admitted national importance. When speaking as President of the League, the late Lord Lambourne

once said: "We are forced to the conclusion that, despite our efforts, bribery is worse than it was."

The number of inquiries sent to the League is surprisingly large and varied. They sometimes afford amusement—for example: "What should a doctor do when an *undertaker* sends him a case of oranges?"

The person involved may be, perhaps, a clergyman or a racing tout, a colonel or a cook, a solicitor or a prize-fighter, a Government contractor or a mad tramp, a lady of title or a fish-wife. The League is, in fact, a kind of father confessor and adviser to all sorts and conditions of men.

Briefly speaking, the Prevention of Corruption Act makes it a criminal offence corruptly to offer or give to an agent (that is anyone employed by, or acting for, another), or for an agent to ask for, or accept, any gift—or consideration of any kind—in respect to his principal's affairs. The maximum penalty is two years' imprisonment with hard labour and a fine of £500. If the bribery concerns a public contract, the sentence may be seven years' penal servitude; and on the accused persons lies the onus of proving their innocence.

The League has a rough working rule that secret payments to an employee are *prima facie* corrupt, and, therefore, criminal.

If the giver and receiver of a present or discount, *or* commission, would not mind anyone knowing, there is nothing to worry about. Commissions paid openly and above-board are not open to adverse criticism—and, of course, much of our business is done on that basis. So high an authority as Lord Reading has, in fact, pointed out that "the essence of a corrupt payment is that it is a *secret* payment".

But there is a second part of the Prevention of Corruption Act which makes it equally criminal for

anyone *knowingly* to give to any agent, or for any agent to use, any receipt, account, or other document which is false or erroneous or defective in any material particular—for example, a receipt for more money than is actually paid, double and differing invoices, false claims for rebate of rates, and so on.

It is sometimes said, though falsely, that the Act is a dead letter. The unseen results are incalculable, but the League has records of 464 convictions in at least 650 offences, those convicted following upward of 240 different occupations.

The fines and costs where stated (which is seldom) exceed £20,000, and 107 persons have been sent to prison, two of them to penal servitude. Twenty of the persons convicted were women, and more than twice that number of foreigners.

There are three main incentives to bribery :—

(1) *Economic* : Employers sometimes pay inadequate wages or salaries and wink at their employees taking bribes. Such employers really pay all the time in excessive purchases, high prices, goods not up to sample, short weight or measure, and worst of all in loss of loyal service. But big salaries do not do away with bribery, for some of the impudent offenders are highly paid.

(2) *Custom* : This is a common explanation, but no defence at law. That fine old institution the Christmas-box may be merely a deferred bribe, and the giving of it to an employee, without the knowledge of his employer, criminal.

(3) *Stupidity* : This is the greatest stumbling-block. Bribery is so stupid. Some say business cannot be done without it. That is untrue, though undoubtedly sacrifices may sometimes have to be made—temporarily at any rate. Ruskin wrote more than fifty years ago :

“ While many a zealous person loses his life in trying to teach a form of gospel, very few will lose a hundred pounds in showing the practice of one.”

It has been well said that the first lesson in morality is the cultivation of *esprit de corps*. “ All hands to the pump.” It is useless holding up our hands in holy horror and doing nothing. “ Good intentions are not enough,” as Sir Edward Fry once said ; “ there must be continuous effort—both by thought and will—if we are to live aright.” And not merely to live aright, but to thrive as a nation, so that the word of an Englishman shall continue to be as good as his bond overseas.

Tennyson has set before us the ideal to follow in this matter :—

“ Because right is right, to follow right
Were wisdom in the scorn of consequence.”

Let British business be done solely on its merits—clean business, done with clean hands. Bribery may be worse in other countries, but a reputation for comparative honesty is—like patriotism with a big P —not enough.

When engaging persons it is well to have it not merely implied, but in black and white—that they will not give or take bribes ; and a fair number of people now ask for an undertaking from the local tradesmen that they will not give servants bribes. Many tradespeople are in reality blackmailed by servants, who on the sly can spoil the food or wine, soil the linen returned from the wash, damage clothing and boots, and so on, without their employers being any the wiser. Old-standing accounts should never be closed without personal investigation, and purchases made through servants—motor-cars through chauffeurs, for example—should be carefully scrutinised.

And for the rest, the late Lord Fisher's advice is worth remembering :—

“ If sinners entice thee, consent thou not,
But take the name and address *for future reference!* ”

The conclusion of the whole matter is that neither the law nor moral discourses will stop bribery—*nothing but public opinion*. Duelling, for example, or the excessive drinking of the old three-bottle days, was not stopped by law, but by public opinion. So it will be with bribery as soon as the younger generation regards bribe-giving, *or taking* a bribe, as bad form—one of the things “ not done ”—in fact, as disgraceful as picking pockets in the street.

We hear a great deal about our loss of trade owing to the high prices prevailing here as compared with other countries. All high prices in any country are, in a considerable degree, due to *secret* commissions. Probably a Royal Commission appointed to inquire into such abuses might effect much good in the way of lowering prices and thereby increasing the country's trade.

It is sometimes argued that since the Great War competition has been so severe—and trade so bad—that secret commissions or bribery have become essential if any business is to be done. But surely honesty must come first!

As Sir Auckland Geddes once said, “ There is no more difficult thing in the whole sphere of our duties than to avoid being corrupted by wile. Be on your guard : the forms which corruption take are legion.”

Improper commissions and bribery undoubtedly occur in quarters that many would be surprised at.

For instance, I have a fair acquaintance with Churchwardens, and most of these are, of course, men of

exemplary character. But I am afraid I must add there are some who have evidently sought the position for *camouflage* reasons—i.e. to give people a favourable impression that they have no right to—or to counteract reports of their real reputation.

The clergy, in accepting such offers, owing to the business activities of a proposed Churchwarden, should be careful to make proper investigation first; for Churchwardens with a bad business reputation go greatly against the interests of the Church.

If any listener-in should ever come across bribery or find himself in a fix, he should apply to the *Bribery and Secret Commissions Prevention League* for advice, which is given confidentially and without charge.

Meanwhile let me repeat that a man has only to ask himself whether he minds anybody else knowing of any business transaction in which he has given money. If he does *not*, probably all is well. If he *does*, the position is tantamount to a theft.

The following incident may be mentioned as a rather amusing case of imagination:—

On the evening that the Author was to give this B.B.C. Talk his voice was out of order. So one of the occasional B.B.C. staff—a retired actor—delivered it for him. But the newspapers announced it in his name, and three days later he (the Author) received a letter in the following terms:—

“We were greatly interested in your B.B.C. Talk and recognised your voice directly!”

ROTARY INTERNATIONAL ASSOCIATION FOR BRITAIN AND IRELAND

As there are now approximately 150,000 business and professional men who are "Rotarians" and who belong to 3,209 Rotary Clubs in different parts of the world, people are inclined to ask what "Rotary" stands for.

The Rotary movement is a quarter of a century old, the first Rotary Club having been formed in Chicago by Paul P. Harris (a leading lawyer of that City) in a very unpretentious way.

One of the objects of "Rotary" is to encourage and foster the application of the ideal of service by every Rotarian to his personal business and community life.

Fundamentally, "Rotary" is a philosophy of life that undertakes to reconcile the ever-present conflict between the desire to profit for oneself and the duty and consequent impulse to serve others. This philosophy is the philosophy of SERVICE—"Service above Self"—and is based on the practical ethical principle that "he profits most who serves best".

Primarily, a Rotary Club is a group of representative business and professional men who, without secret vow, dogma, or creed—but each in his own way—have accepted the Rotary philosophy of service and are seeking :—

1. To study collectively the theory of service as the true basis of success and happiness in business and in life ;

2. To give, collectively, practical demonstrations of it to themselves and their community ;
3. Each, as an individual, to translate its theory into practice in his business and in his everyday life ; and
4. Individually and collectively, by active precept and example, to stimulate its acceptance both in theory and practice by all non-Rotarians—as well as by all Rotarians.

Like other educational movements, " Rotary " gives the individual the greatest opportunities for doing good through pointing out the best channels for action. It does not seek to push, but to draw. Each Club carries out its own service in its own way. But one club is enabled to help another by example and experience, because each Club belongs to a larger unit, the District, and the Districts form together the central association.

" Rotary " is one of the influences that work for sympathy between employers and employed. The movement is exclusive only because it is representative. But those who are chosen to represent their calling pledge themselves to give a good proportion of their time to the work of service in one form or another. Service cuts right across the artificial divisions of " class " and embraces men in all walks of life. This is, perhaps, the most important advance in thought needed to-day.

Jowett, the wisest of Oxford dons, said that " the prejudices of rank should never be allowed to form opinions ". Sydney Smith wrote : " It is always considered as a piece of impertinence in England, if a man of less than two or three thousand a year has any opinions at all on important subjects." Democracy has put

such sentiments out of date, but it has still to justify itself by getting beyond crass materialism.

The London Headquarters of the Rotary International Association for Britain and Ireland are at 34, Norfolk Street, W.C.2.

THE BRITISH SCIENCE GUILD

THE British Science Guild is not a scientific society, or an educational association, but a national organisation in which the interests of science, industry and education are represented, and their activities co-ordinated for the common good. No technical qualifications are required for membership ; and the rates of subscription cannot prevent anyone from joining the Guild and thus giving practical support to its work.

The Guild was founded by the late Sir Norman Lockyer in 1905 and its objects are now recognised as essential points of a national programme. As then stated, they are as follows :—

(1) To bring together as members of the Guild all those throughout the Empire interested in science and scientific method, in order—by joint action—to convince the people, by means of mediation, consultations, publications, meetings, and other suitable measures, of the necessity of applying the methods of science to all branches of human endeavour, and thus to further the progress and increase the welfare of the British Empire.

(2) To bring before the Executive Officers of national and departmental organisations the scientific aspects of all matters affecting national welfare.

(3) To promote and extend the application of scientific method to general administrative and other purposes.

(4) To promote scientific education by encouraging

the support of universities and other institutions where the bounds of science are extended, or where new applications of science are devised.

The attention now given to science and industry, in relation to the State, shows that these objects are at last being accepted, and that widespread sympathy exists with the aims of the Guild.

The most urgent practical need to-day is the promotion of the spirit of unity among all classes through the alliance of Science, Invention and Labour—working as a single force for national development and common welfare.

Science discovers,
Invention constructs,
Industry produces.

No nation can occupy a place in the van of modern civilisation unless the three legs of this tripod form strong and secure supports for all its constructive activities. Production can only be obtained economically and with up-to-date efficiency by the employment of scientific methods. In originality, mechanical ingenuity and operative skill our race is second to none. We have in our Empire unrivalled resources and opportunities for supplying the needs of the world's markets by the use of these capacities for progressive industrial production.

Political organisations cannot provide the sinews now needed for advance, as each is concerned with political rather than scientific interests. Capital and Labour, which have a common interest in increased employment, occupy opposing camps, each irritated by the power of the other, while the forces of international competition are continuously reducing the strength of both.

A common platform is wanted upon which all who desire to use scientific methods in their work for national prosperity can meet on an equal footing and without the suspicion of self-interest. This platform is provided by the British Science Guild, and such a league of national service is imperatively demanded by existing conditions and the hostilities of political and social life. It can bring together all sections of the community on the basis of scientific truth and righteousness. No other national organisation has the same broad aims and none can promote common welfare and security more effectively.

The Guild exists to :—

1. Stimulate among all classes active co-operation in National Progress by the effective alliance of Creative Science, Constructive Invention and Productive Industry.
2. Promote and extend throughout the United Kingdom and the Empire generally, the use of accurate knowledge and scientific method in all Industries, Public Affairs and Services.
3. Foster and diffuse the great gifts of Science among the younger generation and thus develop interest and enthusiasm in their worth and power as applied to Human Welfare—with the object of inspiring the children of our race and making them strong to meet the needs of the future.

Soon after its formation, the Guild established Committees to inquire into various matters which were at that date (1905) held to be of importance. It has since then appointed additional Committees to deal with new questions as these have come into prominence.

These Committees, on which many distinguished representatives of industry—as well as of science and education—have served, have investigated, *inter alia*, the following matters: Agricultural Research in the United Kingdom, Awards for Medical Discovery, British Chemical Industries, British Dye Industry, Bureaucratic Control of Education, Conservation of Natural Sources of Energy, Co-ordination of Charitable Effort, Design and Manufacture of Microscopes, Explosives, Fisheries Development, Industrial Research and Trained Scientific Workers, Introduction of the Metric System, Medical Research and many other Medical Questions, National Education, Patent Law Reform, Prevention of the Pollution of Rivers, Provision of Glass and other Laboratory Ware, Science and Labour in the Modern State, Synchronisation of Clocks, Technical Optics and the Manufacture of Optical Instruments, Utilisation of Science in Public Departments, Veterinary Research.

Many very valuable reports have been prepared by these Committees and placed in the hands of Ministers in charge of the Government Departments particularly concerned therewith.

In 1925 the Guild established the “Norman Lockyer Lecture”, which is given every year in London. The general aim of this Lecture is to illustrate the importance of science in relation to human progress—industrial, social or intellectual.

In 1929 the “Alexander Pedler Lecture”, dealing with some subject of scientific interest, was inaugurated by the Guild. This Lecture takes place annually in the provinces, and is given, where possible, under the joint auspices of a provincial scientific society together with the Guild.

The following are among the lectures which have

been given : " The Link between Matter and Matter ", by Sir Oliver Lodge, F.R.S. ; " Biology and Human Life ", by Professor J. S. Huxley, M.A. ; and " Scientific Ethics ", by the Very Rev. Dean Inge, C.V.O.

In 1921 the Guild published the first edition of a *Catalogue of British Scientific and Technical Books*, containing 6,627 titles. A new edition with 8,772 titles was issued in 1925 and the edition issued in 1930 includes 13,915 titles—that is, more than double the number in the original volume. The Catalogue is limited to books published by British firms, and in their lists up to September, 1929 ; so that it may be taken to represent the position at that date of British Scientific literature, so far as text-books and works of reference in the fields of science and technology are concerned.

The Presidents of the Guild have been Lord Haldane (1905-13) ; Sir William Mather (1913-17) ; Lord Sydenham (1917-20) ; Lord Montagu of Beaulieu (1920-22) ; Lord Askwith (1922-27) ; and Lord Melchett (1927-30). The present President is Sir Samuel Hoare, and the Chairman of the Council of Management is Sir Richard Gregory. The Honorary Secretaries are Lt.-Colonel W. A. J. O'Meara and Captain C. W. Hume.

The Offices are at 6, John Street, Adelphi, London, W.C.2.

THE DECIMAL ASSOCIATION

THE Decimal Association was founded—or rather re-formed on the lines of a former Decimal Association—in 1889. Its objects were the adoption of a Decimal System of Coinage, Weights and Measures.

For the first two years no definite unit or scheme was put forward in view of the various opinions which obtained as to what were the most satisfactory systems and because an earlier Association had split up on account of the diversity of schemes put forward.

At a General Meeting held on May 1, 1891, it was decided that the adoption of the Metric weights and measures should be the first step.

On March 10, 1893, it was decided at a General Meeting that the Association should concentrate entirely on the Metric System and leave the Coinage alone.

In 1914, a large number of new members were added to the Council and these all considered that the reform of the coinage should be the first step. It was therefore decided at a Council Meeting that the need for coinage reform was to be put forward much more prominently.

On March 31, 1916, the Council decided that both reforms should be pushed forward with equal vigour, but that the coinage was to be reformed first.

At a General Meeting in 1921, it was decided that

the reform of weights and measures should be brought in by steps, i.e. by a piecemeal method, dealing with weights first. And that as a first step in the reform of the coinage the shilling should be divided into 10 instead of 12 pence.

At the Annual Meeting of 1923, it was agreed that an alteration in the gallon to make it exactly equal to four litres should be undertaken first. This decision was come to in view of the fact that there are at present three different liquid measures, viz., the Imperial Gallon, the American Gallon, and the Litre, or rather four litres.

The reform of the weights would then follow, leaving length to be dealt with last.

At the Decimal-Metric Congress of 1924 (attended by delegates from nearly every Dominion) a resolution was passed unanimously urging the Government to examine the proposal to divide the shilling into 10 instead of 12 pence. A resolution was also carried urging the Government to reduce the volume of the Imperial gallon in order to make it equivalent to four litres—thus rendering the quart and litre equal, and reducing the difference between the Imperial and the American gallon.

At the General Meeting of 1925 a resolution was passed unanimously urging the Government to increase the value of the penny so that there should be 10 pence to the shilling instead of 12.

The following have served as Presidents of this Association: Sir Samuel Montagu, Bart., afterwards Lord Swaythling—1889. Lord Belhaven and Stenton—1907. Sir Richard Gregory—1922. Sir Hugo Hirst, Bart.—1927. The last-named had to retire the

following year owing to pressure of work. Since then the Presidency has not been filled. Mr. Theodore McKenna is the Chairman of Council and Mr. A. J. Stubbs, M.Inst.C.E., is the Vice-Chairman.

The Offices of the Association are at 229-231, Finsbury Pavement House, London, E.C.2, where any inquiries for further information should be made.

THE ROYAL LITERARY FUND

THIS Society was formally organised in 1790, its founder being the Rev. David Williams, a native of Glamorganshire. The principle of the Fund is to give assistance to Authors of published works of approved literary merit, who are reduced to straits by misfortune, or deprived by enfeebled faculties, or declining life, of the power of supporting themselves by literary exertion.

Under the Charter of the Society it is also possible to make a single grant to the family of a deceased Author.

The aim of the Royal Literary Fund is to render such assistance as may be of permanent benefit to the Author, although this help can be renewed when the Committee consider necessary. When making grants, caution is exercised by the Committee both as to the reality of the distress and the merits of the applicant.

Strict secrecy is observed as to these grants, but cases exist in which the recipients themselves have publicly acknowledged the help given them by the Fund in a period of financial difficulty.

During the time that a writer is waiting for returns from the publication of his work, he is too often faced by the painful question of how to exist, or to maintain, perhaps, a family dependent on him. This harassing anxiety can be removed by a generous public, and the Committee earnestly appeal for increased support of this Fund, whose help is given to men and women

of letters, shrinking instinctively from a disclosure of their wants, and upon whom, for this very reason, poverty presses with the heaviest hand. By timely and generous assistance from this source, Authors have often been enabled to tide over a crisis and win for themselves an assured future, while for the aged who have met with reverses in their declining years, the anxieties and burdens of life have been lightened.

The valuable work carried out by this Society during the 140 years of its existence is evidenced by the fact that 6,000 grants to a total of £230,000 have been made.¹

The offices of the Society are at Stationers' Hall, London, E.C.4. The President is the Right Hon. the Earl of Crawford and Balcarres. Registrars: Mr. George E. Buckle, Mr. G. P. Gooch, and Mr. M. H. Spielmann. Hon. Treasurers: Mr. Richard Bentley, Mr. James H. Blackwood, and Mr. Geoffrey Dawson. Secretary: Mr. H. J. C. Marshall.

¹The Fund has a yearly Banquet and takes care to secure first-rate speakers. Recently, on one of these occasions, Mr. Baldwin's praise of Mary Webb led to a revival of her striking novels, which had been neglected in her lifetime.

THE PRINTERS' PENSION, ALMSHOUSE AND ORPHAN ASYLUM CORPORATION

THIS Corporation was established in the City of London in the year 1827. From its inception it insisted upon the principle of thrift being inculcated amongst the artisans who were to benefit from its funds. Thus no working printer may be eligible to be elected to a pension unless he has himself subscribed annually for at least ten years during his working days. The benefits are distributed amongst working printers engaged upon every class of printing. The benefits are also extended to the widows of printers.

Not only do the operative printers contribute to the funds to comply with the regulations, but by organising entertainments throughout London they raise considerable sums every year. All these efforts are entirely of an honorary nature.

The election of candidates for pensions takes place annually, each subscriber having the right and privilege of recording his vote in favour of his or her choice. At this annual election there are gathered together an average of 4,000 persons.

A Festival Dinner is held in November of each year, and Presidents of these annual Festivals have included His Majesty King Edward VII (then Prince of Wales), King George V. (then Prince of Wales), the Prince of Wales, the Duke of York, the Duke of Gloucester, Benjamin Disraeli, W. E. Gladstone, and Charles Dickens.

The Corporation includes three Funds—the Pension Fund, the Almshouse Fund, and the Orphan Fund. The War Orphan Fund was instituted in 1918 to help the children of those members of the craft who were killed in the War. Since that date £85,000 has been distributed in benefits amongst 1,473 children. The Fund is still in existence.

The total sum distributed annually amongst 1,820 recipients is £44,000.

The offices of the Corporation are at Gray's Inn Chambers, 20, High Holborn, W.C.1, the Treasurer being Mr. W. A. Clowes and the Secretary Mr. Joseph Mortimer.

Dean Stanley, preaching a sermon in aid of the Corporation, once said :—

“ Printers by the exercise of their Art have conferred such incalculable benefits upon mankind, by the dissemination of knowledge—and by affording the means of intellectual and moral culture—that the claims of this Corporation to sympathy and benevolent consideration can scarcely be overstated, may justly be urged upon all who have written and upon all who have read.”

THE PROFESSIONAL CLASSES AID COUNCIL

FOUNDED in 1914 under the name of the Professional Classes War Relief Council, this Society came into being largely through the initiative of Mrs. Neville Rolfe, who became an Honorary Secretary jointly with Sir Theodore Chambers and Mr. Alexander Goddard, Major Leonard Darwin being the first Chairman of Council.

Intended to assist those members of the professional classes who were suffering financial loss through the outbreak of the Great War, it was organised on a representative basis. It forthwith obtained the co-operation of nearly all the great professional Institutions, as well as of leading philanthropic agencies dealing particularly with the more highly educated classes of the nation.

The aim of the Council being to tide men and women over the exceptional circumstances occasioned by emergency conditions, the help given took the form of certain centralised forms of assistance. These included (1) the payment of fees for education and training, (2) the maintenance of insurance policies, (3) the establishment of a Maternity Home, under the chairmanship of Dame Mary Scharlieb, (4) grants for unexpected and unavoidable expenses of illness and convalescence, (5) gifts of clothes, and (6) the provision of temporary relief employment.

Through its specialised Music and Arts Committees

—whose first Chairmen were Sir Hubert Parry and Mr. Colton, A.R.A., respectively—the Council were able, in co-operation with the Red Cross Society, to provide Concerts in hospitals, Clubs and Canteens to a number averaging three a day for every day of the week, thereby providing engagements for many musicians otherwise without resources, and to arrange exhibitions and sales of works of art—thus helping artists whose professional commissions had ceased with the outbreak of war.

The Education Committee under the Chairmanship of Sir John McClure—and with the generous co-operation of many schools—were enabled during the war period to assist in the education of 2,000 children.

In all some £100,000 was spent in these various ways, contributions being received towards some parts of the work from the National Relief Fund, but the bulk being raised by voluntary effort.

After the War it was found that certain forms of help were no longer needed under peace conditions; but there remained a wide field in which assistance would always be required. The Council was accordingly reorganised and incorporated under the name of the Professional Classes Aid Council, the Maternity Home being closed and the Music and Arts Committees disbanded.

The Council, therefore, continues its work for the professional classes on the same principles as proved so useful during the War. Its basis is primarily co-operative (some sixty-two Societies having direct representation), and whilst in many cases it grants financial aid either solely or in conjunction with some other Fund, it also does much valuable work in advising applicants and directing them to other sources of help of which they had no previous knowledge.

Each case receives individual consideration, the form of help given depending upon the particular circumstances in question. The aim always kept in mind is the desire to bridge the applicant over his or her difficulties by some constructive policy which promises to ensure future independence.

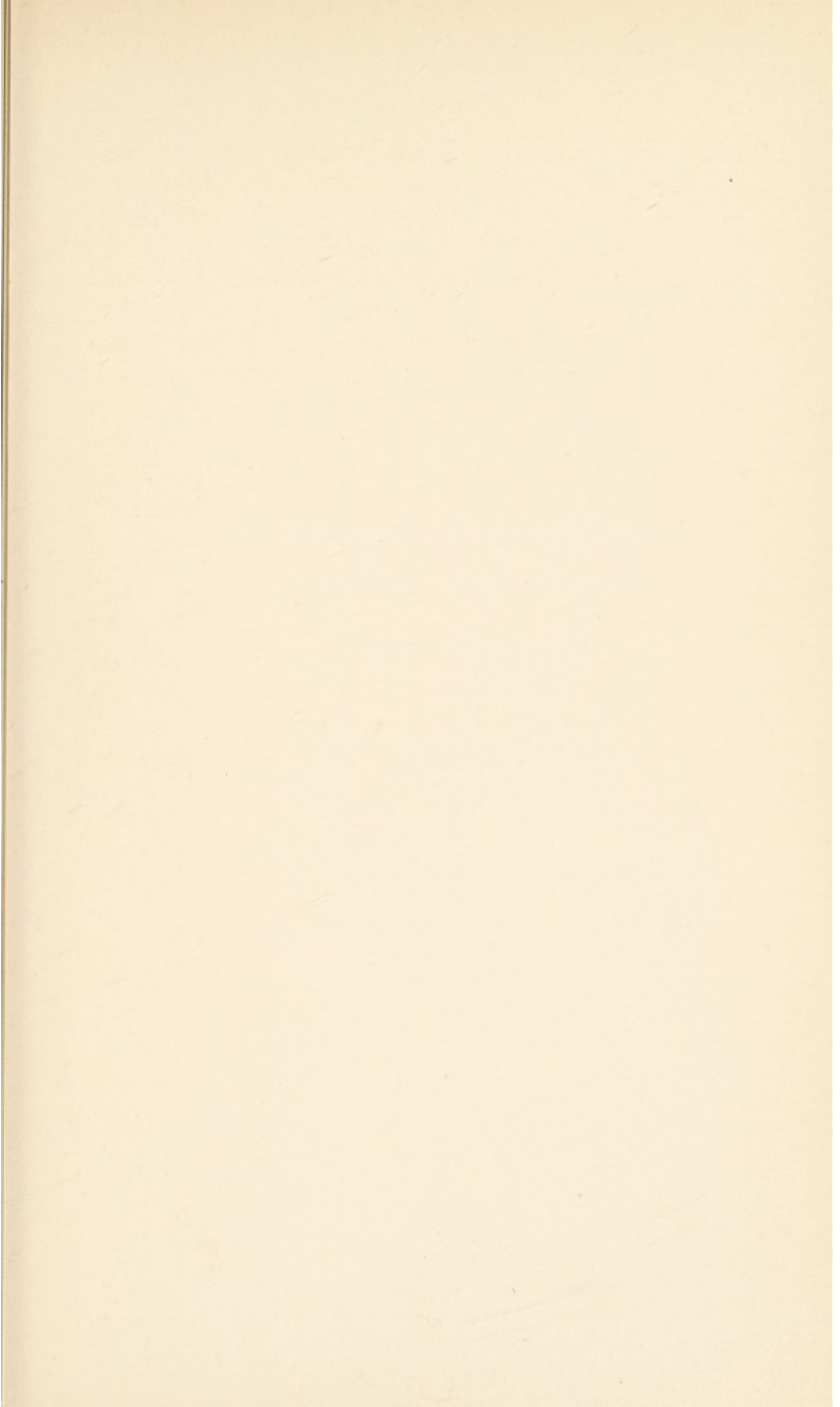
In a limited number of cases the Council grants permanent assistance, and it is hoped to develop this branch of the work : but this can only be carried out in proportion to any increase of financial support. On direct financial assistance, the Council at present spends approximately £7,000 a year.

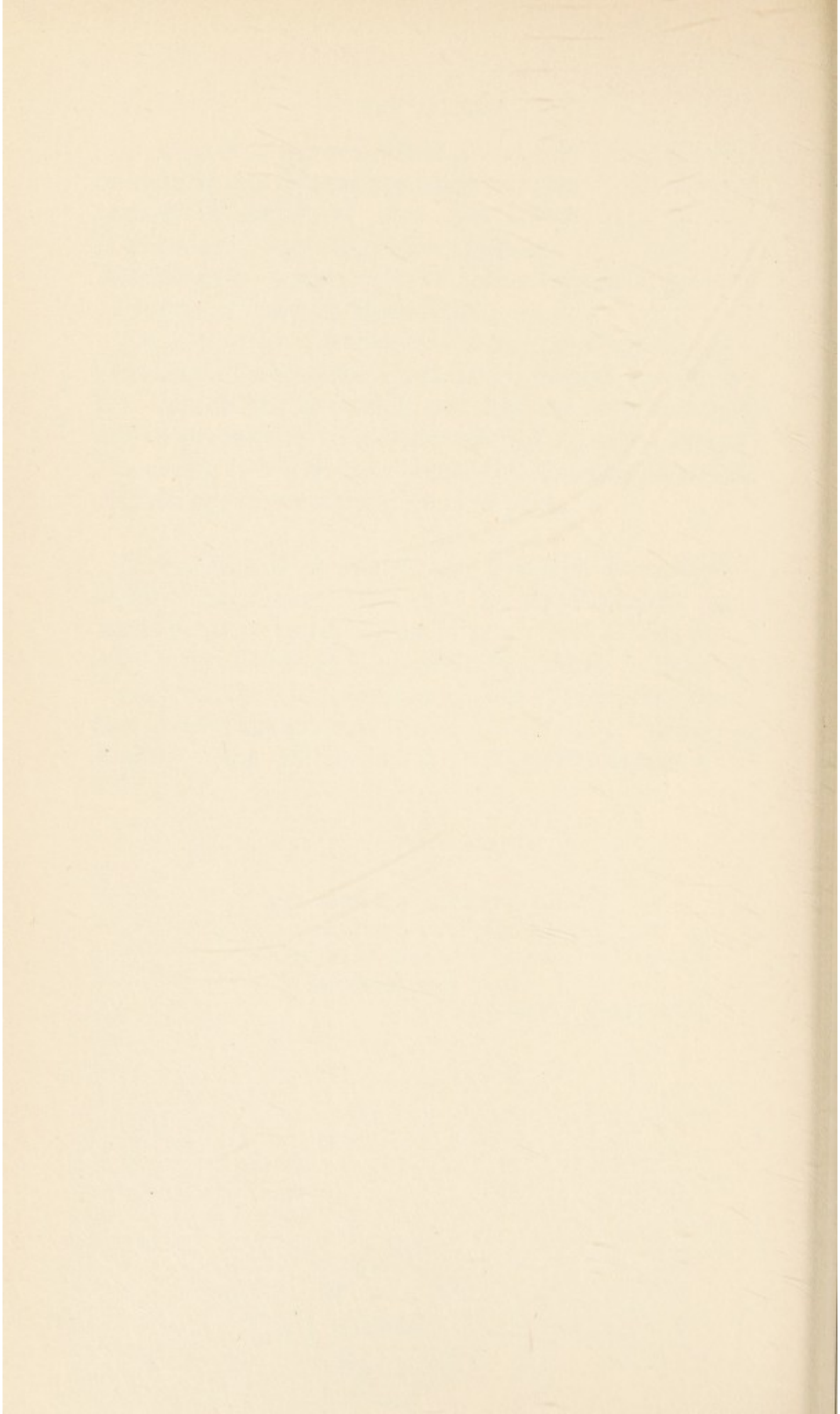
The Council is under the gracious patronage of H.M. The Queen, and has as its President Lord Sankey—the Lord Chancellor. The Chairman is Major Sir Maurice Cameron, K.C.M.G.; Honorary Treasurer, the Hon. George Colville; Honorary Secretary, Miss Geikie Cobb, M.B.E.; Secretary, Miss G. M. Walters; the offices being at 251, Brompton Road, S.W.3.

Life is mostly froth and bubble,
Two things stand like stone—
Kindness in another's trouble,
Courage in your own.

A. LINDSAY GORDON.







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