

SNA. 1022

ADm

Case No.

13/1929

Subject

Achimota Constitution -

1022

(1)

Letter from Principal Achimota College dated 7.3.29 attd.

JMR
9.3.29

(2)

Letter from Sec. Achimota College
No. 223/9/29 dated 15.3.29 attd.JMR
19.3.29

(3)

Letter from P. of A. dated 30.3.29 attd.

(4)

Letter from Chief Electrical Engineer No. 12/29-30/26 dated
5.4.29 (with encl.) attached.JMR
6.4.29

(5)

Letter from Hon Treasurer No. 1553/18/27 dated
12.4.29 attd.

(6)

Memo. to P. of A. S.N.A. 13/29 dated
12.4.29 copy attd.JMR
12.4.29

(7)

Minutes of Meeting of Achimota
Constitution dated 10.4.29 attd.

(8)

Letter from P. of A. dated 13.4.29 attd

JMR
13.4.29

(9)

Letter from Hon. C.S. No. 1596/S.S. 990/28 dated
15.3.29 attd.

(10)

Letter from P. of A. dated 18.4.29 (with
encl.) attached.JMR
19.4.29

(11)
Letter from Principal, Achimota College dated 24/4/29
(with enclosures) attached. JMR
27/4/28.

(12)
Draft scheme for the proposed constitution of
the Prince of Wales' College & School, Achimota
attached. JMR
4/5/29.

(13)
Letter from Sec. Achimota Constitution
dated 6.5.29 attd.

(14)
Letter from Princ. Achimota College
dated 16/5/29 attached. JMR
18/5/29

(15)
Letter from Secretary Achimota College dated
18.5.29 attd. JMR
21.5.29

(16)
Letter to Hon. C.S. No. 357/S.N.A.13/1229
dated 21/5/29 copy attached. JMR
23/5/29

(17)
Cir: letter from P of A. N. - dated
25. 11. 29 attd. JMR
15.7.30

(18)
Letter from P. of A. B/15/50 dated 20/8/31

(19)
Letter to Rev. Alg. Braser No: 391/S.N.A.13/1229 of 26/8/31
JMR
26/8/31

(20)

Letter from Principal Achimota College
No. 102/16/31 dtd 31/8/31 attd.

P.A. Gps

[Signature]
3.9.31

(21)

See file
301
33

Letter No. 283/7/32, dated 6/5/32 with
encl. from Rev. Fraser and ms. attd.

18a
27/5

(22)

~~W.A.~~
W.A.

P. of A.

With ref. to para. 18 of the
Memorandum, what is the
fifth amendment? Is it
the new terms of service for
the staff, or the substitution
of a septennial for a
quinquennial inspection?

[Signature]
S.N.A.
11.6.32

(23)

Letter to Principal, Achimota, No.
13/29/23 dated 16/6/32

Contd. on
file 301
33

B.A. 1.7.32
2.8.32

[Signature]
16/6/32

(38)

Letter to Hon. C.E.P. No. 303/S.N.A. 14/29 of 10/4/30
copy att'd.

B.U. 22.4.30.
5.5.30

Recps.
10/4/30

(39)

Letter from Hon. Ag. C.E.P. No. 1415/2042/30
dated 17.4.30 with encl. att'd.

(40)

Letter from Hon. C.E.P. No. 1416/2042/30
dated 17.4.30 with encl. att'd.

Cap
27.4.30

(41)

Letter to J. G. P. No. 325/S.N.A. 14/29 date
24.4.30 copy att'd.

Cap
23.4.30

(42)

~~Hon. S.N.A.~~ Letter to Hon. C.E.P. No. 333/S.N.A. 14/29
dated 26.4.30 (with encl.) copy att'd.

B.U. 5.5.30 (38)
1.6.30

Recps.
28/

(43)

Letter to Hon. C.E.P. No. 369/S.N.A. 14/29 of 14/5
copy att'd.

(44)

Letter to Hon. C.E.P. No. 370/S.N.A. 14/29 of 14/5
copy att'd.

Recps.

(45)

Letter from Ag: C. E. P. No. 1905/2042/30 dated 19. 5. 30 att'd.

cad
20. 5. 30

(46)

Letter from Hon C. E. P. No. 1917/2042/30 dated 20. 5. 30 with encl: att'd.

cad
22. 5. 30

Note seen by S.N.A.

(47)

S.M.B.,

Please gazette (47a).

J.S.
30. 5. 30.

(48)

Gazette notice prepared.

V. ad
2. 6. 30

(49)

Published in Gazette No. 43 of 7. 6. 30.

(50)

V. ad
10. 6. 30

Reminders to (38).

J.S.
4. 7. 30.

(51)

Reminder No. 464/S. N. A. 14/29 dated 5. 7. 30 copy att'd.

7. 8. 30

(52)

cad
7. 7. 30.

Letter from C.E.P. No. 272/2042/30 dated 21. 7. 30 att'd.

cad

17

4

ACHIMOTA COLLEGE,

25th. November 1929.

ACCRA.

POSTPONEMENT OF ACHIMOTA EDUCATIONAL CONFERENCE.

Dear Sir,

At a meeting of the Committee of the Achimota Educational Conference, held on the 20th. November, the inconvenience of the dates originally planned for the Conference (19th. and 20th. December) was emphasized by the Honourable Nana Sir Ofori Atta, K.B.E., and the Honourable Mr. Casely Hayford, M.B.E. The Committee have therefore had to postpone the Conference until WEDNESDAY and THURSDAY, 15th. and 16th. JANUARY, 1930. It will be held in the same place as before notified, and at the same times - that is, in the Concert Hall of the Government Senior Boys' School, Accra, from 9-11.30 p.m. and from 4-6 p.m. each day.

We trust the alteration in dates will suit your convenience and will not adversely affect your attendance.

The date of the Entertainment at Achimota College on Saturday, 21st. December, remains unchanged.

Yours sincerely,

(sd.) A. G. FRASER.

PRINCIPAL.

46

5

XXX 522.

557 /S.N.A.13/1929.

21st May, 1929

7

With reference to your letter No.1596/S.S.990/28 of the 15th March, 1929, informing me that I had been appointed to be Chairman of a Committee to draft a concrete scheme for a Constitution for the Prince of Wales' College and School, Achimota, I now forward the Report prepared by the Committee as the result of its deliberations along with a draft scheme for the Constitution which forms Appendix I of the Report.

2. The Report is unanimous, complete agreement having been reached on all the matters dealt with therein. It is however proper that I should mention that considerable discussion took place on a proposal put forward by the Treasurer to the effect that the annual budget of the College and School should be submitted each year to the Governor for his approval.

3. This proposal was opposed by all the other members of the Committee, as well as by myself, on the following grounds. It is one of the underlying principles on which it is generally agreed that the success of Achimota will depend that it is not to be regarded as a Department of Government. The Council must, in the opinion of the Committee, be independent and free and the Government should be regarded rather as a patron of the College than as a controlling or restraining authority. Any other arrangement would it is felt strike at the root of the whole scheme

THE HONOURABLE for

THE COLONIAL SECRETARY,

A C C R A.

SKK.H

for if the Council is to be allowed to stand apart from the Departments of Government it must be allowed to control its own affairs.

4. It is appreciated that Government must be satisfied that the funds placed at the disposal of the Council are properly accounted for and that they are being used to the best advantage. To ensure that there can be no doubt on these two points it is proposed inter alia in section 28 of the draft Constitution that the Council must prepare annual statements (a) of receipts and disbursements, (b) of assets and liabilities and (c) a valuation of the assets of the Council, that these must be audited in each year by an auditor approved by the Governor to whom copies of the statements and valuation must be furnished. Further, it is proposed in section 34 of the draft Constitution that there shall be a triennial inspection of the College and School by four inspectors appointed by the Governor. The Committee is of opinion that the inclusion of the above mentioned safeguards adequately protects the interests of Government as well as being reasonable in so far as the Council is concerned.

SECRETARY FOR NATIVE AFFAIRS.

IN CASE OF REPLY
THE NUMBER AND
DATE OF THIS
LETTER SHOULD BE
QUOTED.

Achimota College,

P.O. Box 394,

Accra, Gold Coast,

18th May, 19 29.



Dear Mr. Newlands,

The Achimota Constitution Committee
met on the following dates:-

Tuesday, 26th March, 1929.
Wednesday, 27th March, 1929.
Tuesday, 9th April, 1929.
Wednesday, 10th April, 1929.
Friday, 10th May, 1929.
Saturday, 11th May, 1929.

Six meetings in all.

2. There was a final meeting to go through the report
on Tuesday, 14th May, at your office, attended by yourself
Mr. Fraser, Mr. Taylor, The Treasurer, Mr. McCarthy.

3. At all the six meetings referred to in para. 1 above
there was a full attendance. In the case of the Director of
Education attendances were as follows:-

Major Harman, 26th March.
Mr. Oman, 27th March, 9th April, 10th April.
Mr. Cranston, 10th May, 11th May.

Yours sincerely,

A handwritten signature in dark ink, appearing to read "A. D. K. ...".

Secretary.

14

8

No.
IN CASE OF REPLY
THE NUMBER AND
DATE OF THIS
LETTER SHOULD BE
QUOTED.

Achimota College,
P.O. Box 394,
Accra, Gold Coast,



16th. May 19 29

My dear Newlands,

Herewith the copies of the introduction and the Constitution. I have suggested to Taylor that before sending it to the printer's he might make verbal alterations as necessary.

Very many thanks for what you have done for Achimota. I am afraid that I may not see you before I go on leave, as I am going away for my throat for a week of silence, and you will be gone before I come back. I'll look into the office in hopes that you are there to say goodbye on my way to silence.

Cheerio, and a very good leave to you! and all the best wishes for your future. I hope we shall meet again.

Yours sincerely,

R.G. Fraser

P.S. Could you ask Taylor to arrange about the whole being printed?

THE HON: H.S. NEWLANDS,
SECRETARY FOR NATIVE AFFAIRS,
THE SECRETARIAT,
ACCRA.

No.

(13)

9

IN CASE OF REPLY
THE NUMBER AND
DATE OF THIS
LETTER SHOULD BE
QUOTED.

Achimota College,

P.O. Box 394,

Accra, Gold Coast,

6th. May

19 29



Sir,

I am directed to inform you that the Achimota Constitution Committee will meet in the Council Chamber, Secretariat, Accra, on Friday, May 10th., at 9.30 a.m.

I am, Sir,

Your obedient servant,

R. D. M. K. M. K.

SECRETARY TO THE COMMITTEE.

P. A.



DRAFT SCHEME FOR THE PROPOSED CONSTITUTION OF
THE PRINCE OF WALES COLLEGE AND SCHOOL,
A C H I M O T A.

INTERPRETATION.

1. In this Scheme, unless the context otherwise requires:-

"African Members" means members of the College Council appointed or elected under paragraph (b) of subsection (1) of section four of the Constitution.

"College" means the Prince of Wales College and School, Achimota.

"Colony" means the Gold Coast Colony, Ashanti, the Northern Territories, and the British Sphere of Togoland.

"Staff" means the pensionable staff of the College.

PART I.

CONSTITUTION AND PROCEEDINGS OF COUNCIL.

TITLE AND GENERAL
POWERS OF COUNCIL.

2. There shall be established a Council to be styled "The Council of the Prince of Wales College and School, Achimota" (or "the Achimota Council"), which shall have the entire management of and superintendence over the affairs, concerns and property of the College, and in all cases unprovided for by the Constitution may act in such manner as appears to it to be best calculated to promote the purposes of the College.

INCORPORATION
OF COUNCIL.

3. (1) The Council shall be a body corporate having perpetual succession and a common seal.

(2) The Council shall have power to sue and to be sued, and to take, purchase and hold all moveable and immoveable property whatsoever, whether the same is situate in the Gold Coast Colony or elsewhere, and to grant, demise, alien, or otherwise dispose of the same, and to do all other things incidental or appertaining to a body corporate.

? *alienate*

Provided that the Council shall not alien, mortgage, charge, or demise any of its immoveable property without the approval in writing of the Governor. *Council.*

CONSTITUTION OF
COUNCIL.

4. (i) The Council shall be constituted by the following members, one of whom shall be the President.

- (a) Three members (of whom one shall be a woman) appointed annually by the Governor. Such appointments shall be personal and by name.
- (b) Six African members (of whom one shall be a woman) in the first instance appointed by the Governor, but subsequent to the first six appointments, elected by the Council on the nomination of African members.
- (c) Four members of the staff (of whom one shall be a woman) elected annually by a ballot of the staff.
- (d) The Principal of Achimota and the Director of Education, who shall be ex-officio members.

Director of Education.

3.

CONSTITUTION
OF COUNCIL.(Cont.)

(2) The following provisions shall apply

to African members:-

- (a) Two of such members shall in each year retire in the order of their election or appointment (as the case may be).
- (b) When vacancies shall occur among such members, not less than two candidates shall be nominated by African members in respect of each vacancy, to fill which a member shall thereupon be elected by the Council.
- (c) In default of such nominations the Council shall proceed to elect a member to fill a vacancy.

(3) All members shall be eligible for re-appointment or re-election.

ELECTION OF
TEMPORARY
MEMBER.

5. Whenever any nominated or elected member of the Council shall be temporarily absent from the Colony by a like nomination or election a temporary member may be nominated or elected (as the case may be) to take the place of the member so absent during his absence.

VACANCY BY
DEATH OR RE-
SIGNATION OF
MEMBER.

6. Any vacancy occurring by death or resignation of a nominated or elected member of the Council shall be filled by a like nomination or election (as the case may be) of a member for the residue of the term of office of the member so dying or resigning.

PRESIDENT OF COUNCIL.

7. (1) The President of the Council for the first year under the Constitution shall be appointed by the Governor. Thereafter the Council shall elect the President annually from among its members. Any President shall be eligible for re-election.

(2) Whenever a vacancy occurs in the said office by death, resignation or otherwise, the Governor shall, if the vacancy occurs during the first year under the Constitution, appoint a member of the Council to fill that office for the residue of the said first year. A vacancy in such office so occurring thereafter shall be filled by the Council by election from among its members.

CHAIRMAN.

8. At every meeting of the Council the President shall preside as chairman, but in his absence the members present shall elect a chairman.

QUESTIONS HOW DECIDED.

9. (1) Every question which comes before the Council at any meeting shall be decided by a majority of the votes of the members present; but no question shall be decided unless ten members are present, and voting at the time of decision.

(2) The chairman at any such meeting shall have a vote, and in case of an equality of votes a second or casting vote.

SECRETARY OF COUNCIL.

10. The Bursar of the College shall be the Secretary of the Council, and shall attend all meetings thereof, but unless elected as a member of the Council under the provisions of paragraph (c) of subsection (1) of section four, he shall not have a vote.

MEETING OF COUNCIL.

11. The Council shall meet for the despatch of business at such times and places as the Council may from time to time appoint, but not less than twice a year.

SPECIAL MEETINGS.

12. The President may at any time, and shall on the request in writing of the Principal or of three other members of the Council, call a special meeting of the Council. If the President shall be absent from the Colony, or ill, or otherwise incapacitated, the Secretary shall on the request in writing of the Principal or of three other members of the Council call a special meeting of the Council.

MINUTES OF THE COUNCIL.

13. Minutes of the proceedings of every meeting of the Council shall be regularly entered into a book to be kept for that purpose, and minutes of proceedings at a meeting shall be signed at the next ensuing meeting by the Chairman.

SEAL OF COUNCIL.

14. The common seal of the Council shall not be used or affixed to any document except in pursuance of a resolution passed at a duly constituted meeting of the Council, which shall be recorded in the minutes.

PART II.

APPOINTMENT AND CONDITIONS OF SERVICE OF STAFF.

DECLARATION OF
PENSIONABLE
OFFICES.

15 (1) The Governor in Council may at any time, upon the recommendation of the Council, declare by a notification published in the Gazette any office under the Council to be pensionable; provided that any such office so declared to be pensionable may in like manner be declared to be no longer pensionable.

APPOINTMENT OF
PRINCIPAL.

(2) The Principal shall be appointed by the Governor with the approval of the Secretary of State, Provided that no such appointment shall be made without the Council being afforded an opportunity to make recommendations in that behalf. (See footnote for 15 (3), (to be here inserted.)

APPOINTMENT OF
PENSIONABLE STAFF
GENERALLY.

16. The payment by the Council of pensions, gratuities and retiring allowances to members of the staff shall be governed by provisions similar to those contained in the law for the time being in force relating to the granting of pensions, gratuities, and retiring allowances to persons who have been in the service of the Government.

17. For the purpose of section sixteen,

- (1) The definitions of the terms "public service" and "other public service" contained in section two of the European Officers' Pensions Ordinance, 1922, as amended by section two of the European

15(3) Appointments to pensionable offices other than that of the Principal shall be made by the Council on the nomination of the Principal.

Officers Pensions Ordinance, 1929, shall ~~xxxxx~~ respectively read as follows:-

"The term public service means service in civil a/capacity under the ~~xxxxxxx~~ Council, or the Imperial Government, or the Government of the Colony or of India or of a British Dominion Colony, or Protectorate or a territory under British Mandate, and any other such service as the Secretary of State may determine to be "public service" for the purpose of any provision of this Ordinance or the regulations made thereunder."

"The term "other public service" means public service not under the Council."

(2) The definitions of the terms "Scheduled Government" and "Service in the Group" contained in regulation 17 of the Regulations appearing in the First Schedule to the above-cited Ordinance shall respectively read as follows:

"The term 'Scheduled Government' means any Government included in the Schedule to these Regulations and also the Colonial Audit Department (Home Establishment), the Government of the Colony, the Crown Agents for the Colonies and the Kenya and Uganda Railway."

"The term 'Service in the Group' means public service under the Council, and under one or more of the following Governments, namely, the Government of the Colony and the Scheduled Governments."

(3) The definition of the terms "public office" and "other public services" contained in section two of the Public Officers Pensions Ordinance, 1922, shall read as follows:-

"The term 'public officer' means any member of the staff (not being a European Officer)".

"The term 'other public services' means service in a civil capacity under the Imperial Government, or the Government of the Colony, or of India or of a British Dominion, Colony or Protectorate (or a territory under British Mandate), or any other such service as the Secretary of State may determine to be "other public" for the purpose of any provision of this Ordinance or the Regulations made thereunder".

WIDOWS AND ORPHANS PENSIONS SCHEME.

18. Members of the staff who, if they were in the service of the Government would have under the provisions of the Widows and Orphans Pensions Ordinance the right or obligation to contribute to the scheme referred to in that Ordinance, shall for the purpose of that Ordinance be deemed to be in the service of the Government.

POSITION OF PERSONS HOLDING PENSIONABLE OFFICES PRIOR TO CONSTITUTION.

19. All persons who at the date of the coming into force of the Constitution are holding offices declared pensionable as aforesaid shall from the said date be deemed to have been appointed under

section fifteen hereof upon the terms and conditions of their existing employment so far as is consistent with the provisions of the Constitution, and without prejudice to the continuity of their existing rights.

DISCIPLINE OF SENIOR STAFF.

20.(1) Members of the staff whose annual pensionable emoluments exceed two hundred pounds shall for purposes of discipline be deemed to be in the service of the Gold Coast Government.

(2) For the purposes of subsection (1) hereof the Principal shall be deemed to be a Head of Department.

DISCIPLINE OF JUNIOR STAFF.

21. Members of the staff whose annual pensionable emoluments do not exceed two hundred pounds shall for purposes of discipline be subject to the sole authority of the Council, which shall in their regard have full powers of punishment, including dismissal.

NON-PENSIONABLE STAFF.

22. The Principal shall have full power to appoint and dismiss non-pensionable officers and servants of the College.

PART III.

ENDOWMENT AND FINANCE.

REAL PROPERTY.

23.(1) The area of Crown land described in the first Schedule to this Ordinance and all buildings

now erected or in course of erection or hereafter to be erected thereon, together with all rights, easements and appurtenances thereto belonging, shall vest in the Council in fee simple for the purposes of the Constitution.

PERSONAL PROPERTY.

(2) All the apparatus, furniture, and other personal effects whatsoever which shall at the date of the coming into force of the Constitution form part of the general equipment of the College shall vest in the College for the purposes of the Constitution.

PERMANENT ENDOWMENT.

24 (1) By way of permanent endowment for the College there shall be paid in every year to the Council out of the general revenue of the Colony the sum of ~~sixty-five~~ ^{£60,000} thousand pounds, which shall form part of the revenue of the Council. Provided that the items of expenditure particularly specified in section twenty-six hereof shall constitute a first charge upon such sum.

(2) The said sum shall be paid in equal quarterly instalments, on the first day of _____, the first day of _____, the first day of _____, and the first day of _____, in every year.

PAYMENT OF PENSIONS AND GRATUITIES BY COUNCIL.

25. Pensions, gratuities and retiring allowances payable to members of the staff in accordance with the provisions of section sixteen shall be paid by the Council, but the Council shall be reimbursed by the Government in respect of such payments in the year following the year of payment.

26. The Council in each year shall prepare a budget showing the estimates of revenue and expenditure of the Council for the ~~xxxxxx~~ ensuing year. Particularly, in preparing its budget the Council shall make provision for the payment of all salaries, passages, pensions, gratuities, and retiring allowances estimated to become payable during the ensuing year, and also for the proper care and maintenance of all buildings and works erected on or in the lands of the Council, and for the reservation of a percentage (not less than ten per centum) of the estimated income to be derived from students' fees for the purpose of creating a Building Reserve Fund.

ANNUAL STATEMENTS.

27.(1) The Council shall cause to be prepared annually a statement of the receipts and disbursements during the previous year, a statement of the assets and liabilities of the Council on the last day of such year, and a statement and valuation of the assets of the Council.

AUDIT OF ANNUAL STATEMENTS.

(2) The said statements shall be audited by an auditor appointed by the Council and approved by the Governor. Certified copies of the same shall be forwarded by the Auditor to the Governor.

REVENUE OF COUNCIL. 28. The Revenue of the Council shall include

- (1) All fees charged by the Council in respect of students.
- (2) All other fees, charges, dues or amounts recoverable by the Council.
- (3) All proceeds of the sale of agricultural produce or manufactured products.
- (4) All revenue accruing to the Council from the Government either by way of grant-in-aid or endowment or otherwise.

- 28(5) All interest or monies invested by the Council subject as provided in the next section.
- (6) Donations accruing to the Council from other sources than the Government for the general purposes of the Council.

DONATIONS FOR PARTICULAR PURPOSES.

29. (1) Donations of money to be applied for a particular purpose shall be placed to the credit of a special Reserve Account, and may be invested in such securities as are sanctioned by the Law for the time being in force in England for investment by trustees until such time as they shall be expended in fulfilment of such purpose.

Provided that the Council shall not be obliged to accept a donation for a particular purpose unless it approves of the terms and conditions attaching to such a donation.

(2) The interest derived from the investments referred to in the foregoing subsection, unless the terms of the donation forbid, shall be deemed to be revenue of the Council.

PAYMENT INTO BANK.

30. All sums of money received on account of the Council shall be paid into such bank, or branch bank or banks in the Colony as may be approved by the Council for the credit of the Council's general or current or deposit account. Provided that the Council may invest, as it deems fit, any monies not required for immediate use.

PART IV.

CONTROL AND INSPECTION OF COLLEGE, AND MISCELLANEOUS.

POWERS OF PRINCIPAL.

31. The Principal shall, subject to the control of the Council, have the general management and direction of the College and of the course of instruction therein.

ACADEMIC COMMITTEE.

32. (1) There shall be established an Academic Committee which shall be constituted, have such powers and duties, and be regulated, as may be prescribed by the Council bye-laws or regulations.

(2) Unless and until amended or revoked by the Council under the provisions of section thirty-four the regulations set forth in the Second Schedule to this Ordinance shall have effect as if they had been duly made under ~~xxx~~ sub-section (1) hereof, and shall have force simultaneously with this Ordinance.

33. (1) Once in every three years the College shall be inspected by four inspectors appointed for that purpose by the Governor.

(2) Of the said inspectors not less than two shall be persons engaged in educational work outside the Colony.

(3) The inspectors shall be empowered to inquire into all matters relating to the system of education obtaining at the College, and generally into the affairs of the College.

(4) It shall be the duty of the Council and all its ~~officers and servants~~ ^{members and staff} so far as lies in their power, to answer all inquiries made of them by the inspectors in the course of their inspection, and generally to facilitate such inspection.

53.(5) As soon as may be after the conclusion of the inspection the inspectors shall forward to the Governor a report signed by them upon the College. A copy of the said report shall be forwarded by the inspectors to the Council.

(6) The emoluments payable to the inspectors and all other expenses incidental to the inspection shall be paid out of the general revenue of the Colony.

POWER TO COUNCIL
TO MAKE RULES.

34 (1) It shall be lawful for the Council to make bye-laws and regulations for the further, better or more convenient effectuation of any of the provisions or purposes of the Constitution.

(2) All such bye-laws and regulations shall be reduced into writing, and shall come into force when signed by the President of the Council and sealed with the seal of the Council.

(3) Any such bye-law or regulation may be proved in any Court by the production of a verified copy under the seal of the Council.

FIRST SCHEDULE.

25#

Section 32.

SECOND SCHEDULE.

SHORT TITLE.

1. These regulations may be cited as the Academic Committee Regulations.

CONSTITUTION OF COMMITTEE.

2. The Academic Committee shall be constituted by the Principal, Vice-Principal, Bursar, Headmistress, Senior House-master and three other members of the staff elected by the staff.

CHAIRMAN.

3. At every meeting of the Academic Committee the Principal, or in his absence, the Vice-Principal shall preside as Chairman, but if the Principal and Vice-Principal are both absent, the members of the Committee present shall elect a Chairman.

QUESTIONS HOW DECIDED.

4.(1) All questions which come before the Committee shall be decided at any meeting duly convened, at which a quorum is present, by a majority of the votes of the members present.

(2) The Chairman at any such meeting shall have a vote, and in the case of an equality of votes a second or casting vote.

(3) At any such meeting five members shall form a quorum.

MEETINGS.

5. The Committee shall meet at least once at the beginning and once at the end of each term, and at such other times as the Principal may appoint.

SPECIAL MEETINGS.

6. A special meeting shall be called at any time at the request in writing of three members.

NOTICE OF MEETINGS.

7. Not less than two days notice of each meeting shall be given to the members.

CIRCULATION OF THE MINUTES OF MEETINGS TO MEMBERS OF COUNCIL.

8. Copies of the minutes of the proceedings of meetings shall be forwarded to the members of the Council.

DIFFERENCES BETWEEN PRINCIPAL AND MEMBERS OF STAFF.

9. In the case of differences arising between the Principal and members of the staff a reference thereof shall lie to the Council through the Committee.

POWERS OF COMMITTEE.

10. Subject to review by the Council,

(1) Committee may nominate part time lecturers and temporary officers, and arrange their duties.

(2) The Committee may nominate any external examiners.

(3) The Committee may make recommendations to the Council regarding any proposed departure from the approved scale of remuneration to officers.

POWER TO MAKE ORDERS AND REGULATIONS.

11. The Academic Committee may, with the approval of the Council, make, revoke, vary or amend orders and regulations dealing with:-

(a) Qualifications of applicants for admission to the College.

(b) The course of instruction to be followed by students.

(c) The examinations to be passed, and other conditions to be fulfilled by students.

(d) The granting of scholarships and exhibitions belonging to the College, and the fixing from time to time of the value of such scholarships and exhibitions and the period for which they may be held.

No. _____

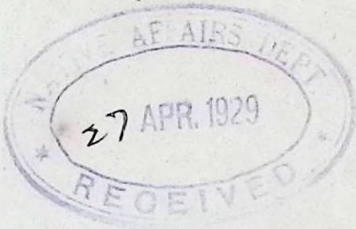
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number and date of this
letter should be quoted.

(11) 26
Achimota College,

P.O. Box 394,

Accra, Gold Coast,

24th. April 1929



My dear Newlands,

I am returning with many thanks your Edinburgh Academy Chronicles; and also the copy of our draft memorandum.

I think at our next meeting we perhaps should have Duff called, because he can explain to us the working of the Medical Department with regard to Takoradi and the Railway; for if we are going to pay half the Doctor we may in the end also be landed with the payment of the Hospital. If that is so, we ought to put up the cost of the Hospital as now paid by Government into our accounts and add it to the sum that we require as a grant.

I had a talk with Duff which started on other things, but he showed me the plans that they were beginning now to run with regard to other Departments. It might save the time of the Committee if you and I saw Duff together, if you like; and I would come in any time you pleased.

The Solicitor-General has not yet drafted the proposals we have drawn up, but he will have them ready in a day or so, and is going to let me know whenever they are done.

3 ENC.

Yours sincerely,

A handwritten signature in cursive script, appearing to read "A.G. Fraser".

THE HONOURABLE H.S. NEWLANDS,
SECRETARY FOR NATIVE AFFAIRS,
THE SECRETARIAT,
ACCRA.



Achimota, P.O. Box 394, Accra.

18th. April 1929.

Sir,

I have the honour to enclose herewith
the papers promised at the last Achimota
Constitution Committee.

I have the honour to be,

Your obedient servant

H.S. Newlands
for PRIN

THE HON:
H.S. NEWLANDS,
SECRETARY FOR NATIVE AFFAIRS
THE SECRETARIAT,
ACCRA.

28

1.

The terms of reference given to this Committee were:-

"To consider the proposed Constitution for the Prince of Wales College and School, Achimota, as set out in Sessional Paper XIX of 1928-29 and to submit a draft concrete scheme for such Constitution with full financial and other details."

To fulfil these the Committee took as a basis for their deliberations the draft Constitution contained in the Sessional Paper XIX, 1928-29, together with the Despatch of the Secretary of State of the 30th. October 1928, the Minutes of the Advisory Committee on Native Education for the 26th. July, 1928, and the discussion contained in the Report of the Third Achimota Educational Conference.

COUNCIL. 2. In regard to the personnel of the Council we have left the numbers and balance as proposed in the original draft unchanged, but proposed that the Director of Education should ex-officio form one of the Governor's representatives on the Council.

NECESSARY
WORKS.

3. In the original draft the financial proposals had not been drawn out, their general lines alone being indicated. Authorities like Sir James Maxwell, Sir Michael Sadler and others have expressed their belief that these lines had been drawn from too optimistic an outlook. They were based on the Sessional Paper ^{IX} 1925-26, which was issued long before the College was in being and when much had to be pure guesswork.

~~We have drawn up~~ an estimate of the expenditure based on exper-
~~ience.~~ ~~We have further examined~~ expert witnesses on the subject
of works necessary for the near future. We have found,
after full consideration, that necessary works, contemplated in
the original proposals for the College, but not yet taken in hand
should be undertaken by Government and completed, with a view to
handing over the College to the Council in working order. With-
out the necessary preliminary works we believe the Council could
not accept the responsibility for the College.

4. The necessary works contemplated in the original proposals
for the College (see Appendix A) which, in our opinion, should be
taken in hand immediately, are three:-

(1) ^{water} The present water tanks do not hold more than one day's supply
for the present population of the College, and not enough for the
population expected next year. We have had the advice of experts
on the water supply, and they recommend as necessary ~~two~~ now two
tanks, one lower tank the same size as the present tank, and one
upper tank of not less than 50,000 gallons capacity, and a small
pump in Accra. This would give one day's reserve supply should
any breakdown in the water system occur.

£3,500.

(2) The present sewage farm was made on an estimated much smaller
College than the present one, just as was the water supply. Alrea
it is working at its maximum capacity. It must be doubled.

£3,500.

(3) We also ask for a block of European teachers' quarters for the
School, to house two Europeans. There are fifteen teachers appoin

Carried forward
£7,000)

appointed to the school, and there are only eleven quarters.

£4970 Two quarters may be left over for the Council, but two should be built now.

5. Lastly we ask for one item not included in the original proposals - the tarmetting of the main road from Achinota village and station as far as the elliptical road just within the main gates. That road will always have very heavy traffic as far as that junction, and should, in our opinion, be tarmitted. *The approach drive to the*

£2000

£13,970.

College should be a good one. The main road is tarmitted, & to leave it for an inferior road when drivers going for the College would give a bad impression.

6. Much building and extension work will still be left for the Council (see Appendix B) and for many years their finances will be very straitened. amongst such future needs may be enumerated an Assembly Hall - at present there is no hall where the School can all meet together regularly; a Chapel; a Swimming Bath; a Gymnasium; twelve House Quarters for Junior Staff; a Music Room; six classrooms for the School, etc..

£67,500.

7. In the memorandum contained in Despatch Sessional Paper XIX, 1928-29, Mr. Fraser says:- "I have no expectation that under the Constitution the College will be able to spend all it wants. It will not. We are bound to be poorer, not richer, when we are off the Estimates." Whilst then we have estimated that a higher grant will be necessary than Mr. Fraser thought we have accepted his general position, and the grant we propose will be ~~very~~ considerably less than the College would cost if still run on the Estimates. Thus strict economy will be necessary, and an opening will be provided for private generosity.

8. We now come to the question of the amount of money to be given to Achimota under the Constitution by Government.

9. Sir Gordon Guggisberg, in his speech on the opening day of in introducing the subject of a Constitution for the College, Achimota desired it should work on "a certain known income", and underlying the whole idea of the Constitution of the College is the postulate that the grant from Government shall be fixed over a certain number of years, thus making the Council independent and free and the Government patrons or benefactors of the College and not a controlling or restraining authority.

10. The staff of Achimota must always be costly if the education there is to be anything approaching first-rate. The work of education in Africa is considerably more difficult than it is in England today. Much of it is through unexplored territory, and without text-books. In Achimota four languages have to be used besides English. There are children of three, four and five years old; there are both boys and girls; engineering, farming, and other activities not frequently found in an English school are taught. But yet the number of pupils per head is larger than is customary in most English boarding schools.

11. In over nine English boarding schools for which we have the figures, Eton, Harrow, Winchester, Rugby, Marlborough, Charterhouse, Haileybury, Repton, Sherborne, Shrewsbury, the average works out at 10.5 boys per master. In Scotland in the purely boarding schools the figure appears to be even less. In co-educational schools it is less again, being as low as 6.5 in some cases. Yet in Achimota,

where the matrons are included, the original estimate (Casualty Paper IX, 1925-26) contemplated a staff of 53 for 370 pupils, or over 13 per head. This figure of 53 is bound to be exceeded, and may rise to 65, through an increase of the Junior Staff, giving an average of nearly 12 per master.

12. Accordingly we do not consider the original estimates for a staff should be reduced, as we believe any reduction would imperil the present experiment of liberal education at Achimota, an experiment on which Government has sunk £600,000 capital expenditure.

PRINCIPAL.

13. With regard to the appointment of future Principals of the College, we have carefully considered the Despatch of the Secretary of State, the Minutes of the Advisory Committee, and the eight speeches referring to this question at the Third Achimota Educational Conference. All take up the same position. The Advisory Committee decided "to recommend that the Principal should be appointed by the Secretary of State, after consultation with the Council of the College." The Secretary of State writes, "In the opinion of the Committee, with which I concur, it would be better that the Principal should be appointed by the Secretary of State, who would, of course, take into consideration any recommendation made by the Council."

14. We believe it is important that the Secretary of State, with his wide knowledge of the field, should make the final ^{of selection} ~~selection~~ ^{appointment} selection. We hold, however, that it is no less important that he should know the mind of the Council, and have their recommendations at his disposal. For in a College in this country new conditions arise continually, and fresh decisions have to be made from day to day. In these circumstances the strongest factor making for continuity and ordered advance in policy is likely to be found in the Staff and Council. Accordingly we have proposed that the Council shall have

the privilege of making recommendations to the Secretary of State whenever a vacancy occurs in the Principalship. Having weighed their recommendations the Secretary of State will proceed to fill the appointment as he shall deem best.

FINANCE.

15. The Principal presented to the Committee an estimate of the annual cost of Achimota when in full working order, a position which should be reached by 1932, or three years earlier than anticipated in Sessional Paper IX of 1925-26. In the Sessional Paper the cost of Achimota when in full working order was estimated at £83,720, less income of £32,100, or a net cost of £51,620 per annum to Government. In that estimate, however, are some figures which experience has altered considerably. The maintenance of furniture and buildings was put at £5,000. Already this year the estimate is £7,543, and it cannot be less than £10,000 when all the buildings now being built are to be maintained. Passages were estimated at £3,000, which would have been too low had all the staff been unmarried. As it is, passages this year are £5,491. The Junior Staff were estimated at £3,000. They will cost not less than £5000. No payment for water was included in the original estimates. That will come to £1,050.

16. The revised estimates (see Appendix C) differ from those of Appendix VI of Sessional Paper IX, 1925-26 as follows:-

	Appendix VI 1925	Revised Estimates 1932-33	Increase.	Decrease.
REVENUE.	£22,100	£29,185		£2,915
EXPENDITURE.	£83,720	£94,460	£10,740	
TOTAL.	£51,620	£65,275	Not increase	£13,655.

These figures do not take into consideration any provision for half salary of the Medical Officer of Health estimated at £600, or provision for Building Fund, estimated at 10% of the fee income, or £2,700 per annum.

17. After the necessary preliminary works are built, that is, those referred to under the head NECESSARY WORKS, the cost of which the Committee considers should be borne by Government, there are other buildings which should be erected & as time and circumstances permit. These are referred to above (paragraph 6.) These particular buildings are estimated to cost £67,500, but the cost thereof should be borne by the Council, and in regard thereto advances from Government may be required from time to time necessitating therefor a further additional provision of £2,025 per annum. (Interest and redemption at, say, 7% on £67,500 = £4,725 less the 10% referred to above (paragraph 16) or £2,700 = £2,025.)

18. Whether or not the Constitution is approved the Principal is of the opinion, and the Committee agrees that these additional buildings will have to be erected at some time or other; therefore if the College is not handed over to the Council the cost thereof will fall on Government.

(P.T.O.)

8.

19. The estimated cost to Government of the School and College if continued under Government control is:-

Revised Estimate 1932-33.	£. 94,460
<i>M.O. salary etc.</i> Deduct - Revised Revenue Estimate	<u>65,275</u>
Annual Cost to Government	<u>65,275.</u>

20. The estimated annual expenditure to be borne by the Council if the School and College are de-controlled is:-

Revised Estimate 1932-33	94,460
Add: M.O.H. $\frac{1}{2}$ salary	600
110% Building Fund	<u>2,700</u>
	97,760

Add: Additional requirements if additional buildings costing £67,500 are erected - interest & redemption - £4,725 less allowed for <u>2,700</u>	<u>2,025</u>
	99,785
Deduct Revised Revenue	<u>29,185</u>
Annual Cost to Council	<u>70,600</u>

21. The estimated annual cost to Government if the School and College are controlled by the Council is:-

Annual Grant-in-aid	65,000
i.e. <u>Annual Cost to Government</u>	<u>65,000</u>

X (see footnote.)

X As long as Achimota trains teachers for the Department of Education it will receive their boarding and tuition fees through the Director of Education, in addition to the £65,000 proposed above. These fees will vary from year to year according to the number being educated, and are not

22. If these figures are correct the cost to Government is constant at round and about £70,000 or £72,000, whether Government controls the expenditure or otherwise. The ~~advantage~~ advantage to Government, however, is in being relieved of further capital expenditure, and at the same time in knowing exactly what its annual liability is.

23. In view of the foregoing the Committee recommends that a sum of £65,000 (excluding Pensions) should be ^{provided} granted annually by Government in the form of a grant-in-aid, with the proviso that such grant-in-aid should be revised after the expiration of what might be termed the probationary period of the Council - that is, in three years from the date of the establishment of the Constitution.

24. This proviso does not mean that Government will be called upon to increase the grant-in-aid; the Committee considers that the grant of £65,000 (excluding Pensions) is the maximum amount which Government should be called upon to find. It is therefore most essential that the Council should realise this, and that it will be necessary for it to scrutinise its expenditure most carefully and to exercise the most rigid economy in order to come out on its estimates.

(Footnote - cont:) in the nature of an additional grant to Achimota, but are payments for service rendered. Before Achimota was opened over £10,000 was spent on training students through the Education Vote. Scholarships are in the same category as the above, being payment for services rendered and food consumed.

The Committee recommend that the cost of the work at Achimota be transferred from the estimates of Medical Department to those of the College. This makes an apparent increase in the cost of the College, but not an increase, as the money is merely transferred from one estimate to another.

The Committee made this recommendation unanimously, they felt that they had the strongest reasons for this proposed transfer. They believe that the Medical Officer at Achimota should be a permanent member of the staff: that it is important that he should have the observation of the children and pupils under his care for a period of years. They believe that Achimota provides a first rate opportunity of at last thoroughly studying childhood and adolescence in Africa, and doing research also in food values. For this purpose a doctor with a special aptitude or interest in such work should be secured, and he should have no divided loyalties, but should be in all respects a member of the College staff, and should look forward to this as a life work.

The Doctor, like other members of the staff, would be on the nine months tour, and this being the case, no relief should be required in normal circumstances.

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25. The Committee in making its recommendation has to point out that although the estimate for salaries of the Senior Staff is shown in the revised estimate for salaries as £40,000 per annum, that figure will not all be expended each year in the first two or three years. At first there will be a saving of some £10,000, decreasing annually until the full staff is appointed. This saving, however, the Committee considers will be off-set by a corresponding shortfall in revenue. The revenue for 1929-30 is estimated at £18,670, while in the revised Estimates for 1932-33 (the year on which the grant-in-aid is based) it is estimated at £29,185. The deficit in revenue and the saving in salaries during the early years may therefore be said to compensate one for the other.

PENSIONS. 26. In regard to Pensions, we think it is clear that so small a budget as that of Achimota cannot be expected to bear the cost of Pensions on the scale of the Colonial Regulations. In the above estimate we have therefore left Pensions out of consideration. We therefore provide in the Constitution that the Council shall not create pensionable posts without the consent of the Governor. With this safeguard we recommend that the Council should budget for Pensions which are payable in each year, receiving from Government in the successive years the amount paid out by it in Pensions during the preceding year.

ACHIMOTA CONSTITUTION

Appendix "A"

Special works which, in the opinion of the Committee, should be taken in hand immediately.

1.	Two new water tanks to supplement existing supply i.e. one lower tank of the same size of the existing one, one upper tank of not less than 50,000 gallons capacity. One small pump in Accra.	83,500
2.	Duplication of the existing Sewage Plant	3,500
3.	One block of quarters for two European teachers, adjoining Lower Primary Block No.1 at the Girls' School.	4,970
4.	Tarmetting of main road from Usawam Road to elliptical road within Achimota main gates.	2,000
	Total	<hr style="border-top: 1px dashed black;"/> <u>93,970</u>

ACHIMOTA CONSTITUTION

Appendix "B"

Future buildings, which it will be necessary for the Council to erect.

Assembly Hall	£15,000
Chapel	25,000
Music Room	6,000
Gymnasium	4,000
Swimming Bath	3,000
Pavilion	1,500
Six additional classrooms	4,000
Quarters for 12 African Junior Teaching Staff.	9,000

• Total	<u>£67,500</u>

ACHIMOTA CONSTITUTION

APPENDIX "C"

Estimated Annual Cost of Achimota College

Details.	Appendix VI of Sessional Paper IX, 1925-26		Estimated 1929-30	Estimated under Constitution.	As compared with Sessional Paper IX 1925-26.		Remarks.
	1927.	1935			Increase	Decrease	
	£	£	£	£	£	£	
<u>Personal Emoluments.</u>							
1. Senior Staff	25,000	40,000	28,500	40,000	.	.	Provision for 18 to 20 Africans.
2. Junior Staff	1,200	3,000	1,339	5,000	2,000	.	
3. Clerical Staff (Clerks, Telephone Operators, etc.)	500	800	610	800	.	.	
4. Subordinate Staff (Cooks, Servants, etc)	1,500	2,000	2,293	3,000	1,000	.	
4a. Foreman of Works	.	.	.	970	970	.	New item; for all maintenance work. Now provided under P. W. D.
	28,200	45,800	32,742	49,770	3,970	.	
<u>Other Charges.</u>							
<u>Transport</u>							
5. Passages	2,500	3,000	5,491	6,000	3,000	.	Includes 1 more Asst. Vice Principal and Headmistress.
6. Transport Allowances	650	650	873	950	300	.	
7. Travelling Allowances	300	400	100	200	.	200	
8. Transport Expenses of officers) Travelling	450	900	560	600	.	300	
9. Railway Fares and Freight	200	300	150	300	.	.	
10. Transport of Govt. Stores	50	50	.	.	.	50	
11. Upkeep and Maintenance of Lories	1,200	1,300	740	1,000	.	200	Increased lorry transport will be necessary.
	5,350	6,500	7,914	9,050	3,500	750	Net increase £2,550

Estimated Annual Cost of Achimeta College (cont'd)

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Details.	Appendix VI of Sessional Paper IX, 1925-26.		Estimated 1929-30	Estimated under Constitution.	As compared with Sessional Paper IX, 1925-26.		Remarks.
	1927.	1935.			Increase	Decrease	
<u>Other Charges (cont'd)</u>							
<u>School Equipment and Supplies</u>							
12. Library, Upkeep of	200	300	520)	400	.	.	
13. Magazines and Journals	100	300	35)		.	.	
14. Technical apparatus and supplies of materials	700	1,200	953	1,200	.	.	Includes workshops.
15. Sports Materials (games & gymnastics)	100	300	305	300	.	.	
16. Prizes	250	300	60	100	.	200	
17. Stationery and Books	400	800	1,330	1,500	700	.	Partly recoverable; say two-thirds.
18. Typewriters, purchase and maintenance	50	100	40	50	.	50	
19. Maintenance of Laundry and Dormitory Equipment	200	400	260	400	.	.	
19a. Maintenance of Dining Hall and Kitchen Equipment.	.	.	.	300	300	.	
	2,000	3,500	3,468	4,250	1,000	250	Net increase £750.
<u>Buildings and Estate</u>							
20. Maintenance of Furniture and Buildings	3,000	5,000	150)	7,393)	10,000	5,000	.
21. Maintenance of Sanitary System	300	500	335	500	.	.	
22. Farm, Fields & Gardens.	2,500	3,500	3,380	3,000	.	500	
23. Lighting.	2,000	4,000	.	1,200	.	2,800	
24. Water Supply	.	.	.	1,050	1,050	.	
25. Maintenance of Roads	.	.	.	480	480	.	For gravel roads. " tarmac £300.
	7,800	13,000	11,258	16,230	6,530	3,300	Net increase £3,230.

3.
Estimated Annual Cost of Achimota College (cont'd)

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Details	Appendix VI of Sessional Paper IX, 1925-26.		Estimated 1929-30.	Estimated under Con- stitution	As compared with Sessional Paper IX, 1925-26.		Remarks.
	1927.	1928.			Increase.	Decrease.	
<u>Other Charges (cont'd)</u>							
<u>Miscellaneous</u>							
26. Achimota Scholarships	460	2,470	753	2,470	.	.	
27. Outfit Allowances	300	300	300	300	.	.	
28. Food and Fuel	4,950	11,550	5,863	9,000	.	2,550	At the rate of 10d per day per student.
29. Telephone Charges	100	100	225	150	50	.	Allows for reduction in number of telephones. Recoverable.
30. Uniforms for Students	.	.	1,064	1,800	1,300	.	
31. do. for Messengers, &c.	.	.	20	30	30	.	
32. Temporary Staff & Lecturers	.	.	500	750	750	.	Special provision approved by Secretary of State.
33. Courses of Instruction in England	.	.	120	100	100	.	
34. Conference Expenses	.	.	100	100	100	.	
35. Printing Press Equipment (type, &c)	.	.	98	100	100	.	Used partly for teaching Printing to Students.
36. Contingencies	500	500	120	200	.	300	
37. Office Stationery, printing reports, &c., and postage	.	.	.	500	500	.	New item.
38. Building Fund, at 10% of fee income	.	.	.	2,700	2,700	.	
	6,310	14,920	9,143	18,200	6,130	2,250	Net increase 23,280
<u>Hospital.</u>							
39. Hospital Equipment	.	.	68	.	.	.	) How shown in Achimota Estimate) do. do. do.
40. do Contingencies	.	.	60	.	.	.	
41. Salary of Medical Officer, African Nurses, Hospital maintenance, Drugs &c., now borne by Medical Dep't.	.	.	1,900	2,200	2,200	.	
	.	.	2,028	2,200	2,200	.	Net increase 22,200
Total	49,660	83,720	66,553	99,700	23,130	7,150	Net increase 215,980
<u>Summary.</u>							
Personal Emoluments	28,200	45,800	32,742	49,770	3,970		) Excludes salary of Medical Officer, included under Hospital.
Transport	5,350	6,500	7,914	9,050	2,550		
School Equipment & Supplies	2,000	3,500	5,468	4,250	750		
Buildings & Estate	7,800	13,000	11,253	16,250	3,250		
Miscellaneous	6,310	14,920	9,143	18,200	3,200		
Hospital	.	.	2,028	2,200	2,200		
Total	49,660	83,720	66,553	99,700	15,980		

Estimated Annual Cost of Achimota College (cont'd)

Details.	Appendix VI of Sessional Paper IX, 1925-26.		Estimated 1929-30	Estimated under Con- stitution.	As compared with Sessional Paper IX, 1925-26		Remarks
	1927.	1935			Increase	Decrease	
<u>Other Charges (cont'd)</u>							
<u>Miscellaneous</u>							
26. Achimota Scholarships	460	2,470	733	2,470	.	.	
27. Outfit Allowances	300	300	300	300	"	"	
28. Food and Fuel	4,950	11,550	5,863	9,000	"	2,550	At the rate of 10d per day per student.
29. Telephone Charges	100	100	225	150	50	.	Allows for reduction in number of telephones.
30. Uniforms for Students	.	.	1,064	1,800	1,800	.	Recoverable.
31. " " Messengers, etc.	.	.	20	30	30	.	
32. Temporary Staff and Lecturers	.	.	500	750	750	.	Special provision approved by Secretary of State.
33. Courses of Instruction in England	.	.	120	100	100	20	
34. Conference Expenses.	.	.	100	100	100	.	
35. Hospital Equipment.	.	.	68	100	100	32	
36. " Contingencies	.	.	60	60	60	.	
37. Printing Press Equipment	.	.	98	100	100	75	
38. Contingencies	500	500	120	200	.	300	
	6,310	14,920	9,271	15,160	3,090	2,850	Net increase 2240
Total	49,660	83,720	64,653	94,460	17,890	7,150	" " 210,740
<u>Summary</u>							
Personal Emoluments	28,200	45,800	32,742	49,770	3,970		
Transport	5,350	6,500	7,914	9,050	2,550		
School Equipment & Supplies	2,000	3,500	3,468	4,250	750		
Buildings and Estate	7,800	13,000	11,258	16,250	3,230		
Miscellaneous	6,310	14,920	9,271	15,160	240		
Total	49,660	83,720	64,653	94,460	10,740		12,780

PROBABLE REVENUE

Fees in three years' time	..	226,385
Sale of Uniforms	..	1,800
Sale of Books and Stationery	..	1,000
		<u>229,185</u>
Expenditure	294,460
Revenue	<u>29,185</u>
Difference	..	<u>265,275</u>

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Achimota College,

P.O. Box 394,

Accra, Gold Coast,

13th. April 1929



In case of reply the number and date of this letter should be quoted.

My dear Newlands,

Here I am enclosing a suggested draft of a Memorandum to preface and explain the proposals for the Constitution when they have been drafted and ordered by the Solicitor General. If you could look through this I'll come and discuss it with you at your convenience early next week.

It needs elaborating on the financial statement, but I have asked the Bursar to draw that up with the Colonial Treasurer. Also it will need some elaborating on the pensions side.

Yours sincerely,

A.G. Jones

THE HON: H.S. NEWLANDS,
SECRETARY FOR NATIVE AFFAIRS,
VICTORIABORG,
ACCRA.

(M) 47

Minutes of a Meeting of the Achimota Constitution Committee, 10th April, 1929.

Present:-

The Hon. H.S. Newlands, Chairman.
The Hon. The Treasurer.
The Hon. The Director of Education.
The Principal of Achimota.
The Acting Solicitor General.
E.A.T. Taylor, Esquire.
The Hon. Nana Sir Ofori Atta, K.B.E.
The Hon. J.E. Casely Hayford, M.B.E.
John Buckman, Esquire, M.B.E.
The Revd. G.B. Gati.



Inspection.

Arising out of the minutes of the previous meeting, further consideration was given to the question of Inspection of the College and School, and it was decided to recommend that such inspection should take place once every three years.

Termination of appointments.

On the question of the termination of appointment of members of the staff, the Principal of Achimota stated that he was not in favour of allowing an appeal to the Secretary of State for the Colonies on the ground that such a course would be subversive of discipline and of the Council's authority. After some discussion the Committee agreed with the Principal's view and it was decided to recommend that a proviso be added to para. 7 (iv) of the Acting Solicitor General's draft, empowering the Council to exercise the same powers as are exercised by the Governor under Colonial Regulations. It was accordingly decided to delete para. 8. (ii) as included in the minutes of the meeting held on the 9th April.

Leave, passages, Widows & Orphans Pension Fund.

As regards leave and passage regulations, and contribution to the Widows and Orphans' Pension Fund, it was decided to recommend that members of the Achimota Staff be subject to the same provisions and regulations as officials of the Colonial Service generally.

Finance.

In connection with the financial provision to be made under the proposed Constitution, the Committee considered a draft memorandum submitted by the Colonial Treasurer, providing inter alia for the annual submission to the Council of the Estimates of Revenue and Expenditure of the College for critical examination and necessary amendment.

Council should have a free hand in deciding how the funds placed at their disposal should be used. He stated further that this policy of non-interference by Government had been agreed to at the Colonial Office when the proposed Constitution was discussed by a Committee in 1928.

The Director of Education desired to record his agreement with the Principal on the ground that an educational institution such as Achimota would be seriously hampered in its work and progress if the financial proposals and plans of the Council were liable to interference by Government.

The Hon. Nana Sir Ofori Atta and the Hon. J.E. Casely Hayford expressed the view that, as the Government would be largely represented on the College Council, adequate provision existed for safeguarding the interests of Government, which in a matter such as education should be identical with those of the people of the Colony.

The Chairman pointed out that provision was made for the submission to Government of the report of the triennial inspection and that Government would then have the opportunity of advising the Legislative Council to withhold the whole or any portion of the ensuing year's grant pending the receipt of a satisfactory explanation of any matters in which adverse criticism had been made by the inspectors.

The Committee supported the view expressed by the Principal, with the exception of the Hon. Colonial Treasurer, who desired that his dissent be recorded on the ground that, if Government were providing an annual grant, it should have the right to review annually the College estimates before they became effective in the ensuing year. Subject, however, to this proviso he was willing to support the Committee in their recommendation as to the amount of the annual grant by Government.

Audit. On the subject of auditing the College accounts it was decided that an annual audit would be sufficient, and the proposal for a half-yearly audit was abandoned.

Annual cost of Achimota.

The Committee had under consideration a financial statement of the estimated recurrent annual cost of Achimota, showing that, as compared with Sir Gordon Guggusberg's estimate of 283,720 for 1935 in Appendix I of Sessional Paper IX - 1925-26, the gross estimate under the Constitution was 294,460 or a net increase of 210,740.

The Principal of Achimota stated that in his opinion such a course
contrary to the principle underlying the proposal for a Constitution and
was essential to the satisfactory working of the new system that the College

This estimated net increase was largely accounted for as follows:-

Junior Staff	22,000	increase,
Subordinate Staff	1,000	do.
Passages	3,000	do.
Maintenance of Buildings	5,000	do.
Water Supply	1,050	new item

and sundry other increases and decreases based on experience gained since the opening of the College.

No provision, however, was included in the statement in respect of Interest and Sinking Fund on loans which may be necessary for the erection of additional buildings after the College has been handed over to a Council.

The statement showed further that the estimated gross revenue from fees, &c., in three years time, when the College should be in full working order, was 229,185, leaving an estimated difference of 265,275 to be provided for the working of the College.

Government Grant.

After considerable deliberation and discussion the Committee decided to recommend that Government should make a fixed grant of 265,000 over a period of years, subject to revision at a later date when actual experience had shown what the cost of the College would be.

In arriving at this decision the Committee recognized that they were asking for less than the College would normally cost the Government if it remained a Government Department. They also realized that there would be savings under one or two heads of expenditure, as for instance the Senior Staff, where there should be a saving at first of about 210,000. On the other hand, until the College income reached its maximum, there would be a loss on that estimate of an equivalent sum. Accordingly the Committee were agreed that the sum of 265,000 above indicated would represent what should be expected to be a good average figure to cover both the expenditure of the immediate future and also that of some years ahead. When, however, the buildings which will be essential for the growth of the College are to be considered, it must be realized that the very strictest economy will be required on the income made possible by a grant of 265,000 if these buildings are to be realized.

Pensions.

It was further decided to recommend that,

Pensions.

- (a) Pensions, as they become due, should be paid by the College and refunded by Government in the ensuing year.
- (b) Government should undertake any expenditure arising later on from the necessity for replacement of buildings erected under original capital expenditure.

Renewal of original buildings.

Employment of aliens on staff.

The question of the employment on the staff of persons not of British nationality was considered, and it was decided to recommend that the Council should not be debarred from appointing to the Senior or Junior Staff, whether in pensionable or non-pensionable posts, persons of alien nationality provided they were considered suitable in other respects for such employment.

Revision of Constitution.

The question of the revision of the Constitution was considered, and it was decided to recommend that Government should call for a report by the College Council as to the working of the Constitution and for any recommendations they may desire to make with a view to the possible revision or amendment thereof, in 1932.

The meeting then adjourned, and the date of the next meeting was fixed for Friday, 10th May, 1929, at 9.30 a.m.

Present:-

The Hon. H.S. Nowlands, Chairman.
The Hon. The Treasurer.
The Hon. The Director of Education.
The Principal of Achimota.
The Solicitor General.
E.A.T. Taylor Esquire.
The Hon. Nana Sir Ofori Atta, K.B.E.
The Hon. J.E. Casely Hayford, M.B.E.
Mr. John Buckman, M.B.E.
The Revd. C.D. Gati.

Further consideration was given to the draft Constitution.

The Solicitor-General laid before the Committee proposals respecting

- (a) Inspection of the College and School,
- (b) The conditions of appointment, tenure of office, and termination of appointment of, members of the staff.

These were agreed to, with certain amendments, as follows:-

Inspection.

- (1) At intervals not exceeding five years the College shall be inspected by four inspectors appointed for that purpose by the Governor.
- (2) Of the said four inspectors not less than two shall be persons engaged in educational work outside the Gold Coast, Ashanti, the Northern Territories and British Togoland.
- (3) The inspectors shall be empowered to inquire into all matters relating to the system of education obtaining at the College and generally into the affairs of the College.
- (4) It shall be the duty of the Council and all its officers, so far as lies in their power, to answer all inquiries made of them by the inspectors in the course of their inspection, and generally to do all in their power to facilitate such inspection.
- (5) As soon as may be after the conclusion of the inspection the inspectors shall forward to the Governor a report signed by them upon the College. A copy of the said report shall be forwarded by the inspectors to the Council.
- (6) The emoluments payable to the inspectors and all other expenses incidental to the inspection shall be paid out of the general revenue of the Colony.

... of
... ment, &c.

7. (1) The Governor in Council may by Order upon the recommendation of the Council declare the offices tenable by members of the staff of the College which shall be pensionable.

(ii) Appointments to the offices mentioned in the last preceding subsection shall be made by the Council on the nomination of the Principal. Provided that in respect of the office of Principal the power of appointment shall lie in the Governor. But provided further that it shall be the privilege of the Council to make recommendations on that behalf.

(iii) All persons who at the date of the coming into force of this Ordinance are holding offices declared pensionable as aforesaid shall from the said date be deemed to have been appointed under section (ii) hereof upon the terms and conditions of their existing appointments so far as is consistent with the provisions of this Ordinance without prejudice to the continuity of their existing obligations.

(iv) Persons so appointed or deemed to be so appointed shall be servants of the Council, but shall be and remain servants of the Crown, and shall be deemed to be in the service of the Government as if they were in the service of the Government.

disciplined and servants of the Government.
(v) Persons so appointed or deemed to be so appointed shall be servants of the Council on the notice of appointment and shall be deemed to be in the service of the Government as if they were in the service of the Government.

1) The Principal shall have the right of appeal, if any, to the Governor or of pensionable officers.

(ii) The Council shall not have full power to terminate the appointments of servants of the College. Provided that any servant shall have the right of appeal, if any, to the Governor or of pensionable officers of State for the Colonies.

The conditions of the appointment of the Medical Officer stationed at Achimota were considered, and it was decided to recommend that

- (a) The Medical Officer should continue to be an officer of the West African Medical Service, selected by the Principal of Achimota subject to the concurrence of the Director of Medical and Sanitary Services,
- (b) Half the salary of such Medical Officer should in future be paid from Achimota funds

Electric Lighting.

Major J.S.Thain, Chief Electrical Engineer, attended before the Committee and stated that all the necessary plant for electric lighting had already been installed at Achimota, and that the estimated annual cost of electric lighting and maintaining the electrical equipment at Achimota would not exceed £1,100, and this might possibly be reduced later if the cost of producing current were reduced.

He did not advise the installation of a special generating plant at Achimota, as this matter had already been considered and it had been decided that the supply of current from Accra was more economical.

Supply.

Mr. J.H.Armstrong, Maintenance Engineer, Water Works, attended before the Committee and stated that the following additional provision for the water supply of Achimota would be necessary, viz:-

- (a) One low level tank of the same capacity as the existing one,
- (b) One high level tank of at least 50,000 gallons capacity,
- (c) One subsidiary engine for increasing pumping capacity

He stated also that the suggested Odorkor Main would be unnecessary in view of the proposal to double the capacity of the pipe line leading from Washiang to Accra, and that no increase in the capacity of the pipe line from Accra to Achimota would be necessary.

Public Works,

The Hon. J.D.Sharman, Director of Public Works, attended before the Committee; He confirmed Mr. Armstrong's statement relative to the Water Supply, stating that the estimated cost of the two additional tanks was £3,000 and that of the subsidiary engine 2500.

The Director also advised that

- (a) the Sewage Plant should be duplicated immediately at an estimated cost of £3,500, stating that the existing sewage plant was already being worked to its maximum capacity,
- (b) the road from the Nsawam Road up to the junction with the elliptical road in Achimota should be tarred at an estimated cost of about £2,000, the existing gravel roads within Achimota to be retained.

The Committee decided to recommend that, before the College and School are handed over to the Council, the Government should carry out the three special works advised by the Director of Public Works, and also that one additional block of quarters for European Teachers, adjoining Lower Primary Block No. 1 at the Girls' School, should be built by Government at an estimated cost of £4,970. In this connection it was stated by the Principal that such additional accommodation is absolutely necessary, since there is provision for the appointment of fifteen teachers on the Girls' School staff, whereas there is actual living accommodation for eleven only. Additional supervision is needed in the adjacent Kindergarten Block. To provide for the accommodation of the remaining two members of staff, it is proposed to adapt existing buildings in the Girls' School Administration Block as staff quarters at a later date and to pay the cost of such work out of College funds.

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56
No. 1553/18/27.

In case of reply the number
and date of this letter should
be quoted.

P.O. Box 139



THE TREASURY,

Victoriaborg, Accra,

12th April, 1929.



Sir,

With reference to the grant-in-aid which the Committee is to recommend Government should make, I have the honour to inform you that, after very careful consideration, I can only agree to such recommendation on the understanding that a clause is inserted which will provide for Government reserving to itself the right to revise the amount of the grant-in-aid at the expiration of three years as from the date of the establishment of the Constitution.

2. Further that the draft Constitution will include a clause to the effect that the Constitution will be subject to revision within the above mentioned period.

I have the honour to be,

Sir,

Your obedient Servant,

TREASURER.

THE CHAIRMAN OF
THE COMMITTEE ON ACHIMOTA CONSTITUTION,
A C C R A.

RAK/WLO.

57

Accra Elect. Case.
No. 12/29-30/ 26

IN CASE OF REPLY
THE NUMBER AND
DATE OF THIS
LETTER SHOULD BE
QUOTED.



(4)

ACCRA ELECTRIC SUPPLY,
DODOWA ROAD,
P.O. BOX 361,
ACCRA, GOLD COAST COLONY.

5th April, 1929



H. S. Newlands, Esq.,
Hon: Secretary for Native Affairs,
Secretariat.
Accra.

Dear Mr Newlands,

The Principal of Achimota College asked me to give him an idea of the cost of supplying and maintaining the lighting and other electrical equipment of the buildings at Achimota.

I append an Estimate, which can only be regarded as an approximation, as a good deal of the electrical plant has not yet come into operation.

The Estimate, will, however, serve as a guide.

The Bursar asked me if I could give you a copy of my estimate in advance of your next meeting, and which I append herewith. I would point out that the foregoing estimates for the supply of current is purely for the Schoolrooms etc., and naturally does not include the cost of lighting of the quarters, which is paid for, by the Staff.

Yours sincerely,

Shadrach Trainor
CHIEF ELECTRICAL ENGINEER.
P.W.D.

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ESTIMATE OF THE COST OF LIGHTING AND MAINTAINING THE ELECTRICAL EQUIPMENT AT ACHIMOTA.

LIGHTING already installed

	<u>UNITS</u>	<u>RATE</u>		<u>TOTAL</u>
1) Street Lamps	159*60	9d	£5.19.8.	
2) Dormitories, dining Hall etc.,	540*0*0	1/-	27. 0.0.	
	Per month	-	<u>32.19.8</u>	
	or say	-	<u>£33. 0.0.</u>	£33. 0. 0.

POWER already installed

Administration Block	242	5d	5. 0.10	
Workshops	228	5d	5.15. 0.	
Pumps	106	5d	2. 4. 2	
Hospital - estimated	200	5d	<u>4. 3. 4</u>	
	Per month		£16. 3. 4	£16. 3. 4.

LIGHTING not yet installed.

(1) Street Lamps . Per Month 5. 0. 0.

POWER not yet installed.

Water Heater in Scully	say 3 units per day	= 90 units
Electric Washer	" 2 " " "	= 60 "
Irons etc.,	" 6 " " "	= 180 "
Cooker	" " " "	500 "
		<u>830 "</u>
	830 units @ 5d	= <u>17. 6. 0.</u>
	say	£20. 0. 0.

Maintenance attendants wages = £ 72
do. of lamps, and electrical equipment. = 140 212. 0. 0.

Cost of current for lighting = £38
" " " " Power = 36
£74 per month = £888 per annum.

Maintenance = 212

Total £1190 per annum.

John D. ...
CHIEF ELECTRICAL ENGINEER.
P.W.D.

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3



ACHIMOTA COLLEGE,
P.O. Box 394,
ACCRA.

30th. March 1929.

ACHIMOTA CONSTITUTION COMMITTEE.

Sir,

I have the honour to enclose herewith a paper containing the resolutions we have passed thus far at the Achimota Constitution Committee.

I have the honour to be

Your obedient servant,

(sgd) A.G. FRASER,
Principal.

1. ENC:

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ACHIMOTA CONSTITUTION COMMITTEE.

March 1929.

At the meetings of the Achimota Constitution Committee held on Tuesday 26th. March 1929 and Wednesday 27th. March 1929

PRESENT:-

The Hon. H.S. Newlands, Chairman.
The Hon. the Treasurer.
The Principal of Achimota.
The Director of Education.
The Solicitor General.
The Hon. Yana Sir Ofori Atta, K...E.,
The Hon. J. Casely Hayford.
Mr. John Buchanan,
Rev. C.B. Gati.

After preliminary discussion it was decided to consider paragraph 31 of the Memorandum by the Principal of Achimota on the Proposal for, and a suggested Draft of, a Constitution for the Prince of Wales College and School, Achimota, relative to the suggested Council. The following are the results:-

1. The College shall be under the control of a Council to be styled "The Council of the Prince of Wales College and School, Achimota" or "the Achimota Council."
2. The Council shall be a body corporate having perpetual succession and a common seal.
3. The existing land and buildings at Achimota College and School shall be conveyed by Government to the Council.

4. The Council may acquire and hold property, movable or immovable, and may transfer the same, contract and do all things necessary for or incidental to the purpose of its constitution. It may sue or be sued. The Council shall not be empowered to dispose of fixed property without the Governor's consent.

5. The Council shall have the entire management of and superintendence over the affairs, concerns and property of the College.

6. The following persons shall be members of the Council, one of whom shall be President :-

(a) Three members to be appointed annually by His Excellency the Governor, one of whom shall be a woman. Such appointments to be personal and by name, and vacancies to be filled during the absence of any member from the Colony.

(b) Six African members, one of whom shall be a woman, to be nominated in the first instance by His Excellency the Governor. Two of these shall retire each year in rotation, their places being filled by the election of the Council. ... or all shall be capable of re-election. In the event of any subsequent vacancies among African members the six African members shall nominate at least two names of candidates for each such vacancy to be voted for by the whole Council. In default of any nomination by African members, the whole Council shall proceed to nominate and elect.

(c) Four members of the staff, of whom one shall be a woman, to be elected by a ballot of the whole staff.

6. (d) The Principal of Achinova.

(e) The Director of Education.

The Bursar of the College shall attend all meetings of the Council as secretary of the Council, but, unless elected thereto by the staff (c), he shall not be a voting member.

7. The President of the Council shall for the first year be appointed by His Excellency the Governor. Thereafter the Council shall elect its President annually from among its members.

8. (a). Meetings of the Council shall be held at least twice a year at such times and places and in such manner as the Council shall appoint. Meetings shall be summoned by the President or on written requisition ~~may~~ by the Principal or three members of the ~~Council~~ Council.

(b) At any meeting of the Council the President, or in his absence a member chosen by the members present, or by a majority of them, shall preside as Chairman.

(c) Every question which comes before the Council shall be decided by a majority of the members present; but no question shall be decided unless 7 members are present and voting at the time of the decision.

9. ~~for~~ All sums of money given, subscribed or bequeathed to the College and School shall be vested in the Council.

10. The Council shall-

10. (a) invest their funds as they think fit in such securities as for the time being are sanctioned by the law of England for investment ~~and~~ by trustees;
- (b) expend as far as is necessary these funds and any other monies at their disposal,
- (i) by providing Scholarships for the benefit of students at the College and School;
- (ii) in any manner which may appear likely to increase the efficiency of the College and School.
- (c) Carry out the ~~terms~~ ^{terms} of any donation or bequest.
- (d) Create a reserve fund towards the building and extension of the College and School and its equipment.
11. (1) The income of the College and School shall be paid into the general funds thereof.
- (2) The Council may invest any savings arising from the income, and expend the same in any manner likely to increase the efficiency of the College and School.
12. (1) The Council shall budget annually for all needs of the College and School including the maintenance of buildings and estate, pensions and gratuities.
- (2) Pensions and gratuities as they become due shall be provided by the Council who shall be reimbursed by Government from the general revenue of the Colony.

12. (3) The Council shall cause to be prepared annually a statement of the receipts and disbursements during the previous year, a statement of the assets and liabilities of the Council on the last day of such year, and a separate statement and valuation of the monies, securities and properties in the control of the Council.

(4) The ~~said~~ said statements shall be audited by an auditor appointed by the Council and approved by His Excellency the Governor.

13. The Council may make rules regulating:-

- (a) the mode and the time of convening the meetings of the Council and transacting business thereat;
- (b) the selection, duties and remuneration of teachers appointed locally;
- (c) the charging of fees to students at the College and School;
- (d) the keeping of accounts of the income and expenditure, assets and liabilities of the College and School funds;
- (e) generally all matters connected with the College and School.

14. (1) The Principal shall be appointed by the Secretary of State. It shall be the privilege of the Council, however, to make recommendations whenever a vacancy occurs.

(2) The Principal shall, subject to the control of the

14. (3) (Cont.)

Council, have the general management and direction of the College and of the course of instruction thereof.

15. (1) An Academic Committee shall be constituted to consist of the Principal, the Vice-Principal, the Bursar, the Headmistress, the Senior House Master, and three other members of the staff, to be elected by the whole staff.

(2) In the case of an equality of votes, the Principal shall have a casting vote.

(3) In the case of differences arising between the Principal and members of the staff a reference shall lie to the Council through the Academic Committee.

(4) The Academic Committee shall have such powers as are given to it by the Council under these Regulations.

It was decided that the provisions of original paragraphs 13 (2), (a), (b), (c), (d) be incorporated in the Rules and Regulations of the Academic Committee. (See page 16 of Sessional Paper XII - 1948-49) and that paragraph 13 (2) be deleted.

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RULES AND REGULATIONS OF THE COUNCIL UNDER SECTION 13.

Subsection XIX (1)

(a) The mode and time of convening the meetings of the Council and of transacting business thereof.

1. The Council shall meet not less than twice per annum and at such time as may be arranged by the President. Ten members shall constitute a quorum.
2. Not less than three weeks before any ordinary meeting of the Council, the Secretary shall issue to each member a summons to attend, together with a statement of the Agenda for the meeting and a copy of the minutes of the previous meeting.
3. No matters other than those which appear in such agenda will be considered unless it appears to a majority of the Council that they are of urgent importance.
4. Meetings shall be held in the Council Chamber of the College, unless for any reason it seems fit to the President that the meeting should be held elsewhere.
5. The Secretary shall keep a record of all proceedings in a Minute Book to be kept for the purpose.
6. One of the meetings shall be the Annual Meeting for the purpose of receiving the report for the year, and one financial statement attached thereto.
7. The financial year shall end on the 31st. December each year. The accounts of the income and expenditure,

Rules and Regulations of the Council

assets and liabilities of the College and School shall be submitted to the Council within two months after the close of the financial year. After being passed by the Council they shall be submitted to the approved Auditor, who shall report thereon to the Council.

8. Subject to review by the Council:-

- (1) THE ACADEMIC COMMITTEE shall nominate part the lecturers and temporary officers, and arrange their duties.
- (2) The Academic Committee shall nominate any external examiners.
- (3) The Academic Committee may also recommend to the Council to exercise any powers as may be approved under of remuneration to officers.

RULES AND REGULATIONS OF THE COUNCIL'S COMMITTEE

- 1. The Executive Committee shall consist of members, at least one of whom shall be a member of the Council, and at least one other shall be a member of the Council.
- 2. A special meeting may be called by the Council at the desire of any three members.
- 3. Not less than 3 days notice of each meeting shall be given.
- 4. Five members shall constitute a quorum.

Academic Committee. (Cont.)

5. Minutes of the proceedings of meetings of the Academic Committee shall be circulated to the Council. In drafting the minutes for circulation, the Secretary shall separate matters of routine, which require no more than formal ratification, from resolutions involving questions of policy and equipment which are submitted for the decision of the Council.

6. The Academic Committee may, with the approval of the Council, make, revoke, vary or amend orders and regulations dealing with:-

- (a) qualifications of applicants for admission to the College or School;
- (b) the course of instruction to be followed by students;
- (c) the examinations to be passed, and other conditions to be fulfilled by students.
- (d) the granting of scholarships and exhibitions belonging to the College and School, and the fixing from time to time of the amounts of such scholarships and exhibitions and the period for which they may be drawn.

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Suggested additions to clauses already passed.

1. The Senior and Junior Staffs, Clerks and Subordinate Staff shall be appointed by the Council on the nomination of the Principal.
2. In the event of any difference arising between the Council and the Principal an appeal shall lie to the Governor.
3. In the case of continued conflict between the Principal and Council the Governor may cause the Principal to retire as in Colonial Regulations, 54 to 73.
4. No Councillor shall hold office after the age of 65 years, nor shall any nominated or elected member of Council hold office consecutively for more than six years.
5. No alteration in the Constitution shall be made unless two thirds of all the members of the Council of whom the Principal shall be one, are in favour thereof, and unless such alteration receives the consent of the Governor.
6. Pensions, as they fall due, shall be paid by the Council, the Government refunding them during the following financial year.
7. The emoluments and conditions of service of all members of ~~the~~ staff shall continue to be similar to those of other Government services.

Witnesses who might be summoned with advantage for the 9th

Armstrong Water needs & costs
Trains Electricity
Spurman & Shell & Roads
Duff - Hospital & relative to
buildings &c.
Medical Department

Your Excellency,

The terms of reference which you gave to your committee were

To fulfil these the committee took as a basis for their deliberations the draft constitution contained in the Despatches XIX - 1928-29, together with the Despatch of the Secretary of State of the 30th. October 1928, the minutes of the Advisory Committee on Native Education for the 26th. July 1928, and the discussion contained in the report of the Achimota Third Educational Conference.

In regard to the personnel of the Council we have left the numbers and balance as proposed in the original draft unchanged, but proposed that the Director of Education should ex-officio form one on the Governor's representatives on the Council. We have

however ~~advised~~ *avoided* *ex-officio* *representations* *as far as possible, as we believe that persons not officers should be on the Council*

In the original draft the financial proposals had not been drawn out, their general lines alone being indicated. We have asked, after full consideration, that necessary works, contemplated in the original proposals for the College, but not yet taken in hand, should be undertaken by Government and completed with a view to handing over the College to the Council in working order. Without the necessary preliminary works we believe the Council could not accept the responsibility for the College.

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Much building and extension work will ~~be~~ still be left for the Council, and for many years their finances will be very straitened. Amongst such future needs may be enumerated an Assembly Hall - at present there is no hall where the school can all meet together regularly; a chapel; a swimming bath; twelve house quarters for Junior Staff; a music room; three class rooms for the school, etc.,

PRINCIPAL.

In considering On
~~With regard to~~ the appointment of future principals of the College we considered the despatch of the Secretary of State, the minutes of the Advisory Committee, and the eight speeches referring to this question at the Achimota Third Educational Conference. All take up the same position. The Advisory Committee decide "to recommend that the Principal should be appointed by the Secretary of State after consultation with the Council of the College." The Secretary of State writes, "In the opinion of the Committee, with which I concur, it would be better that that Principal should be appointed by the Secretary of State, who would, of course, take into consideration any recommendation made by the Council."

We believe it is important that the Secretary of State with his wide knowledge of the field should make the final selection. We hold, however, that it is no less important that he should know the mind of the Council and have their recommendations at his disposal. For in a College in this country new conditions arise continually and fresh adaptations have to be made from day to day. In these circumstances the strongest factor making for continuity and ordered advance in policy is likely to be found in the Staff and Council. Accordingly we have proposed that the Council shall have the privilege of ~~ex-~~

~~XXXXXXXXXX~~

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MEMORANDUM.

SS

om

The Secretary for Native Affairs,
P.O. Box No. ~~501~~ 522.
ACCRA.

To

THE PRINCIPAL OF ACHIMOTA.

ACHIMOTA COLLEGE.

A C C R A.

S.N.A. Case 13/29.

No. 12th APRIL, 1929 .

Reply. 192 .

I have the honour to forward
herewith for your information the
duplicates ^{duplicate copies} (~~two~~) of a letter which
has been addressed to me by the
Treasurer on the subject of the
Grant-in-aid to Achimota.

S. N. A.

ing recommendations to the Secretary of State whenever a
vacancy occurs in the principalship. Having weighed their
recommendations the Secretary of State will proceed to fill the
appointment as he shall deem best.

INSPECTION.

We recommend that

The College and School shall be inspected in 1951 by three
inspectors, to be appointed from outside the Colony by the
Governor, with the addition of two others from the Colony, one
of whom should be an African. Thereafter the frequency of
inspections shall be fixed by the Governor in Council.

No. 233/9/29.

IN CASE OF REPLY
THE NUMBER AND
DATE OF LETTER
SHOULD QUOTED.

(2)

Achimota College,

P.O. Box 394,

Accra, Gold Coast,

18th March, 1929



Sir,

I have the honour to state ^{that} meetings of the Achimota
Constitution have been summoned for Tuesday and Wednesday, 26 and 27
March, at 9.30.a.m. at the Council Chamber, Accra.

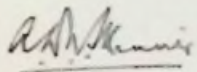
2. A copy of the Agenda and a supplementary statement on finance
are enclosed herewith.

I have the honour to be,

Sir,

Your obedient Servant,

THE HONOURABLE,
H. S. NEWLANDS,
CHAIRMAN, ACHIMOTA CONSTITUTION
COMMITTEE,
VICTORIABOR
C R A.


SECRETARY.

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ASHIMOTA CONSTITUTION COMMITTEE

Agenda
for Meetings to be held on 26 & 27 March, 1929

Preliminary discussion of documents
already supplied to members

March 1929.

STATE EXPENDITURE UNDER THE CONSTITUTION.

LAND REQUIREMENTS.

I have gone into the future requirements of land and it is clear that we have sufficient without disturbing the afforestation scheme for all purposes, except the extension of University work. For this it is clear that a new and separate ensemble of buildings will be needed. For this the small hill N.E. of the Administration Block seems suitable, but we should need to take over the plot marked "9th. Year" of the Forestry ground in order to prevent overcrowding; and it is a matter of policy as to whether we should earmark this area now.

MAINTENANCE OF BUILDINGS.

The P.W.D. have estimated separately for the maintenance of buildings at Achimota, for 1929-30. They state in their Report for 1927-8 that the average cost for Accra is 1.53% of the value of buildings, and in the case of Achimota they have obviously made an allowance for the buildings being new and requiring less repairs than later, but we shall probably require more in 10 years time. Also, if pisc buildings are erected, they will require more maintenance.

P.W.D. Estimate for 1929-30	27393
Governor's Estimate (includes Sewage Plant)	5500
1.53% on £600,000	9180
allowing for maintaining extra buildings	10000
	<div style="display: flex; justify-content: flex-end; align-items: flex-end;"> <div style="margin-right: 10px;"> 21000 11000 </div> <div style="text-align: right;"> <u>21000</u> <u>11000</u> </div> </div>

FOREMAN.

If we are to take over maintenance, we must provide, as P.W.D. have done, £970 for Foreman of Works. (This includes passages etc.)

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WATER SUPPLY TANKS.

At the same rate as was estimated for the high level tank further provision for 1 day's supply on the high level system will cost £3,000.

I think this provision should be made before we take over. It implies trebling the present tank, or rather another tank at the Girls' School and another here.

WATER SUPPLY PAYMENT.

If we have to pay for our water supply at the current rate to private consumers in Accra, this will be one of the largest items in our budget, and one not calculated for in Despatch IX 1925-26 from the Governor to the Secretary of State. I believe that water should be supplied as at present to Achimota as a public institution as though it remained a Government Department. I believe this is the arrangement in regard to the Railway in Kenya, which is the precedent for our constitution re treatment of staff.

	s.
Cost at present rate of consumption, at <u>1/-</u> per 1,000 galls.	550
Cost at future rate, at 1/- per 1,000	1,050
Present cost at current rate of <u>7/6-</u> per 1,000	4,125
Future cost at current rate of 7/6 per 1,000	7,875
P.W.D. Estimates for ACCRA waterworks, 1929-30	11,850
Revenue 1927-28	9,174

ELECTRIC SUPPLY PAYMENT - COST.

The position with regard to electric ~~xxxx~~ supply is similar. When all our buildings are being used, we shall use approximately 32,000 units in the year

ELECTRIC SUPPLY
PAYMENT - COST (Cont.)

and allowing for part being "power save", this will cost, at normal rates, £3,200 a year.

This again is not calculated for in the Governor's Despatch of 1925 referred to above, and again this, I think, should be supplied as to an "approved" service."

ROADS.

We have, in the two compounds, about 6 miles of road, excluding the numerous small drives to buildings and bungalows. The cost of maintaining these is very difficult to estimate, as it varies so throughout the Colony, but I think a fair figure would be £80 per mile for gravel, and £50 per mile for tarmet. If we can get them tarmetted the cleanliness will be a great advantage in addition to less upkeep.

Cost to maintain 6 miles of gravel roads	£480
Cost " " " " " tarmet "	£300

SEWAGE PLANT.

This will require extension. It was, like the water supply, designed before the Girls' School was contemplated: in fact it was designed in 1923 before it was realised how large the College alone would be. Something of the order of £9,000 will be required to ^{extend} complete this.

EQUIPMENT BALANCES.

This is not strictly comprised under this heading. But there are, as far as I can find out, balances on the College of £2,700 and on the School of £2,000, or a total of ~~EXCESS~~ £4,700. But a return has been asked for from P.W.D., as a large part of the estimated expenditure has become actual, and it is possible that there will be a bigger surplus.

FUTURE BUILDINGS.

Buildings that we need, or that would increase

the efficiency of work are

	\$
✓ ASSEMBLY HALL	15,000
✓ CHAPEL	15,000
✓ MUSIC ROOM	5,000
✓ GYMNASIUM	4,000
✓ SWIMMING BATH	3,000
✓ PAVILION	1,500.

These are rough estimates based on similar existing buildings.

No.....
IN CASE OF REPLY
THE NUMBER AND
DATE OF THIS LETTER
SHOULD BE QUOTED.

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①
Achimota College,

P.O. Box 394,

Accra, Gold Coast,

7th. March..... 1929 .



My dear Newlands,

I am herewith sending you the comments that I have received on the Constitution. I am putting first those received from experienced educationists and others outside the Colony. And lastly all the comments I have received from those in the Gold Coast, which, however, I have not separated from the letters in which they came, and to which I have not added the names of those making the suggestions.

I am sending similar copies to each of the members of the Committee as you agreed in conversation that I should do.

Yours sincerely,

A.G. Fraser

THE HON. H.S. NEWLANDS,
SECRETARY FOR NATIVE AFFAIRS,
THE SECRETARIAT,
VICTORIABORG,
ACCRA.

P.S. I also enclose a copy of the proceedings of the Educational Conference held last December, wherein is a debate on the Constitution.

(9)

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No. 1695/S.S. 990/28.

IN CASE OF REPLY THE
NUMBER AND DATE OF
THIS LETTER SHOULD BE
QUOTED.



COLONIAL SECRETARY'S OFFICE,

ACCRA,

GOLD COAST.



15th March, 1929.

Sir,

I am directed by the Governor to inform you that His Excellency has appointed you to be Chairman of a Committee with the following terms of reference :-

"To consider the proposed Constitution for the Prince of Wales College and school, Achimota, as set out in Sessional Paper XIX of 1928-29 and to submit a draft concrete scheme for such constitution with full financial and other details".

2. The members of the Committee will be

- The Honourable The Treasurer,
- The Principal of Achimota,
- The Solicitor-General,
- Major H. A. Harman,
- Mr. E. A. T. Taylor,
- The Honourable Nana Sir Ofori Atta, M.B.E.
- The Honourable J. E. Casely Hayford, M.B.E.
- Mr. John Buckman, M.B.E.
- The Reverend C. B. Gatl.

I have the honour to be,

Sir,

Your obedient servant,

J. W. ...
COLONIAL SECRETARY.

THE HONOURABLE H. S. NEWLANDS,
SECRETARY FOR NATIVE AFFAIRS,
VICTORIA BOULEVARD,
ACCRA.

B.W.P.

1. The terms of reference given to this Committee were:-

"To consider the proposed Constitution for the Prince of Wales College & school, Achinota, as set out in Sessional Paper XIX of 1928-29, and to submit a draft concrete scheme for such Constitution with full financial and other details."

To fulfil these the Committee took as a basis for their deliberations the draft Constitution contained in the Sessional Paper XIX, 1928-29, together with the Despatch of the Secretary of State of the 30th. October 1928, the Minutes of the Advisory Committee on Native Education for the 26th. July 1929, and the discussion contained in the Report of the Third Achinota Educational Conference. A draft is appended hereto (see Appendix I.)

**REVISION OF
CONSTITUTION.**

2. The Committee has been asked to furnish "full financial and other details." This has been done to the best of our ability. But of necessity many of our figures and much of our knowledge is at present purely tentative. Achinota is still young; the ground it is advancing over is largely unknown, and much is still in the realm of surmise. Whilst putting forward, then, the proposals contained in this Constitution with confidence, we believe that in the light of an experience to be gained in the next few years it may well be that some details will have to be altered. We therefore advise that this Constitution should be revised three years from now, the second or revised Constitution to come into operation three years after

the date on which this one comes into effect. We recommend this early date as the present Principal should then be still in charge of the College. It would not seem wise to alter the Constitution during the first years of a new Principal's tenure of office.

COUNCIL. 3. In regard to the personnel of the Council, the Committee has left the numbers and balance as proposed in the original draft unchanged; but we recommend that the Director of Education should be an ex-officio member of the Council, and provide for a minimum of two, not three, women members. We propose a Council of fifteen members: three to be appointed annually by the Governor; six African members, one of whom shall be a woman; four members of the staff, one of whom shall be a woman; the Principal of Achineta; the Director of Education.

PRINCIPAL. 4. With regard to the appointment of future Principals of the College, we have carefully considered the Despatch of the Secretary of State, the Minutes of the Advisory Committee, and the eight speeches referring to this question at the third Achineta Educational Conference. All take up the same position. The Advisory Committee decided "to recommend that the Principal should be appointed by the Secretary of State, after consultation with the Council of the College." The Secretary of State writes, "In the opinion of the Committee, with which I

concur, it would be better that the Principal should be appointed by the Secretary of State, who would, of course, take into consideration any recommendation made by the Council."

5. We believe it is important that the Secretary of State, with his wide knowledge of the field of selection should make the final appointment. To hold, however, that it is no less important that he should know the mind of the Council, and have their recommendations at his disposal. For in a College in this country new conditions arise continually, and fresh decisions have to be made from day to day. In these circumstances the strongest factor acting for continuity and ordered advance in policy is likely to be found in the staff and Council. Accordingly we have proposed that the Council shall have the privilege of making recommendations to the Secretary of State whenever a vacancy occurs in the Principality. Having weighed their recommendations the Secretary of State will proceed to fill the appointment as he shall deem best.

APPOINTMENT OF PENSIONABLE STAFF.

6. In regard to the appointment of senior and junior staff, the Committee provide that no new pensionable staff be created except through the Governor in Council, acting on the recommendation of the College Council. Where vacancies arise we propose that appointments be made by the Council on the nomination of the Principal. All such appointments would necessarily be subject to three years probation.

MEDICAL.

7. The Committee recommend that the cost of the Medical work at Achinota be transferred from the estimates of the Medical Department to those of the College. This makes an apparent increase in the cost of the College to Government, but it is not a real increase, as the money is merely transferred from one set of estimates to another. The Committee made this recommendation unanimously, for we felt that we had the strongest reasons for this proposed transfer. We believe that the Medical Officer at Achinota should be a permanent member of the staff: that it is important that he should have the observation of the children and pupils under his care over a period of years. We believe that Achinota provides a first-rate opportunity of at last thoroughly studying childhood and adolescence in Africa, and doing research work also in food values. For this purpose a Doctor with a special aptitude or vocation for such work should be secured, and he should have no divided loyalties, but be in all respects a member of the College staff, and look forward to this as a life work. The Doctor, like other members of the staff, would be on the nine months tour, and this being the case, no relief should be required in normal circumstances.

PENSIONS & GRATUITIES.

8. In the Secretary of State's Despatch No. 990 of 30th. October, 1923, it is stated that the question of Pensions will present some difficulty, "but it should be possible to surmount this by making it clear that the funds of the College will remain liable for Pensions on the present scale, and that in

5.

the event of an officer of the staff being transferred elsewhere, the College will continue to bear proportionate liability for ultimate Pension as though they had been Government servants." The Committee has found it quite impossible to make any approximate estimate as to the cost of Pensions. There are not likely to be any Pensions or Gratuities on the Achimota budget for at least four years. It is highly probable that some of the Achimota staff after some few years of training and experience there will go into other educational services under the Crown. Under these circumstances any reasonably accurate estimate is impossible. Again, we feel that the total income of the College is too small and too inelastic for us to place on it the Pensions and Gratuities of a Crown service unless an equivalent grant could be given by Government. We therefore provide that no pensionable post be created by the Council without the previous sanction of the Governor in Council, but that all Pensions be paid by Government as in the case of the present staff and of all Government officers. This proposal would also obviate the difficulty and probable delay in payment of Pensions where part had to be paid through the Crown agents and part through the College office.

FINANCE.

NECESSARY WORKS.

9. In the original draft the financial proposals had not been drawn out, their general lines alone being indicated. Authorities like Sir James Maxwell, Sir Michael Sadler and others have expressed their belief that these lines had been drawn from too optimistic an outlook. They were based on the Sessional Paper II of 1925-26, which was issued long before the College was in being, and when such had to be pure guesswork. An estimate of the expenditure based on experience has been drawn up. Expert witnesses have been examined on the subject of works necessary for the near future. We have asked, after full consideration, that necessary works, contemplated in the original proposals for the College, but not yet taken in hand, should be undertaken by Government and completed, with a view to handing over the College in working order. Without the necessary preliminary works we believe the Council could not be asked to accept the responsibility for the College.

10. The necessary works contemplated in the original proposals for the College (see Appendix II), which, in our opinion, should be taken in hand immediately, are three:-

10. (1) The present water tanks do not hold more than one day's supply for the present population of the College, and not enough for the population expected next year. We have had the advice of experts on the water supply, and they recommend as necessary now two tanks, one lower tank the same size as the present tank, and one upper tank of not less than 50,000 gallons capacity, and a small temporary pump in reserve. This would give one day's reserve supply should any breakdown in the water system occur.

£3,500.

(2) The present sewage farm was made on an estimated much smaller College than the present one, just as was the water supply. Already it is working at its maximum capacity. It must be doubled.

£3,500.

(3) We also ask for a block of European teachers' quarters for the school, to house two Europeans. There are fifteen teachers appointed to the school, and there are only eleven quarters. Two quarters may be lent over for the Council, but two should be built now.

£4,970

11. Lastly we ask for one item not included in the original proposals - the straightening of the main road from Achimota village and station as far as the elliptical road just within the main gates. That road will always have very heavy traffic as far as that junction, and should, in our opinion, be straightened. The approach drive to the College should be a good one. The main road is straightened,

(Carried forward:-

£11,970)

and to leave it for an inferior road when driving to the College would give a bad impression.

£ 2,000.

£13,970.

12. Much building and extension work will still be left for the Council (see Appendix III), and for many years their finances will be very straitened. Amongst such future needs may be enumerated an Assembly Hall; (at present there is no Hall where the College can all meet together regularly); a Chapel; a Swimming Bath; a Gymnasium; twelve House quarters for junior staff; a Music Room; six classrooms for the School, etc.. These we propose the Council shall build through the years as they are able.

267,500

13. In the memorandum contained in Sessional Paper XIX, 1928-29, Mr. Fraser says, "I have no expectation that under the Constitution the College will be able to spend all it wants. It will not. We are bound to be poorer, not richer, when we are off the Estimates." Whilst then we have estimated that a higher grant will be necessary than Mr. Fraser thought, we have accepted his general position, and the grant we propose will be considerably less than the College would cost if still run on the Estimates. Thus strict economy will be necessary, and an opening will be provided for private generosity.

14. We now come to the question of the amount of money to be given to Achinote under the Constitution by Government.

15. Sir Gordon Guggisberg, in his speech on the opening day of Achimota, in introducing the subject of a Constitution for the College, decided it should work on "a certain known income", and underlying the whole idea of the Constitution of the College is the postulate that the grant from Government shall be fixed over a certain number of years, thus making the Council independent and free, and the Government patrons or benefactors of the College and not a controlling or restraining authority.

16. The staff of Achimota must always be costly if the education there is to be anything approaching first-rate. The work of education in Africa is considerably more difficult than it is in England today. Much of it is through unexplored territory, and without text-books. In Achimota four languages have to be used besides English. There are children of three, four, and five years old; there are both boys and girls; engineering, farming, and other activities not frequently found together in an English school are taught. But yet the number of pupils per master is larger than is customary in most English boarding schools.

17. In over nine English boarding schools for which we have the figures, Eton, Harrow, Winchester, Rugby, Marlborough, Charterhouse, Haileybury, Repton, Sherborne, Shrewsbury, the average works out at 10.5 boys per master. In Scotland in the purely boarding schools the figure appears to be even less.

In co-educational schools it is less again, being as low as 6.5 in some cases. Yet in Achinota, where the nuns are included, the original estimate (Sessional Paper III, 1925-26) contemplated a staff of 58 for 770 pupils, or over 13 per head. This figure of 58 is bound to be exceeded, and may rise to 65, through an increase of the junior staff, giving an average of nearly 12 per master.

18. Accordingly we do not consider the original estimate for a staff should be reduced, as we believe any reduction would imperil the present experiment of liberal education at Achinota, an experiment on which Government has sunk £600,000 capital expenditure.

19. The Principal presented to the Committee an Estimate of the cost of Achinota when in full working order (see Appendix IV), a position which should be reached by 1932, or three years earlier than anticipated in Sessional Paper III of 1925-26. This estimate includes expenditure hitherto included under the heads of Expenditure Public Works Annually Account, and Medical in the General Estimates of the Colony.

20. In the Sessional Paper the cost of Achinota, when in full working order, was estimated at £83,720, less income of £32,100, or a net cost of £51,620 per annum to Government. In that estimate, however, it has been found that certain figures were understated, and certain provisions omitted. Maintenance of furniture and buildings was put at £5,000; already this year (1929-30) the estimate is £7,543, and it cannot be less than £10,000 when the buildings now being

21.

completed are to be maintained. Packages were estimated at £3,000, which would have been too low had none of the staff been married - as it is the provision this year is £5,491. The junior staff were put at £3,000, whereas they will cost not less than £5,000. Later rates were omitted - it is now estimated they will amount to £1,050.

21. No provision was made for the whole time Medical Officer referred to in paragraph 7 above.

22. After the necessary preliminary works are completed, that is, those referred to in paragraphs 10 and 11, the cost of which the Committee considers should be borne by Government, there are other buildings which should be erected. Reference is made to those in ~~paragraph~~ 12. These particular buildings are estimated to cost £67,500, and as the cost thereof will fall upon the Council advances in regard thereto will be required from Government from time to time necessitating therefore provision for interest and redemption.

23. In the revised estimates submitted with this report (see Appendix IV) provision has been made for £2,700 only, being the minimum 10% of the fee income referred to in section 25 of the Draft Constitution. Additional provision will have to be made - as and when the works referred to (which are estimated to cost £67,500) are built - for interest and redemption. This additional provision will amount to about £8,025, as under:-

23(cont.)

Interest and redemption at say 7% on £67,500	24,725
Less 10% of the fee income included in the revised estimates	<u>£2,710</u>
Additional amount to be provided for	<u>£2,015</u>

Whether or not the Constitution is approved, the Committee is of the opinion that these additional Buildings will have to be erected at some time or other; therefore if the College and School are not handed to a Council the cost of the Buildings will fall on Government.

24. The revised estimates differ from those of Appendix VI of Sessional Paper II of 1925-26 as under:-

	APPENDIX VI 1925	REVISED ESTIMATES 1926-27	INCREASE	DECREASE
	£	£	£	£
Revenue.	32,100	29,185		2,915
Expenditure	83,720	99,700	15,980	
Deficit.	51,620	70,515	Net increase, 318,895.	

Of this increased deficit the understated account for £15,815.

Revenue shortfall	2,915
Passages	5,000
Increased Maintenance	5,000
Buildings Reserve Fund	8,700
Medical Officer, Nurses and Hospital	<u>2,200</u>
	£15,815.

25. The estimated cost to Government, exclusive of Capital Works and Pensions and Gratuities, if the school and College are continued under Government control would be:-

25. (cont.)	Revised Estimate	£ 99,700	
	Deduct 10% Reserve	<u>£ 9,970</u>	
	Revised Revenue	<u>£ 89,730</u>	£ 67,815

Naturally, whether the Medical or P. D. items are included in the Ashinote Estimates or in the Estimates of other Heads, the result will be the same to Government.

26. The estimated annual cost to be borne by the Council if the School and College are de-controlled would ultimately be:-

Revised Estimate	£ 99,700	
Add: Further provision for interest and redemption (vide paragraph 25)	<u>£ 2,025</u>	
	101,725	
Revised Revenue	<u>£ 29,185</u>	£ 72,540

The annual cost to Government (excluding Pensions) if the Institution is placed under the Council would be the amount of the Grant-in-aid - viz:- £ 68,000 ("X" See footnote.)

27. If the proposed Grant-in-aid of £ 68,000 is approved not only will Government confine its expenditure within a fixed sum, but also it will have the distinct advantage of

"X" Footnote. As long as Ashinote trains teachers for the Department of Education it will receive their boarding and tuition fees through the Director of Education, in addition to the above-mentioned Grant-in-aid. These fees will vary from year to year according to the number being educated, and are not therefore in the nature of an additional grant, but are payments for services rendered. Scholarships are in the same category as the above. The finance relating to the force going on, therefore not included in the statement showing "cost to Government."

estimated at \$29,185. The deficit in revenue and the
1932-33 (the year in which the grant-in-aid is made) is to
be \$13,670, while in the revised estimates for the year
immediately in revenue. The amount for 1932-33 is estimated
the Committee considers will be set-off by a corresponding
with the total deficit in expenditure. This being, however,
should be a saving of over \$10,000, decreasing further by
each year in the first two of these years. It being that
of \$40,000 per annum, that it will not all be expended
some extent is shown in the revised estimates for the year
point out that although the estimate for 1932-33 is
28. The Committee in making its recommendations has to

order to come out on the estimate.
most especially and to expedite the most rapid course in
it will be necessary for it to expedite its expenditure
essential that the Council should realize this, and that
should be relied upon to find. It is therefore most
and (estimated) to the maximum amount which Government
considered that the grant of £8,000 (including 20% grant
entitled upon to increase the grant-in-aid; the Committee
29. This process does not mean that Government will be

years from the date of the establishment of the Commission
provisionally period of the Council - that is, in three
be revised after the expiration of which may be formed the
grant-in-aid, with the proviso that when grant-in-aid should
should be granted annually by Government in the form of a
that a sum of £8,000 (including 20% grant-in-aid and Government)
28. In view of the foregoing, the Committee recommends

being relieved of further detailed expenditure.

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saving in salaries during the early years may therefore be said to compensate one for the other.

- SAFEGUARDS.** 31. The safeguards the Committee has recommended are:-
- (1) On the Council the Governor is represented by three nominees, and by the Director of Education.
 - (2) The whole Constitution is to come up for revision in three years time.
 - (3) The auditor shall be approved by the Governor.
 - (4) There shall be a triennial inspection, the inspectors to be appointed by the Governor.
 - (5) The expenditure of the Government grant is largely controlled under section 27 of the draft scheme, all items in that section being first charged on the said grant.

APPENDIX I.

DRAFT SCHEME FOR THE PROPOSED CONSTITUTION OF
THE PRINCE OF WALES COLLEGE AND SCHOOL,
ACHINOTA.

INTERPRETATION.

1. In this Scheme, unless the context otherwise requires:-

"African Members" means members of the College Council appointed or elected under paragraph (b) of subsection (1) of section four of the Constitution.

"College" means the Prince of Wales College and School, Achinota.

"Colony" means the Gold Coast Colony, Ashanti, the Northern Territories, and including British Togoland.

"Staff" means the pensionable staff of the College.

PART I.

CONSTITUTION AND PROCEEDINGS OF COUNCIL.

TITLE AND GENERAL POWERS OF COUNCIL.

2. There shall be established a Council to be styled "the Achinota Council", which shall have the entire management of and superintendence over the affairs, concerns and property of the College, and in all cases unprovided for by the Constitution may act in such manner as appears to it to be best calculated to promote the purposes of the College.

2.

INCORPORATION OF COUNCIL.

3. (1) The Council shall be a body corporate having perpetual succession and a common seal.

(2) The Council shall have power to sue and to be sued, and to take, purchase and hold all moveable and immoveable property whatsoever, whether the same is situate in the Gold Coast Colony or elsewhere, and to grant, demise, alien, or otherwise dispose of the same, and to do all other things incidental or appertaining to a body corporate.

Provided that the Council shall not alien, mortgage, charge, ^{or} demise any of its immoveable property without the approval in writing of the Governor in Council.

CONSTITUTION OF COUNCIL.

4. (1) The Council shall be constituted by the following members, one of whom shall be the President:-

- (a) Three members appointed annually by the Governor. Such appointments shall be personal and by name;
- (b) Six African members (of whom one shall be a woman), in the first instance appointed by the Governor, but subsequent to the first six appointments, elected by the Council on the nomination of the African members;
- (c) Four members of the staff (of whom one shall be a woman) elected annually by a ballot of the staff;
- (d) The Principal of Achimota, and
- (e) The Director of Education.

CONSTITUTION
OF COUNCIL (Cont.)

4.(2) The following provisions shall apply
to African members:-

(a) Two of such members shall in each year
retire in the order of their election or ap-
pointment (as the case may be.)

(b) When vacancies shall occur among such mem-
bers, not less than two candidates shall be
nominated by African members in respect of each
vacancy, to fill which a member shall thereupon
be elected by the Council.

(c) In default of such nominations the Council
shall proceed to elect a member to fill a
vacancy.

(3) All members shall be eligible for re-
appointment or re-election.

ELECTION OF
TEMPORARY
MEMBER.

5. Whenever any nominated or elected member of
the Council shall be temporarily absent from the Colony,
by a like nomination or election a temporary member may
be nominated or elected (as the case may be) to take the
place of the member so absent during his absence.

VACANCY BY DEATH
OR RESIGNATION
OF MEMBER.

6. Any vacancy occurring by death or resignation
of a nominated or elected member of the Council shall
be filled by a like nomination or election (as the case
may be) of a member for the residue of the term of
office of the member so dying or resigning.

PRESIDENT.

7. (1) The President of the Council for the first year under the Constitution shall be appointed by the Governor. Hereafter the Council shall elect the President annually from among its members. Any President shall be eligible for re-election.

(2) Whenever a vacancy occurs in the said office by death, resignation or otherwise, the Governor shall, if the vacancy occurs during the first year under the Constitution, appoint a member of the Council to fill that office for the residue of the said first year. A vacancy in such office so occurring thereafter shall be filled by the Council by election from among its members.

CHAIRMAN.

8. At every meeting of the Council the President shall preside as Chairman, but in his absence the members present shall elect a Chairman.

QUESTIONS HOW DECIDED.

9. (1) Every question which comes before the Council at any meeting shall be decided by a majority of the votes of the members present.

(2) Ten members shall form a quorum.

(3) The Chairman at any such meeting shall have a vote, and in the case of an equality of votes a second or casting vote.

SECRETARY OF COUNCIL.

10. The Bursar of the College shall be the Secretary of the Council, and shall attend all meetings thereof, but unless elected as a member of the Council under the provisions of paragraph (c) of subsection (1) of section four, he shall not have a vote.

MEETINGS OF COUNCIL.

11. The Council shall meet for the despatch of business at such times and places as the Council may from time to time appoint, but not less than twice a year.

SPECIAL MEETINGS.

12. The President may at any time, and shall on the request in writing of the Principal or of three other members of the Council, call a special meeting of the Council. If the President shall be absent from the Colony, or ill, or otherwise incapacitated, the Secretary shall on the request in writing of the Principal or of three other members of the Council call a special meeting of the Council.

MINUTES OF THE COUNCIL.

13. Minutes of the proceedings of every meeting of the Council shall be regularly entered into a book to be kept for that purpose, and minutes of proceedings at a meeting shall be signed at the next ensuing meeting by the Chairman.

SEAL OF COUNCIL.

14. The common seal of the Council shall not be used or affixed to any document except in pursuance of a resolution passed at a duly constituted meeting of the Council, which shall be recorded in the minutes.

PART II.

APPOINTMENT AND CONDITIONS OF SERVICE OF STAFF.**APPOINTMENT OF
PRINCIPAL.**

15. (1) The Principal shall be appointed by the Governor with the approval of the Secretary of State. Provided that no such appointment shall be made without the Council being afforded an opportunity to make recommendations in that behalf.

**APPOINTMENT OF REST
OF STAFF.**

(2) Appointments to pensionable offices other than that of the Principal shall be made by the Council on the nomination of the Principal.

**DECLARATION OF
PENSIONABLE
OFFICES.**

16. The Governor in Council may at any time, upon the recommendation of the Council and with the sanction of the Secretary of State, declare by a notification published in the Gazette any office under the Council to be pensionable; provided that any such office so declared to be pensionable may in like manner be declared to be no longer pensionable.

**GRANT OF PENSIONS
AND GRATUITIES.**

17. (1) For the purposes of pensions, gratuities and retiring allowances, persons who have been members of the staff shall so far as is consistent with the provisions of the Constitution be deemed to have been in the service of the Gold Coast Colony while so employed.

(2) For the purposes of subsection (1) hereof the Principal shall be deemed to be a Head of Department.

**WIDOWS AND
ORPHANS
PENSIONS
SCHEDULE.**

18. Members of the staff, who, if they were in the service of the Government, would have under the provisions of the Widows and Orphans Pensions Ordinance the right or obligation to contribute to the scheme referred to in that Ordinance, shall for the purposes of that Ordinance be deemed to be in the service of the Government.

**POSITION OF
PERSONS HOLDING
PENSIONABLE
OFFICES PRIOR
TO CONSTITUTION.**

19. All persons who at the date of the coming into force of the Constitution are holding offices declared pensionable as aforesaid shall from the said date be deemed to have been appointed under section fifteen hereof upon the terms and conditions of their existing employment so far as is consistent with the provisions of the Constitution, and without prejudice to the continuity of their existing rights.

**DISCIPLINE OF
SENIOR STAFF.**

20. (1) Members of the staff whose annual pensionable emoluments exceed two hundred pounds shall for the purposes of discipline be deemed to be in the service of the Government.

(2) For the purposes of subsection (1) hereof the Principal shall be deemed to be a Head of Department.

**DETERMINATION OF
APPOINTMENT OF
MEMBERS OF
SENIOR STAFF.**

21. In no case shall the appointment of a member of the staff of the category mentioned in subsection (1) of section twenty be determined by the Council without the sanction of the Secretary of State, unless such member shall have attained the age for compulsory retirement, or be serving on probation.

**CONTROL OF
JUNIOR STAFF.**

22. Members of the staff whose annual pensionable emoluments do not exceed two hundred pounds shall for all purposes be subject to the sole authority of the Council, which may in that behalf delegate its powers, or any of them, to the Principal.

**NON-PENSIONABLE
STAFF.**

23. The Principal shall have full power to appoint and dismiss non-pensionable officers and servants of the College.

PART III.

ENDOWMENT AND FUNDUS.

REAL PROPERTY.

24. (1) The area of Government land described in the first schedule to this Constitution and all buildings now erected or in course of erection or hereafter to be erected thereon, together with all

all rights, easements and appurtenances thereto belonging, shall vest in the Council in fee simple for the purposes of the Constitution.

PERSONAL PROPERTY.

24. (2) All the apparatus, furniture, and other personal effects whatsoever which shall at the date of the coming into force of the Constitution form part of the general equipment of the College shall vest in the College for the purposes of the Constitution.

ENDOWMENT.

25. (1) By way of endowment for the College there shall be paid in every year to the Council out of the general revenue of the Colony the sum of sixty-eight thousand pounds, which shall form part of the revenue of the Council. Provided that the items of expenditure particularly specified in section twenty-seven hereof shall constitute a first charge upon such sum.

(2) The said sum shall be paid in equal quarterly instalments.

PAYMENT OF PENSIONS AND GRATUITIES.

26. Pensions, gratuities and retiring allowances payable to members of the staff in accordance with the provisions of section sixteen shall be paid by the Government.

ANNUAL BUDGET.

27. The Council shall cause to be prepared annually a budget showing the estimates of revenue and expenditure of the Council for the ensuing year. Particularly

in preparing its budget the Council shall make provision for the payment of all salaries and passages, estimated to become payable during the ensuing year, and also for the proper care and maintenance of all buildings and works erected on or in the lands of the Council, and for the reservation of a percentage (not less than ten per centum) of the estimated income to be derived from students' fees for the purpose of erecting a Building Reserve Fund.

ANNUAL STATEMENTS. 28. (1) The Council shall cause to be prepared annually a statement of the receipts and disbursements during the previous year, a statement of the assets and liabilities of the Council on the last day of such year, and a statement and valuation of the assets of the Council.

**AUDIT OF
ANNUAL STATEMENTS.**

(2) The said statements shall be audited by an Auditor appointed by the Council and approved by the Governor. Certified copies of the same shall be forwarded by the Auditor to the Governor.

**REVENUE OF
COUNCIL.**

29. The Revenue of the Council shall include

- (1) All fees charged by the Council in respect of students.
- (2) All other fees, charges, dues or amounts recoverable by the Council.
- (3) All proceeds of the sale of agricultural produce or manufactured products.
- (4) All revenue accruing to the Council from Government either by way of grant-in-aid or endowment or otherwise.

- 29. (5) All interest on monies invested by the Council subject as provided in the next section.
- (6) Donations accruing to the Council from other sources than the Government for the general purposes of the Council.

DONATIONS FOR PARTICULAR PURPOSES.

30. (1) Donations of money to be applied for a particular purpose shall be placed to the credit of a special Reserve account, and may be invested in such securities as are sanctioned by the law for the time being in force in England for investment by trustees until such time as they shall be expended in fulfilment of such purpose.

Provided that the Council shall not be obliged to accept a donation for a particular purpose unless it approves of the terms and conditions attaching to such donation.

(2) The interest derived from the investments referred to in the foregoing subsection, unless the terms of the donation forbid, shall be deemed to be revenue of the Council.

PAYMENT INTO BANK.

31. All sums of money received on account of the Council shall be paid into such bank, or branch bank or banks in the Colony as may be approved by the Council for the credit of the Council's general or current or deposit account. Provided that the Council may invest, as it deems fit, any monies not required for immediate use.

PART IV.

CONTROL AND INSPECTION OF COLLEGE, AND
 MISCELLANEOUS.

POWERS OF
 PRINCIPAL.

32. The Principal shall, subject to the control on the Council, have the general management and direction of the College and of the course of instruction therein.

ACADEMIC
 COMMITTEE.

33. (1) There shall be established an Academic Committee which shall be constituted, have such powers and duties, and be regulated, as may be prescribed by the Council by bye-laws and regulations.

(2) Unless and until amended or revoked by the Council under the provisions of section thirty-four the regulations set forth in this Second Schedule to this Ordinance shall have effect as if they had been duly made under the provisions of subsection (1) hereof, and shall have force simultaneously with the Constitution.

TRIPLE I.L. IN-
 SPECTION OF
 COLLEGE.

34. (1) Once in every three years the College shall be inspected by four inspectors appointed for that purpose by the Governor.

(2) Of the said inspectors not less than two shall be educationists from outside the Colony.

(3) The inspectors shall be empowered to inquire into all matters relating to the system of education obtaining at the College, and generally

into the affairs of the College.

(4) It shall be the duty of the Council and all members of the staff, so far as lies in their power, to answer all inquiries made of them by the inspectors in the course of their inspection, and generally to facilitate such inspection.

(5) As soon as may be after the conclusion of the inspection the inspectors shall forward to the Governor a report signed by them upon the College. A copy of the said report shall be forwarded by the inspectors to the Council.

(6) The emoluments payable to the inspectors and all other expenses incidental to the inspection shall be paid out of the general revenue of the College.

BYE-LAWS AND REGULATIONS.

35. (1) It shall be lawful for the Council to make bye-laws and regulations relating to all matters whatsoever regarding the College.

(2) All such bye-laws and regulations shall be reduced into writing, and shall come into force when signed by the President of the Council and sealed with the seal of the Council.

(3) Any such bye-law or regulation may be proved in any Court by the production of a verified copy under the seal of the Council.

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Section 24.

FIRST SCHEDULE.

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Section 33.

SECOND SCHEDULE.

SHORT TITLE.

1. These regulations may be cited as the Academic Committee Regulations.

CONSTITUTION OF COMMITTEE.

2. The Academic Committee shall be constituted by the Principal, Vice-Principal, Bursar, Headmistress, Senior House-master and three other members of the staff elected by the staff.

CHAIRMAN.

3. At every meeting of the Academic Committee the Principal, or in his absence, the Vice-Principal shall preside as Chairman, but if the Principal and Vice-Principal are both absent, the members of the Committee present shall elect a Chairman.

QUESTIONS HOW DECIDED.

4. (1) All questions which come before the Committee shall be decided at any meeting duly convened, at which a quorum is present, by a majority of the votes of the members present.

(2) The Chairman at any such meeting shall have a vote, and in the case of an equality of votes a second or casting vote.

(3) At any such meeting five members shall form a quorum.

MEETINGS.

5. The Committee shall meet at least once at the beginning and once at the end of each term, and at such other times as the Principal may appoint.

(Second Schedule. Cont.)

SPECIAL MEETINGS.

6. A special meeting shall be called at any time at the request in writing of three members.

NOTICE OF MEETINGS.

7. Not less than two days notice of each meeting shall be given to the members.

CIRCULATION OF THE MINUTES OF MEETINGS TO MEMBERS OF THE COUNCIL.

8. Copies of the minutes of the proceedings of meetings shall be forwarded to the members of the Council.

DIFFERENCES BETWEEN PRINCIPAL AND MEMBERS OF STAFF.

9. In the case of differences arising between the Principal and members of the staff a reference thereof shall lie to the Council through the Committee.

POWERS OF COMMITTEE.

10. Subject to review by the Council,

(1) The Committee may nominate part time lecturers and temporary officers, and arrange their duties.

(2) The Committee may nominate any external examiners.

(3) The Committee may make recommendations to the Council regarding any proposed departure from the approved scale of remuneration to officers.

POWER TO MAKE

ORDERS AND REGULATIONS. 11. The Academic Committee may, with the approval of the Council, make, revoke, vary or amend orders and regulations dealing with

(Second Schedule, Cont.)

11. (a) Qualifications of applicants for admission to the College.
 - (b) The course of instruction to be followed by students.
 - (c) The examinations to be passed, and other conditions to be filled by students.
 - (d) The granting of scholarships and exhibitions belonging to the College, and the fixing from time to time of the value of such scholarships and exhibitions and the period for which they may be held.
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APPENDIX II.

Special works which, in the opinion of the Committee, should be taken in hand immediately:-

- (1) Two new water tanks to supplement existing supply, i.e., one lower tank of the same size as the existing one, one upper tank of not less than 50,000 gallons capacity. One small pump in reserve. 23,500
 - (2) Duplication of the existing sewage plant. 3,500
 - (3) One block of quarters for two European teachers, adjoining Lower Primary Block No. 1 at the Girls' School. 4,970
 - (4) Formetting of main road from Kaurua Road to elliptical road within Achimote main gates. 2,000
- Total £ 13,970

APPENDIX III.

Future buildings which it will be necessary for the Council to erect:-

Assembly Hall.	£	15,000
Chapel.		25,000
Music Room.		6,000
Gymnasium.		4,000
Swimming Bath		3,000
Pavilion.		1,500
Six additional classrooms		4,000
Quarters for twelve African junior teaching staff.		9,000
		<hr/>
	Total	<u>67,500</u>

ACHIMOTA CONSTITUTION

APPENDIX IV

Estimated Annual Cost of Achimota College

Details.	Appendix VI of Sessional Paper IX, 1925-26		Estimated 1929-30	Estimated under Con- stitution.	As compared with Sessional Paper IX 1925-26		Remarks	
	1927.	1935			Increase	Decrease		
	£	£	£	£	£	£		
<u>Personal Emoluments.</u>								
1. Senior Staff	25,000	40,000	28,500	40,000	.	.	Provision for 15 to 20 Africans.	
2. Junior Staff	1,200	3,000	1,339	5,000	3,000	.		
3. Clerical Staff (Clerks, Tele- phone Operators, etc.)	500	800	610	800	.	.	New item; for all maintenance work. Now provided under P. W. D.	
4. Subordinate Staff (including Cooks, Servants, etc.)	1,500	2,000	2,293	3,000	1,000	.		
4a. Foreman of Works	.	.	.	970	970	.		
	28,200	45,800	32,742	49,770	3,970	.		
<u>Other Charges.</u>								
<u>Transport</u>								
5. Passages	2,500	3,000	5,491	6,000	3,000	.	Includes 1 more Asst. Vice Principal and Headmistress. Increased lorry trans- port will be necessary.	
6. Transport Allowances	650	550	875	950	300	.		
7. Travelling Allowances	300	400	100	200	.	200		
8. Transport Expenses of officers) travelling	450	900	560	600	.	300		
9. Railway Fares and Freight	200	300	150	300	.	.		
10. Transport of Govt. Stores	50	50	.	.	.	50		
11. Make-up and Maintenance of lorries	1,200	1,200	740	1,000	.	200		
	5,350	6,500	7,914	9,050	3,300	750		
								Net increase £2,550

Estimated Annual Cost of Achinota College (cont'd)

Details	Appendix VI of Sessional Paper IX, 1925-26.			Estimated under Con- stitution.	As compared with Sessional Paper IX, 1925-26.		Remarks.
	1927.	1935.	1929-30		Increase	Decrease	
<u>Other Charges (cont'd)</u>	£	£	£	£	£	£	
<u>School Equipment and Supplies</u>							
12. Library, upkeep of	200	200	520)	400	.	.	
13. Magazines and Journals	100	200	-)		.	.	
14. Technical apparatus and supplies of materials	700	1,200	953	1,200	.	.	Includes workshops.
15. Sports Materials (Games and gymnastics)	100	300	305	300	.	.	
16. Prizes	250	300	60	100	.	200	
17. Stationery and Books	400	800	1,330	1,500	700	.	Partly recoverable, say two- thirds.
18. Typewriters, purchase and maintenance	50	100	40	50	.	50	
19. Maintenance of Laundry & Dormitory Equipment.	200	400	260	400	.	.	
19a. Maintenance of Dining Hall and Kitchen Equipment.	.	.	.	300	300	.	
	2,000	5,500	3,468	4,250	1,000	250	Net increase 2750
<u>Buildings and Estate</u>							
20. Maintenance of Furniture and Buildings	3,000	5,000	150) 7,395)	10,000	5,000	.	
21. Maintenance of Sanitary System	300	500	335	500	.	.	
22. Farms, Fields & Gardens	2,500	3,500	3,380	3,000	.	500	
23. Lighting.	2,000	4,000	.	1,200	.	2,800	
24. Water Supply	.	.	.	1,050	1,050	.	
25. Maintenance of Roads	.	.	.	480	480	.	For gravel roads. tarment 2300.
	7,800	13,000	11,258	16,230	6,530	3,300	Net increase 23,230

Estimated Annual Cost of Achimota College (Cont'd)

Details	Appendix VI of Sessional Paper II, 1925-26 1927-1935		Estimated 1929-30.	Estimated under Con- stitution.	As compared with Sessional Paper II, 1925-26.		Remarks
	£	£			Increase	Decrease	
<u>Other Charges (cont'd)</u> <u>Miscellaneous.</u>	£	£	£	£	£	£	
26. Achimota Scholarships	460	2,470	735	2,470	-	-	
27. Outfit Allowances	300	300	300	300	.	.	
28. Food and Fuel	4,950	11,550	5,865	9,000	.	2,550	At the rate of 10s per day per student.
29. Telephone Charges	100	100	225	150	50	.	Allows for reduction in number of telephones.
30. Uniforms for Students	.	.	1,064	1,800	1,800	.	Recoverable.
31. do Messengers, &c.	.	.	20	50	30	.	
32. Temporary Staff & Lecturers	.	.	500	750	750	.	Special provision approved by Secretary of State.
33. Courses of Instruction in England.	.	.	120	100	100	.	
34. Conference Expenses	.	.	100	100	100	.	
35. Printing Press Equipment (type &c.)	.	.	98	100	100	.	Used partly for teaching printing to students.
36. Contingencies	500	500	120	200	.	300	
37. Office stationery, printing reports, &c. & postage	.	.	.	500	500	.	New item, but not actually additional expenditure being payable previously by Govern.
38. Building Fund, at 10% of fee income	.	.	.	2,700	2,700	.	
	6,310	14,920	9,143	18,200	5,180	2,850	Net increase £3,280.
<u>Hospital.</u>							
39. Hospital equipment	.	.	63	.	.	.	Now shown in Achimota Estimates
40. " contingencies	.	.	50	.	.	.	- do -
41. Salary of Medical Officer, African nurses, Hospital maintenance, Drugs, &c, now borne by Medical Dept	.	.	1,900	2,200	2,200	.	
	.	.	2,023	2,200	2,200	.	Net increase £2,200
Total	49,660	83,720	66,553	99,700	23,130	7,150	Net increase £15,980

Estimated Annual Cost of Achinota College (cont'd).

Details.	Appendix VI of Sessional Paper IX, 1925-26.		Estimated 1929-30	Estimated under Con- stitution.	As compared with Sessional Paper IX, 1925-26		Remarks
	1927-1928	1928			Increase	Decrease	
Summary.	£	£	£	£	£	£	
						Net increase	
Personal Expenditures	28,200	45,243	32,742	49,770	3,970		Excluding salary of Medical Officer, which is included under Hospital.
Transport	5,350	5,300	7,914	9,050	2,550		
School Equipment & Supplies	2,000	3,500	3,468	4,250	750		
Buildings and Estate	7,800	18,000	11,253	16,250	3,250		
Miscellaneous	6,350	14,920	9,143	13,200	3,280		
Hospital	-	-	2,523	2,200	2,200		
Total	49,650	83,720	66,553	99,700	15,980		

The estimated figure for 1929-30 is arrived at as under:-
Provision under the 1929-30 Estimates

Head 2 Achinota	£ 56,809
" 16 Medical	1,900
" 29 P.W. Annually	
Recurrent.	7,393
Sanitation (Sewage plant)	335
	<u>66,437</u>

Amount added to item 3 (Clerical
staff etc) being an underestimate
under Head 2 of the Colony's
estimates 115
Total amount appearing in the Revised
Estimates as shown by the
above Summary - 1929-30 only £66,553

PROBABLE REVENUE

Fees in three years' time	..	..	..	226,385
Sale of Uniforms	..	..	..	1,800
Sale of Books and Stationery	.	..	..	<u>1,000</u>
				<u>229,185</u>

Expenditure	..	..	..	299,700
Revenue	..	..	..	<u>29,185</u>
				<u>Difference</u>
				<u>270,515</u>

Note.

The estimate of fees in three years' time is calculated on the following basis:-

					£
Nursery, Practically full, say,	58	pupils	x	£20	- 1160
Primary, 95% of full strength,	220	"	x	£30	- 6600
Secondary, 75% of full strength,	350	"	x	£50	- 17500
University say,	15	"	x	£75	- 1125

				<u>Total 643</u>	<u>226385</u>

1. The terms of reference given to this Committee were:-

"To consider the proposed Constitution for the Prince of Wales College and School, Achimota, as set out in Sessional Paper XIX of 1928-29, and to submit a draft concrete scheme for such Constitution with full financial and other details."

To fulfil these the Committee took as a basis for their deliberations the draft Constitution contained in the Sessional Paper XIX, 1928-29, together with the Despatch of the Secretary of State of the 30th. October, 1928, the Minutes of the Advisory Committee on Native Education for the 26th. July 1928, and the discussion contained in the Report of the Third Achimota International Conference.

REVISION OF CONSTITUTION. 2. The Committee has been asked to furnish "and other details." This has been done to the best of our ability. But of necessity many of our figures and much of our knowledge at present purely tentative. Achimota is still young; its progress as it is advancing over is largely unknown, and much is still in the realm of surmise. Whilst putting forward, then, the proposals contained in this Constitution with confidence, we believe that in the light of an experience to be gained in the next few years we should wish some details to be altered. We therefore advise that this Constitution should be revised three years from now, the second or revised Constitution to come into operation three years after the date on which this one comes into effect. We recommend this early date as the present Principal should then be still in charge of the College. It would not seem wise to alter the Constitution during the first years of a new Principal's tenure of office.

COUNCIL.

3. In regard to the personnel of the Council, the Committee has left the numbers and balance as proposed in the original draft unchanged; but they recommend that the Director of Education should be an ex-officio member of the Council, and provide for a minimum of two, not three, women members. They propose a Council of fifteen members: three to be appointed annually by the Governor; six African members, one of whom shall be a woman; four members of the staff, one of whom shall be a woman; the Principal of Achimota; the Director of Education.

PRINCIPAL.

4. With regard to the appointment of future Principals of the College, we have carefully considered the Despatch of the Secretary of State, the Minutes of the Advisory Committee, and the eight speeches referring to this question at the Third Achimota Educational Conference. All take up the same position. The Advisory Committee decided "to recommend that the Principal should be appointed by the Secretary of State, after consultation with the Council of the College." The Secretary of State writes, "In the opinion of the Committee, with which I concur, it would be better that the Principal should be appointed by the Secretary of State, who would, of course, take into consideration any recommendation made by the Council.

5. We believe it is important that the Secretary of State, with his wide knowledge of the field of selection, should make the final appointment. We hold, however, that it is no less important that he should know the mind of the Council, and have their recommendations at his disposal. For in a College in this country new conditions

arise continually, and fresh decisions have to be made from day to day. In these circumstances the strongest factor making for continuity and ordered advance in policy is likely to be found in the staff and Council. Accordingly we have proposed that the ~~xxx~~ Council shall have the privilege of making recommendations to the Secretary of State whenever a vacancy occurs in the Principalship. Having weighed their recommendations the Secretary of State will proceed to fill the appointment as he shall deem best.

**APPOINTMENT OF
PENSIONABLE
STAFF .**

6. In regard to the appointment of senior and junior staff, the Committee provide that no new pensionable staff be created except through the Governor in Council, acting on the recommendation of the College Council. Where vacancies arise, they propose that appointments be made by the Council on the nomination of the Principal.

MEDICAL.

7. The Committee recommend that the cost of the Medical work at Achimota be transferred from the estimates of the Medical Department to those of the College. This makes an apparent increase in the cost of the College to the Government, but it is not a real increase, as the money is merely transferred from one set of estimates to another. The Committee made this recommendation unanimously, and they felt that they had the strongest reasons for the proposed transfer. They believe that the Medical Officer at Achimota should be a permanent member of the staff, and that it is important that he should have the oversight of the children and pupils under his care over a pe-

years. They believe that Achimota provides a first rate opportunity of at last thoroughly studying childhood and adolescence in Africa, and doing research also in food values. For this purpose a doctor with a special aptitude or vocation for such work should be secured, and he should have no divided loyalties, but be in all respects a member of the College staff, and look forward to this as a life work. The doctor, like other members of the staff, would be on the nine months' tour, and this being the case, no relief should be required in normal circumstances.

PENSIONS.

8. In the Secretary of State's Despatch No. 990 of 30th. October, 1928, it is stated that the question of Pensions will present some difficulty, "but it should be possible to surmount this by making it clear that the funds of the College will remain liable for Pensions on the present scale, and that in the event of an officer of the staff being transferred elsewhere, the College will continue to bear proportionate liability for ultimate Pension as though they had been Government servants." The Committee has found it quite impossible to make any approximate estimate as to the cost of Pensions. There are not likely to be any Pensions or ~~Gratuities~~ Gratuities on the Achimota budget for at least four years. It is highly probable that many of the Achimota staff after some few years of training and experience there will go into other educational services under the Crown. Under the circumstances any reasonably accurate ^{estimate} is impossible. Again, they feel that the total income of the College is too small and too inelastic for them to place on it the Pensions and Gratuities of a Crown service unless an equivalent grant could be given by Government. They therefore provide that no pensionable post be created by

the Council without the previous sanction of the Governor in Council, but that all Pensions be paid by Government as in the case of the present staff and of all Government officers. This proposal would also obviate the difficulty and probable delay in payment of Pensions where part had to be paid through the Crown Agents and part through the College office.

FINANCE.

NECESSARY WORKS.

9. In the original draft the financial proposals had not been drawn out, their general lines alone being indicated. Authorities like Sir James Maxwell, Sir Michael Sadler and others have expressed their belief that these lines had been drawn from too optimistic an outlook. They were based on the Sessional Paper IX of 1925-26, which was issued long before the College was in being, and when much had to be pure guesswork. An estimate of the expenditure based on experience has been drawn up. Expert witnesses have been examined on the subject of works necessary for the near future. We have asked, after full consideration, that necessary works, contemplated in the original proposals for the College, but not yet taken in hand, should be undertaken by Government and completed, with a view to handing over the College in working order. Without the necessary preliminary works we believe the Council could not be asked to accept the responsibility for the College.

10. The necessary works contemplated in the original proposals for the College (see Appendix A), which in our

opinion, should be taken in hand immediately, are three:-

(1) The present water tanks do not hold more than one day's supply for the present population of the College, and not enough for the population expected next year. We have had the advice of experts on the water supply, and they recommend as necessary now two tanks, one lower tank the same size as the present tank, and one upper tank of not less than 50,000 gallons capacity, and a small temporary pump in Accra. This would give one day's reserve supply should any breakdown in the water system occur.

£3,500.

(2) The present sewage farm was made on an estimated much smaller College than the present one, just as was the water supply. Already it is working at its maximum capacity. It must be doubled.

£3,500.

(3) We also ask for a block of European teachers' quarters for the School, to house two Europeans. There are fifteen teachers appointed to the School, and there are only eleven quarters. Two quarters may be left over for the Council, but two should be built now.

£4,970.

11. Lastly we ask for one item not included in the original proposals - the tarmetting of the main road from Ashimota village and station as far as the elliptical road just within the main gates. That road will always have very heavy traffic as far as that junction, and should, in our opinion, be tarmitted. The approach drive to the College should be a good one. The main road is tarmitted, and to leave it for an inferior road when driving to the College would give a bad impression.

£2,000.

£13,970

(Carried forward -

£13,970.)

12. Much building and extension work will still be left for the Council (see Appendix B) and for many years their finances will be very straitened. Amongst such future needs may be enumerated an Assembly Hall; (at present there is no Hall where the College can all meet together regularly); a Chapel; a Swimming Bath; a Gymnasium; twelve House quarters for junior staff; a Music Room; six classrooms for the School, etc.. These we propose the Council shall build through the years as they are able.

£67,500.

13. In the memorandum contained in Sessional Paper XIX, 1928-29, Mr. Fraser says, "I have no expectation that under the Constitution the College will be able to spend all it wants. It will not. We are bound to be poorer, not richer, when we are off the Estimates." Whilst then we have estimated that a higher grant will be necessary than Mr. Fraser thought, we have accepted his general position, and the grant we propose will be considerably less than the College would cost if still run on the Estimates. Thus strict economy will be necessary, and an opening will be provided for private generosity.

14. We now come to the question of the amount of money to be given to Achimota under the Constitution by Government.

15. Sir Gordon Guggisberg, in his speech on the opening day of Achimota in introducing the subject of a Constitution for the College, desired it should work on "a certain known income", and underlying the whole idea of the Constitution of the College is the postulate that the grant from Government shall be fixed over a certain number of years, thus making the Council independent and free and the Government patrons or benefactors of the College and not a controlling or restraining authority.

16. The staff of Achimota must always be costly if the education there is to be anything approaching first-rate. The work of education in Africa is considerably more difficult than it is in England today. Much of it is through unexplored territory, and without text-books. In Achimota four languages have to be used besides English. There are children of three, four and five years old; there are both boys and girls; engineering, farming, and other activities not frequently found together in an English school are taught. But yet the number of pupils per master is larger than is customary in most English boarding schools.

17. In over nine English boarding schools for which we have the figures, Eton, Harrow, Winchester, Rugby, Marlborough, Charterhouse, Haileybury, Repton, Sherborne, Shrewsbury, the average works out at 10.5 boys per master. In Scotland in the purely boarding schools the figure appears to be even less. In co-educational schools it is less again, being as low as 6.5 in some cases. Yet in Achimota, where the matrons are included, the original estimate (Sessional Paper IX, 1925-26) contemplated a staff of 58 for 770 pupils, or over 13 per head. This figure of 58 is bound to be exceeded, and may

rise to 65, through an increase of the Junior Staff, giving an average of nearly 12 per master.

18. Accordingly we do not consider the original estimates for a staff should be reduced, as we believe any reduction would imperil the present experiment of liberal education at Achimota, an experiment on which Government has sunk £600,000 capital expenditure.

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~~FINANCE~~

19. The Principal presented to the Committee an Estimate of the cost of Achimota when in full working order, a position which should be reached by 1932 or 3 years earlier than anticipated in Sessional Paper IX of 1925-26.

This Expenditure includes expenditure hitherto included under the Heads of Expenditure Public Works Annually Recurrent, Medical, and Sanitation in the general estimates of the Colony.

20. In the Sessional Paper the cost of Achimota, when in full working order, was estimated at £83,720 less income of £32,100 or a net cost of £51,620 per annum to Government. In that Estimate, however, it has been found that certain figures were understated and certain provisions omitted. Maintenance of furniture and buildings were put at £5,000, already this year (1929-30) the estimate is £7,543 and it cannot be less than £10,000 when the buildings now being completed are to be maintained. Passages were estimated at £3,000, which would have been too low had none of the staff been married - as it is the provision this year is £5,491. The Junior Staff were put at £3,000 whereas they will cost not less than £5,000. Water rates were omitted - it is now estimated they will amount to £1,050.

21. No provision was made for the whole time Medical Officer referred to in paragraph 7 above.

22. After the necessary preliminary works are completed - that is those referred to in paragraphs 10 and 11, the cost of which the Committee considers should be borne by Government - there are other Buildings which should be erected, reference is made to these in paragraph 12. These particular buildings are estimated to cost £67,500 and as the cost thereof will fall upon the Council advances in regard thereto will be required from Government from time to time necessitating therefor provision for interest and redemption.

23. In the revised estimates submitted with this Report provision has been made for £2,700 only being the minimum 10% of the fee income referred to in Section 26 of the Draft Constitution. Additional provision will have to be made - as and when the works referred to (those estimated to cost £67,500) are built - for interest and redemption. This additional provision will amount to about £2,025 as under:-

Interest and redemption at say 7% on £67,500	£ 4,725
Less 10% of the fee income included in the revised estimates	<u>2,700</u>
Additional amount to be provided for	<u>£ 2,025</u>

whether or not the Constitution is approved the Committee is of the opinion that these additional Buildings will have to be erected at some time or other - therefore if the College and School are not handed to a Council the cost of the Buildings will fall on Government.

24. The revised estimates differ from those of Appendix VI of Sessional Paper IX of 1925-26 as under:-

	Appendix VI 1935	Revised Estimated 1932-33	Increase	Decrease
Revenue	32,100	29,185		2,915
Expenditure	83,720	99,700	15,980	
Deficit	51,620	70,515	Net Increase	£ 18,895

Of this increased deficit the undernoted account for £15,815.

Revenue shortfall	2,915	
Passages	3,000	
Increased Maintenance	5,000	
Buildings Reserve Fund	2,700	
Medical Officer, Nurses & Hospital	<u>2,200</u>	<u>£15,815</u>

25. The estimated cost to Government, exclusive of Capital Works, and Pensions, if the School and College are continued under Government control would be:-

Revised Estimate	£ 99,700	
Deduct 10% Reserve	<u>2,700</u>	
	97,000	
Revised Revenue	<u>29,185</u>	£ 67,815

Naturally, whether the Medical, Sanitation, or P.W.D. items are included in the Achimota Estimates or in the Estimates of other Heads, the result will be the same to Government.

26. The estimated annual cost to be borne by the Council if the School and College are de-controlled would ultimately be:-

Revised estimate	£ 99,700	
Add: Further provision for interest and redemption (vide paragraph 13)	<u>2,025</u>	
	101,725	
Revised Revenue	<u>29,185</u>	£ 72,540

The annual cost to Government (excluding Pensions) if the Institution is controlled by Council would be the amount of the Grant-in-aid - viz: £ 68,000 "X" See footnote.

27. If the proposed Grant-in-aid of £68,000 is approved not only will Government confine its expenditure within a fixed sum but also it will have the distinct advantage of being relieved of further Capital Expenditure.

28. In view of the foregoing the Committee recommends that a sum of £ 68,000 (excluding Pensions) should be granted annually by Government in the form of a grant-in-aid, with the proviso that such grant-in-aid should be revised after the expiration of what may be termed the probationary period of the Council - that is, in three years from the date of the establishment of the Constitution.

"X"

Footnote: As long as Achimota trains teachers for the Department of Education it will receive their boarding and tuition fees through the Director of Education, in addition to the above mentioned Grant-in-aid. These fees will vary from year to year according to the number being educated, and are not therefore in the nature of an additional grant, but are payments for services rendered. Scholarships are in the same category as the above. The figures relating to the foregoing are therefore not included in the statement showing "cost to Government".

29. This provision does not mean that Government will be called upon to increase the grant-in-aid; the Committee considers that that the grant of £ 68,000 (excluding Pensions) is the maximum amount which Government should be called upon to find. It is therefore most essential that the Council should realise this, and that it will be necessary for it to scrutinise its expenditure most carefully and to exercise the most rigid economy in order to come out on its estimates.

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30. The Committee in making its recommendations has to point out that although the estimate for salaries of the senior staff is shown in the revised estimate for salaries as 240,000 per annum, that figure will not all be expended each year in the first two or three years. At first there should be a saving of some 210,000, decreasing annually until the full staff is appointed. This saving, however, the Committee considers will be off-set by a corresponding shortfall in revenue. The revenue for 1929-30 is estimated at 218,670, while ⁱⁿ the revised Estimates for 1932-33 (the year on which the grant-in-aid is based) it is estimated at 229,185. The deficit in revenue and the saving in salaries during the early years may therefore be said to compensate one for the other.

SAFEGUARDS.

31. The safeguards the Committee has recommended are:-

- (1) On the Council the Governor has three ^{suggested by} nominations ^{nominees} and the Director of Education.
- (2) The whole Constitution is to come up for revision in three years time.
- (3) ^{The audit is to be approved by the Governor.} ~~There shall be a Government audit.~~
- (4) There shall be a triennial inspection, the inspectors to be appointed by the Governor.
- (5) The expenditure of the Government grant is largely controlled under paragraph 27 of the draft scheme, all items in that section being first charges on the said grant.

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ACHIMOTA CONSTITUTION

Appendix "A"

Special works which, in the opinion of the Committee, should be taken in hand immediately.

1.	Two new water tanks to supplement existing supply i.e. one lower tank of the same size of the existing one, one upper tank of not less than 50,000 gallons capacity. One small pump in Accra.		23,500
2.	Duplication of the existing Sewage Plant		3,500
3.	One block of quarters for two European teachers, adjoining Lower Primary Block No.1 at the Girls' School		4,970
4.	Tarmetting of main road from Mswam Road to elliptical road within Achimota main gates.		2,000
	.		
	:		
	:	Total	<u>313,970</u>
	:		

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ACHIMOTA CONSTITUTION

Appendix "B"

Future buildings, which it will be necessary for the Council to erect.

Assembly Hall	215,000
Chapel	25,000
Music Room	6,000
Gymnasium	4,000
Swimming Bath	3,000
Pavilion	1,500
Six additional classrooms	4,000
Quarters for 12 African Junior Teaching Staff.	9,000

• Total	<u>267,500</u>
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ACHIMOTA CONSTITUTION

APPENDIX "C"

Estimated Annual Cost of Achimota College

Details.	Appendix VI of Sessional Paper IX, 1925-26		Estimated 1929-30	Estimated under Constitution.	As compared with Sessional Paper IX 1925-26.		Remarks.	
	1927.	1935			Increase	Decrease		
<u>Personal Emoluments.</u>								
1. Senior Staff	25,000	40,000	28,500	40,000	.	.	Provision for 18 to 20 Africans.	
2. Junior Staff	1,200	3,000	1,339	5,000	2,000	.		
3. Clerical Staff (Clerks, Telephone Operators, etc.)	500	800	610	800	.	.	New item; for all maintenance work. Now provided under P. W. D.	
4. Subordinate Staff (Cooks, Servants, etc)	1,500	2,000	2,293	3,000	1,000	.		
4a. Foreman of Works	.	.	.	970	970	.		
	28,200	45,800	32,742	49,770	3,970	.		
<u>Other Charges.</u>								
<u>Transport</u>								
5. Passages	2,500	3,000	5,491	6,000	3,000	.	Includes 1 more Asst. Vice Principal and Headmistress. Increased lorry transport will be necessary.	
6. Transport Allowances	650	650	873	950	300	.		
7. Travelling Allowances	300	400	100	200	.	200		
8. Transport Expenses of officers) travelling	450	900	560	600	.	300		
9. Railway Fares and Freight	200	300	150	300	.	.		
10. Transport of Govt. Stores	50	50	.	.	.	50		
11. Upkeep and Maintenance of lorries	1,200	1,200	740	1,000	.	200		
	5,350	6,500	7,914	9,050	3,300	750		
								Net increase £2,550

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Estimated Annual Cost of Achimota College (cont'd)

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Details.	Appendix VI of Sessional Paper IX, 1925-26.		Estimated 1929-30	Estimated under Constitution.	As compared with Sessional Paper IX, 1925-26.		Remarks.
	1927.	1935.			Increase	Decrease	
<u>Other Charges (cont'd)</u>	£	£	£	£	£	£	
<u>School Equipment and Supplies</u>							
12. Library. Upkeep of	200	200	520)	400	.	.	
13. Magazines and Journals	100	200	-)		.	.	
14. Technical apparatus and supplies of materials	700	1,200	953	1,200	.	.	Includes workshops.
15. Sports Materials (games & gymnastics)	100	300	305	300	.	.	
16. Prizes	250	300	60	100	.	200	
17. Stationery and Books	400	800	1,330	1,500	700	.	Partly recoverable, say two-thirds.
18. Typewriters, purchase and maintenance	50	100	40	50	.	50	
19. Maintenance of Laundry and Dormitory Equipment	200	400	260	400	.	.	
19a. Maintenance of Dining Hall and Kitchen Equipment.	.	.	.	300	300	.	
	2,000	3,500	3,458	4,250	1,000	250	Net increase £750.
<u>Buildings and Estate</u>							
20. Maintenance of Furniture and Buildings	3,000	5,000	150)	10,000	5,000	.	} P. W. Annually Account.
21. Maintenance of Sanitary System	300	500	7,393)	500	.	.	
22. Fama, Fields & Gardens.	2,500	3,500	335	3,000	.	500	
23. Lighting.	2,000	4,000	.	1,200	.	2,800	
24. Water Supply	.	.	.	1,050	1,050	.	
25. Maintenance of Roads	.	.	.	480	480	.	For gravel roads. " tarmac £300.
	7,800	13,000	11,258	16,230	6,530	3,300	Net increase £3,330.

Estimated Annual Cost of Achimota College (Cont'd)

Details	Appendix VI of Sessional Paper IX, 1925-26		Estimated 1929-30.	Estimated under Con- stitution.	As compared with Sessional Paper IX, 1925-26.		Remarks.
	1927	1935			Increase	Decrease	
<u>Other Charges (cont'd)</u>	£	£	£	£	£	£	
<u>Miscellaneous.</u>							
26. Achimota Scholarships	460	2,470	733	2,470	.	.	
27. Outfit Allowances	300	300	300	300	.	.	
28. Food and Fuel	4,950	11,550	5,833	9,000	.	2,550	At the rate of 10d per day per student.
29. Telephone Charges	100	100	225	150	50	.	Allows for reduction in number of telephones.
30. Uniforms for Students	.	.	1,064	1,800	1,800	.	Recoverable.
31. do Messengers, &c	.	.	20	30	30	.	
32. Temporary Staff & Lecturers	.	.	500	750	750	.	Special provision approved by Secretary of State.
33. Courses of Instruction in England.	.	.	120	100	100	.	
34. Conference Expenses	.	.	100	100	100	.	
35. Printing Press Equipment (type &c.)	.	.	93	100	100	.	Used partly for teaching printing to students.
36. Contingencies	500	500	120	200	.	300	
37. Office stationery, printing reports, &c, & postage	.	.	.	500	500	.	New item, but not actually additional expenditure being payable previously by Government.
38. Building Fund, at 10% of fee income.	.	.	.	2,700	2,700	.	
	6,310	14,920	9,143	18,200	6,130	2,850	Net increase £3,280
<u>Hospital.</u>							
39. Hospital equipment	.	.	.68	.	.	.	Now shown in Achimota Estimates
40. " contingencies	.	.	60	.	.	.	-do-
41. Salary of Medical Officer, African nurses, Hospital maintenance, drugs, &c, now borne by Medical Dept	.	.	1,900	2,200	2,200	.	
	.	.	2,028	2,200	2,200	.	Net increase £2,200
Total	49,660	83,730	66,553	99,700	33,130	7,150	Net increase £15,980

Estimated Annual Cost of Achimota College (cont'd).

Details.	Appendix VI of Sessional Paper IX, 1925-26.		Estimated 1929 - 30	Estimated under Constitution.	As compared with Sessional Paper IX, 1925-26		Remarks
	1927.	1928			Increase	Decrease	
<u>Summary.</u>							
Personal Emoluments	28,200	45,800	32,742	49,770	3,970		Excluding salary of Medical Officer, which is included under Hospital.
Transport	5,350	6,500	7,914	9,050	2,550		
School Equipment & Supplies	2,000	3,500	3,463	4,250	750		
Buildings & Estate	7,800	13,000	11,253	16,230	3,230		
Miscellaneous	6,510	14,920	9,143	18,200	3,280		
Hospital	.	.	2,028	2,200	2,200		
Total	49,660	83,720	66,553	99,700	15,980		

The estimated figure for 1929-30 is arrived at as under:-

Provision under the 1929-30 Estimates	
Head 2 Achimota	£ 56,809
" 16 Medical	1,900
" 29 P.W. Annually	
Recurrent	7,593
Sanitation (Sewage plant)	335
	<u>66,437</u>

Amount added to item 3 (Clerical staff etc) being an underestimate under Head 2 of the Colony's estimates 116
 Total amount appearing in the Revised Estimates as shown by the above Summary - 1929-30 only 66,553

Probable Revenue

Fees in three years' time	..	226,385
Sale of Uniforms	.. ..	1,800
Sale of Books and Stationery	..	1,000
		<u>229,185</u>

Expenditure 299,700

Revenue 29,185

Difference £ 70,515

ESTIMATE OF LIKELY REVENUE FROM FEES, 3 YEARS HENCE,
on the following basis:-

Kindergarten,	Practically full, say,	58 pupils	x £20	=	1160	£
Primary.	95% of full strength,	220	"	x £30	=	6600
Secondary.	75% of full strength,	350	"	x £50	=	17500
University	say,	15	"	x £75	=	1125
		<u>Total</u>			<u>643</u>	<u>£ 26385</u>

STATEMENT "B".

Estimated Annual Cost of Achimota College.

Details.	Appendix VI of Sessional Paper IX, 1925-26.		Estimated 1929-30.	Estimated under Con- stitution.	As compared with Sessional Paper IX, 1925-26.		Remarks.
	1927.	1935.			Increase	Decrease	
	£.	£.	£.	£.	£.	£.	
<u>Personal Emoluments.</u>							
1. Senior Staff	25,000	40,000	28,500	40,000	.	.	
2. Junior Staff	1,200	3,000	1,339	5,000	2,000	.	Provision 18 to 20
3. Clerical Staff (Clerks, Tele- phone Operators, etc)	500	800	610	800	.	.	
4. Subordinate Staff (Cooks, Servants, etc)	1,500	2,000	2,293	3,000	1,000	.	
4a. Foreman of Works	.	.	.	970	970	.	New item; maintenance now provided P.W.D.
	28,200	45,800	32,742	49,770	3,970	.	
<u>Other Charges.</u>							
<u>Transport.</u>							
5. Passages	2,500	3,000	5,491	6,000	3,000	.	
6. Transport Allowances	650	650	873	950	300	.	Includes 1 Asst. Vice Pr and Headmist
7. Travelling Allowances	300	400	100	200	.	200	
8. Transport Expenses of officers travelling)	450	900	560	600	.	300	
9. Railway Fares and Freight	200	300	150	300	.	.	
10. Transport of Govt. Stores	50	50	.	.	.	50	
11. Upkeep & Maintenance of lorries.	1,200	1,200	740	1,000	.	200	Increased lorry Transport will be necessary.
	5,350	6,500	7,914	9,050	3,300	750	Net increase 2258

Achikota College (cont'd)

Details.	Appendix VI of Sessional Paper IX, 1925-26.		Estimated 1929-30	Estimated under Con- stitution.	As compared with Sessional Paper IX, 1925-26.		Remarks.
	1927.	1935.			Increase	Decrease	
<u>Other Charges (cont'd)</u>							
<u>School Equipment and Supplies</u>							
13. Library, Upkeep of	200	200	520)	400	.	.	
13. Magazines and Journals	100	200	-)				
14. Technical apparatus and supplies of materials	700	1,200	953	1,200	.	.	Includes works
15. Sports Materials (games & gymnastics)	100	300	305	300	.	.	
16. Prizes	250	300	60	100	.	200	
17. Stationery and Books	400	800	1,330	1,500	700	.	Partly recovered say two-thirds.
18. Typewriters, purchase and maintenance	50	100	40	50	.	50	
19. Maintenance of Laundry and Dormitory Equipment	200	400	260	400	.	.	
19a. Maintenance of Dining Hall and Kitchen Equipment.	.	.	.	300	300	.	
	2,000	3,500	3,468	4,250	1,000	250	Net increase £750.
<u>Buildings and Estate</u>							
20. Maintenance of Furniture and Buildings	3,000	5,000	150) 7,393)	10,000	5,000	.	
21. Maintenance of Sanitary System	300	500	335	500	.	.	
22. Farm, Fields & Gardens.	2,500	3,500	3,380	3,000	.	500	
23. Lighting.	2,000	4,000	.	1,200	.	2,800	£1100
24. Water Supply	.	.	.	1,050	1,050	.	
25. Maintenance of Roads	.	.	.	480	480	.	For gravel roads. " tarmac £300.
	7,800	13,000	11,258	16,230	6,530	3,300	Net increase £3230.

Achimota College (cont'd)

Details.	Appendix VI of Sessional Paper IX, 1929-30. 1932. 1935		Estimated 1929-30	Estimated under Con- stitution.	As compared with Sessional Paper IX, 1935-36		Remarks
					Increase	Decrease	
<u>Other Charges (cont'd)</u>	£	£	£	£	£	£	
<u>Miscellaneous</u>							
26. Achimota Scholarships	460	2,470	755	2,470	.	.	
27. Outfit Allowances	500	300	300	300	.	.	
28. Food and Fuel	4,950	11,550	5,863	9,000	.	2,550	At the rate of 10d per student.
29. Telephone Charges	100	100	225	150	50	.	Allows for reduction of number of telephones. Recoverable.
30. Uniforms for Students	.	.	1,064	1,800	1,800	.	
31. " " Messengers, etc.	.	.	20	30	30	.	
32. Temporary Staff and Lecturers	.	.	500	750	750	.	Special provision app. by Secretary of State
33. Courses of Instruction in England	.	.	120	100	100	.	
34. Conference Expenses.	.	.	100	100	100	.	
35. Hospital Equipment.	.	.	65	100	100	.	
36. " Contingencies	.	.	60	60	60	.	
37. Printing Press Equipment	.	.	98	100	100	.	
38. Contingencies	500	500	120	200	.	300	
	6,310	14,920	9,271	15,160	3,090	2,850	Net increase 2240
Total	49,660	83,720	64,653	94,460	17,890	7,150	" " 210,740
<u>Summary</u>							
Personal Emoluments	28,200	45,800	32,742	49,770	3,970		Net Increase
Transport	5,350	6,500	7,914	9,050	2,550		
School Equipment & Supplies	2,000	3,500	3,468	4,250	750		
Buildings and Estate	7,800	13,000	11,258	16,250	3,230		
Miscellaneous	6,310	14,920	9,271	15,160	240		
Total	49,660	83,720	64,653	94,460	10,740		

4/11/29.

The terms of reference given to this Committee were:-

"To consider the proposed Constitution for the Prince of Wales College and School, Achimota, as set out in Sessional Paper XIX of 1928-29 and to submit a draft concrete scheme for such constitution with full financial and other details."

To fulfil these the committee took as a basis for their deliberations the draft Constitution contained in the Despatches XIX, 1928-29, together with the Despatch of the Secretary of State of the 30th. October 1928, the Minutes of the Advisory Committee on Native Education for the 26th. July, 1928, and the discussion contained in the Report of the Third Achimota Educational Conference.

In regard to the personnel of the Council we have left the numbers and balance as proposed in the original draft unchanged, but proposed that the Director of Education should ex-officio form one of the Governor's representatives on the Council.

In the original draft the financial proposals had not been drawn out, their general lines alone being indicated. Authorities like Sir James Maxwell, Sir Michael and others have expressed their belief that these lines had been drawn from too optimistic an outlook. They were based on Despatch XIX, 1928-29, which was issued long before the College was in ~~the~~ being, and when much had to be pure guesswork. We have drawn up an estimate of the expenditure based on experience. We have further examined expert witnesses on the subject of works necessary for the near future.

We have asked, after full consideration, that necessary works contemplated in the original proposals for the College, but not yet

14th. March 1929.

THE PRINCIPAL,
ACHIMOTA.

ACHIMOTA WATER SUPPLY.

I have looked further into the question of the Adorkor Main, and I am convinced that something of the sort will be necessary in the immediate future. At present our consumption averages 34,000 gall. a day. Our low level tank does not fill in the daytime at all, as it is too high up to get water when Accra is using more than a quite low minimum. It only begins to receive water in any quantity about 9 p.m., and stops quite early the next morning. The low level tank holds, when full, about 75,000 gall., or twice our present consumption. Our future consumption will be something like 67,000 galls., so that we have a little more than one day's supply here in case of a breakdown in the pipeline.

2. But the serious matter is that the tank receives only about 37,000 ~~galls.~~ galls. in the night. I have taken measurements on successive nights. The consequence is that any further increase in population here is unprovided for, and some such scheme as the Adorkor Main is therefore essential. The position will be even more serious when the new reservoir on the Ridge at Accra comes into work, probably towards the end of the year. This is also designed to fill mainly at night, as far as I can understand, and will certainly decrease rather than increase our supply.

(Sgd.) Charles Deakin.

Engineer.

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ESTIMATE OF THE COST OF LIGHTING AND MAINTAINING
THE ELECTRICAL EQUIPMENT AT ASHINOTA.

LIGHTING already installed

	<u>UNITS</u>	<u>RATE</u>		<u>TOTAL</u>
(1) Street Lamps	159.60	9d	25.19.8.	
(2) Dormitories, dining Hall etc.,	540.0.0	1/-	27. 0.0	
Per month		-	<u>32.19.8</u>	
or say		-	<u>233. 0.0</u>	233. 0. 0

POWER already installed

Administration Block	242	5d	5. 0.10	
Workshops	228	5d	5.15. 0	
Pumps	106	5d	2. 4. 2	
Hospital - estimated	200	5d	4. 3. 4	
			<u>16. 3. 4</u>	
per month			16. 3. 4	16. 3. 4

LIGHTING not yet installed

(1) Street Lamps	per month	5. 0. 0	
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POWER not yet installed.

Water Heater in Scullery	say 3	units	per day = 90	units
Electric Washer	" 2	" "	" = 60	"
Irons etc	" 6	" "	" = 180	"
Cooker	.. ..		500	"
			<u>830</u>	"
			830 units @ 5d	= <u>17.6.0.</u>
			say	220.0.0.

Maintenance attendants wages	= 272			
do. of lamps, and electrical equipment.	= 140	.. ..	312. 0. 0	
Cost of current for lighting	= 238			
" " " " Power	= 36			
			274 per month = 2888 per annum.	
Maintenance	.. ..		= 212	
			<u>Total</u>	<u>2100</u> per annum

(Sgd) J. STUART TRAIN
CHIEF ELECTRICAL ENGINEER
P.M.D.

PROBABLE REVENUE

Fees in three years' time	..	226,385
Sale of Uniforms	..	1,800
Sale of Books and Stationery	..	1,000
		<u>229,185</u>

Expenditure	..	294,460
Revenue	..	<u>229,185</u>
Difference	..	<u><u>65,275</u></u>

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ACHIMOTA CONSTITUTION

Finance

Expenditure

The financial provision under the proposed Constitution falls naturally under 3 main headings:-

A. Special Works to be completed before the College and School are handed over definitely to the Council, viz:-

1. Two new water tanks to supplement existing supply	23,000
2. The Odorkor water main	11,000
3. The duplication of the existing Sewage Plant.	3,500
4. Tarmetting of roads: Isawan Road to Circular Road	1,500
5. Provision of 1 block of quarters for European Teachers, adjoining Lower Primary Block No.1 at the Girls' School.	4,970

23,970

B. Recurrent Expenditure as shown on Statement "B" attached.

C. Future Buildings to be erected from College Funds, viz:-

Assembly Hall	215,000
Chapel	25,000
Music Room	6,000
Gymnasium	4,000
Swimming Bath	3,000
Pavilion	1,500
6. Additional Class Rooms	4,000
Quarters for 12 African Junior Teaching Staff	9,000

	257,500

of State, ~~xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx~~ after consultation with the Council of the College." The Secretary of State writes, "In the opinion of the Committee, with which I concur, it would be better that the Principal should be appointed by the Secretary of State, who would, of course, take into consideration any recommendation made by the Council."

We believe that it is important that the Secretary of State with his wide knowledge of the field should make the final selection. We hold, however, it is no less important that he should know the mind of the Council and have their recommendations at his disposal. For in a College in this country new conditions arise continually, and fresh adaptations have to be made from day to day. In these circumstances the strongest factor making for continuity and ordered advance in policy is likely to be found in the Staff and Council. Accordingly we have proposed that the Council shall have the privilege of making recommendations to the Secretary of State whenever a vacancy occurs in the principalship. Having weighed their recommendations the Secretary of State will proceed to fill the appointment as he shall deem best.

INSPECTION.

We recommend that :-

The College and School shall be inspected in 1931 by ⁴three Inspectors to be appointed from outside the Colony by the Governor, with the addition of two others from the Colony, one of whom should be an African. Thereafter the frequency of inspections shall be fixed by the Governor in Council.

taken in hand, should be undertaken by Government, and completed with a view to handing over the College to the Council in working order. Without the necessary preliminary works we believe the Council could not accept the responsibility for the College.

Much building and extension work will still be left for the Council, and for many years their finances will be very straitened. Amongst such future needs may be enumerated an Assembly Hall - at present there is no hall where the school can all meet together regularly; a chapel; a swimming bath; twelve House Quarters for Junior Staff; a music room; six class rooms for the school, etc.

In the memorandum contained in Despatches XIX 1928-29 Mr. Fraser says "I have no expectation that under the Constitution the College will be able to spend all it wants. It will not. We are bound to be poorer, not richer, when we are off the Estimates." Whilst then we have estimated that a higher grant will be necessary than Mr. Fraser thought, we have accepted his general position, and the grant we propose will be very considerably less than the College would cost if still run on the Estimates. Thus an opening will be provided for private generosity.

PRINCIPAL.

With regard to the appointment of future principals of the College we considered the Despatch of the Secretary of State, the Minutes of the Advisory Committee, and the eight speeches referring to this question at the Third Ashmole Educational Conference. All take up the same position. The Advisory Committee decide to recommend that the Principal should be appointed by the Secretary

BUILDING.	STUDENTS.	STAFF & FAMILIES.	SERVANTS.	
COLLEGE.				
9 Houses. (50 in each)	540	27	36	Allows for married master.
16 Bungalows	-	32	32	"
8 Jun. Assist. Masters.	4	32	8	"
1 Visiting Teacher	-	4	2	
1 Guest House.	-	4	4	
5 Lodges, Post Office, etc.	-	15	5	
4 Dining Hall Quarters.	-	-	4	
HOSPITAL.				
Nursing sister.	-	1	2	
Nurses quarters.	-	4	-	
SCHOOL.				
4 Houses.	280	-	-	
10 Masters' quarters.	-	10	-	
Dining Hall	-	-	4	
Asst. Mistresses	-	8	-	
Head Mistress	-	2	2	
VILLAGE.				
100 Houses	-	-	350	
<u>TOTALS.</u>	820	139	449	
<u>GRAND TOTAL.</u>	<u>1408</u> x 50 galls. per day - <u>70,000 galls.</u>			

WATER SUPPLY. (Cont.)

However, I think that 20 galls per head should be sufficient for the Village, which has not the same supply of water, nor water-borne sewage.

THEREFORE RECKON -

959 persons at 50 galls per day	47950	
99 servants at 50 galls " "	4950	
350 villagers at 20 galls " "	7000	
	<u>59900</u>	say 60,000 galls.

SEWAGE.

For the purpose of sewage calculation, I think that the figure should be 959 persons.

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(Sgd.) CHARLES DEAKIN,
ENGINEER.

3/15/20.

1. The Senior and Junior Staffs, Clerks and Subordinate Staff shall be appointed by the Council on the nomination of the Principal.
2. In the event of any difference arising between the Council and the Principal an appeal shall lie to the Governor.
3. In the case of continued conflict between the Principal and Council the Governor may cause the Principal to retire as in Colonial Regulations, 54 to 73.
4. No Councillor shall hold office after the age of 65 years, nor shall any nominated or elected member of Council hold office consecutively for more than six years.
5. No alteration in the Constitution shall be made unless two thirds of all the members of the Council, of whom the Principal shall be one, are in favour thereof, and unless such alteration receives the consent of the Governor.
6. Pensions as they fall due shall be paid by the Council, the Government refunding them during the following financial year.
7. The emoluments and conditions of service of all members of staff shall continue to be similar to those of other Government services.

March 1928. Oxford.

My dear Fraser,

Yours of March 3th. came yesterday. I think your plan for having a constitution for Achimota is right and sound. I will back it all I can. The agreement of the staff gives great weight to the recommendations.

I believe that the future of the College depends on its having an independent status under a Council.

I am not sure that you have put high enough the annual contribution which will be required from Government. But this is a matter on which you and your colleagues can judge better than I.

The novelty of your scheme lies in so large a proportion of the staff being Government servants, appointed by the Colonial Office and subject to the rules of Government service. So far as I know there is no precedent for this. The only alternative would be an endowment amounting to a huge sum. This, I suppose, is out of the question. With good-will your scheme should work. But if there were friction inside the College or between the College and the Government of the Gold Coast, the position of the Colonial Office would become extremely difficult. Some years ago I thought of suggesting that Government grants to higher secondary education in England should partly take the form of personnel appointed by Government in co-operation with the head of the institution concerned. Some people thought that if the staff of a school included two categories of teachers, one with the status of Government servants, the other appointed with less permanence of tenure by the Headmaster or behalf of the Governing Body of the school there would be a rift in the material of the staff, which would widen under the pressure of

[Dated.]

June 1928.

Washington.

My dear Mr. Fraser,

I have just finished reading the extremely interesting memorandum of March 2nd. 1928, entitled: "A Proposal for, and a suggested Draft of, a Constitution for the Prince of Wales College and School, Achimota." I have found the document a most interesting and illuminating one, and in general I am in most hearty accord with its liberal provisions. I am, however, so constituted that when people ask me to submit a document to critical examination I take them at their word, and will send you my comments as derived from a fairly broad knowledge of the field of educational administration, but a most superficial knowledge of actual conditions in the Gold Coast. Were I better informed on this subject, it is quite possible that some of my suggestions might be modified. I know what a frank person you are and that you would rather have constructive comments than mere expressions of approval.

(1) The only thing about Achimota that I have not liked in the past is the name "Prince of Wales College." It seems to me most unfortunate that an African institution should be given the name of an English prince. I can well understand that it may well be necessary to perpetuate this name, but if not I would very much prefer the "Achimota College and School" to the "Prince of Wales College and School."

(2) I noticed throughout that the words "England" and "English" are used, where I would suppose that "Great Britain" and "British" would be more appropriate.

(3) I like immensely the general form of organization. It is living up to what Dr. Loren calls the principle of the "joint partnership", that is, making the Natives at least junior partners in the firm.

2.

Everything depends in your plan, as it would have done in mine, on there being a strong feeling of unity in the College and a general desire to pull together.

When I first heard of your plan, I was afraid it would be unworkable. Don't be discouraged if, at first, this unfamiliar idea meets with a great many objections. I am inclined to think that in the end it will win through, and if it works well at Achinota it will be copied elsewhere.

One quite minor point. On page 14 of your draft, 9 (c), I think the word "approved" before "donation" would turn the edge of a possible criticism.

Yours very sincerely,

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• (Sgd.) MEE. SADLER. "

(4) The question of inspection, as referred to on page 10 and elsewhere. I think that the general tri-annual inspection is an excellent one. It would seem to me, however, that there might well be a local annual inspection of different departments by different departmental groups. Some of our American Universities have found this very useful where there are committees of alumni and representative citizens that make reports on the Law School, the Library, student conditions, the Engineering Dept., and so on. It seems to me quite clear that the choice of inspectors - "They should come from England" - is inadvisable. A man like Dr. Laram from the Cape, or Mr. McIlwain from Sierra Leone, would occasionally be invaluable. It might even semi-~~xxxxx~~ occasionally be worth while to have a man like Dr. John Hope of Morehouse College, Atlanta, or Major Moton, on your inspecting staff, although of course, in the majority of cases they should all be British citizens.

(5) My experience is that fifteen is about the best number for a governing board. Anything under eleven is too small; over nineteen too large. Other things being equal, if you could have three groups of Trustees or members of the Council make up of five representatives each, there would be some advantages, or even of six representatives each, if you want a larger Council.

(6) I think there are certain real advantages in having some ex-officio Government Trustees. You would know which would be the most appropriate if any. I should think that the Governor, the Secretary for Native Affairs and the Director of Education should all be members, with possibly also the Colonial Secretary. My reason for this is so as to make sure that there are on the legislative council, which controls finances, a group well-informed as to the affairs of the College. It has helped us great in Yale in dealing with the State of Connecticut to have the Governor and Lieutenant-Governor as ex-officio Trustees. Indeed, this has proved so helpful that I have personally advocated the inclusion of the Mayor of

New Haven in our Trustees, just so as to secure better working relations with our community, and more cordial and sympathetic understanding. Occasionally the principle of ex-officio representatives results in less effective men, but it has other great advantages. If for instance, there were 6 Government representatives, of which 3 were ex-officio and 3 appointive, it would have many advantages.

Principal Council Representatives

(7) There should, I think, be a retiring age, probably 65, for all members of the Council, and other than ex-officio members should not be eligible to immediate re-election after the completion of a certain number of consecutive terms.

(8) I do not personally like annual appointments. I think that terms of three years are better, with the understanding that an appointive member could not serve over three successive terms with out dropping out for at least a year.

(9) To overcome your difficulty about the election of two-thirds members not emanating from their own group, as given in the first half of p. 13, you might perhaps have the Council elect the African members on nomination of the Principal and the African members. At Yale we have three groups, an ex-officio group, a group elected by the alumni, and a group which elects their own successors. But within the body of the trustees no-one ever thinks to which group ~~xxxxxxx~~ the member belongs.

(10) I do not think your provision under 7(b) page 13, is adequate protection, giving 7 members the right to make a decision. It would be well to make the presence of the Principal or President necessary for a decision when less than two-thirds are present. Similarly, in

3a.

(c) on the same page, I do not think that you should permit a "radical change in the administration of the College" unless it is agreed to by 'two-thirds of the total membership' instead of merely a two-thirds majority, which would conceivably permit 5 Native members of the 5 Government members to overthrow the Constitution.

(11) The section 12(2) on page 15, which now reads: "The Principal shall, subject to the control of the Council, have the general management and direction of the College and of the course of instruction therat" should, I think, have added to it the following:- "and shall approve on behalf of the Council all /

(Cont. of next page)

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agreements to the Senior Staff proposed by the Colonial Office.
- could give the Principal what he has not under your Consultation
some say in the selection of the permanent staff.

(12) I also think that the Principal should be chosen by the Council subject to the approval of the Governor, as stated, but only after ~~xxxxxxx~~ consultation with the Committee on Native Education in Africa of the Colonial Office. This would provide for a broad study of the field, and would prevent hasty selection from men on the spot when there might conceivably be someone even better outside. I believe that normally and naturally your successors will come from your own faculty, but the opinion of a group in London such as I have indicated, would be worth getting.

(13) The question of the powers of the Principal are of tremendous importance. At some of our American institutions the President has the right to veto the act of any faculty or even the acts of the Council, unless passed over his veto by say a two-thirds majority. This is something like our national custom for the President of the United States in his relation to the legislature and it might be worth considering.

(14) I am inclined to think that the Executive Committee should have broader powers of recommendation than those given in Section 8. We have at Yale what is called an Alumni Advisory Board. It has no final powers whatever but merely two functions:

- 1: To report its recommendations to the Board of Trustees on any matters regarding which its opinion is asked by the Trustees.
- 2: To make recommendations to the Trustees at any time on any matter which it deems of importance, the Trustees agreeing to make the consideration of its recommendations privileged business.
~~xxxxxxx~~

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(15) The provision on page 22 for a week's notice of each meeting of the Executive Committee (i.e. Academic Committee) is wise in all ordinary cases, but there might be exceptions, such as the death of the Principal, or a riot, or some other serious situation, so that I should add at the close of the provision some such words as "except in cases of ~~plain~~ emergency".

...the only thing that is...
 your consideration. I realize fully that my inadequate knowledge of your local circumstances may have resulted in my making some proposals that are not feasible. In general, as I have indicated above, I like immensely your plan for independence from routine Government control and yet close touch with the Government.; as well, adequate representation of Natives on your Senior Staff. Much can be learned from the history of our State Universities where the most successful, such as the University of Michigan, the University of Virginia, and the University of California have been those that have been most free from politics; where we have found the best system of financial support to be based on the mill tax or some other provision which gives the Trustees of a State University a regular percentage of the total amount of money collected by the State through public taxation; whereas if an institution is dependent entirely on grants from the State legislature for specific purposes it is very difficult to build up a real University. For instance, in every agricultural state the state legislature will contribute all that could possibly be asked for the department of Agriculture, but will give almost nothing to Art, or Literature, or the Humanities. The legislatures do make specific grants for buildings and occasionally for definite lines of work, but the trustees always have the regular amount that they can count on from taxation to develop such educational policies as they think best.

Let me again congratulate you on a most excellent piece of work. I very often refer to Achimota in public and always with the conviction that the work you are doing there is of the greatest importance to Africa and to the cause of backward people everywhere. I like particularly the way you are taking the Natives into your councils, and can never be too grateful for the splendid opportunity you gave my friend, Dr. Aggrey.

Sincerely yours,

(Sgd.) Arthur Philip Stearns

From Dr. Thomas Jesse Jones, Educational Director,
Phelps Stokes Fund,
New York.

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COMMENTS ON THE DRAFT CONSTITUTION FOR
ACHIMOTA.

25/6/23.

Dear Fraser,

I have read with deep interest "The Proposal for, and a suggested Draft of, a Constitution for the Prince of Wales College and School." The broad statesmanship of the plan will undoubtedly win the enthusiastic approval of all who are concerned in the sound development of Achimota. Your arguments for the proposal are most convincing.

I wish it were possible to comment on the numerous provisions that have interested me. However, as my observations are all favorable, that would be no advantage to you or the cause. Furthermore my praise would probably bring on my head the reminder that "Taffy was a Welshman."

Even at such a risk I cannot refrain from an expression of my enthusiasm over your provision for representation on the Council: first, of the Native people; second, of women; third, of the staff. This is democracy in reality. Nevertheless you have wisely provided for "checks and balances" so that untried and untried plans do not endanger the institution.

I shall ^{be} eager to know what action the Government takes in regard to the proposal and what progress is made in arrangements for the new status. I congratulate you on your courage, vision, and faith as shown in this remarkable presentation.

Very sincerely,

(Sgd.) Thomas Jesse Jones.

from Prof. A.V. Murray
of Birmingham.

COMMENTS ON THE DRAFT CONSTITUTION FOR AGHINOTA.

"I felt that something was needed to be said on educational grounds for the present method of choosing the staff. You'd never have got such a fine crowd of people together if you hadn't been free to choose. And the case for it is not the independence of the Principal, but the fact that for work of this nature a man's personality is his main asset (and his knowledge is or should be part of his personality) and this can be assessed much better by the Principal seeing him personally than by an interview with a committee."

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(Sgd.) VICTOR MURRAY.

"I agree that if Achinote is to take the place it ought to it should cease to be purely a Government Department on the same footing as other Departments. At the same time, the mere transfer from Government control to control by a Board or Council will not of itself accomplish much, save that with a Council meeting say twice a year, there will be freer scope for the personality of the Principal or R. Master. It is the personality of the staff especially but also of each member of the staff that will count far more than a Council. In addition, if your Council is to be a Body Corporate, as it must be, it will in many respects be as tightly bound by rules and regulations as a Government Department.

6

On page 2 of the memorandum you have a much stronger argument for the establishment of a ~~Special~~ Council. When the Governing Body in a country consists of one race, and the great mass of the governed consist of another race with a different mentality amongst whom there are some whose intelligence has developed sufficiently to enable them to criticise, but has not yet got so far as to enable them clearly to appreciate what their real aims are, it is inevitable that there should be suspicion as to the intentions of the alien government, not merely as regards education, but as regards all other Departments. This suspicion must grow; it will hamper Government activities to a far greater extent in the future than in the past.

So far no satisfactory system of Government of one race by another has been devised that satisfactorily co-ordinates the two races, for you cannot have a sense of responsibility developed without the possession of actual power. For that reason the foundation of a Council on which there are Africans should help to produce among them a sense of responsibility for education that, as you say, ought to be shared by the University that is being educated.

"No European can work out a satisfactory system of Education for Africans. I agree. I would go much further and say "No European can work out a really satisfactory system of Government for Africans." Consciously or unconsciously, everything that is done is biased by the mental outlook of the European, a mental outlook that has its roots deep down in the development of his race. But the application of this to another race may have surprising results, for it is not what is given that is most important - it is what is taken. The full effects will not be seen for years, though some effects should begin to show themselves earlier. So while I think you are right in proposing to have Africans on the Council you are embarking on an experience which may transmute your whole system into something entirely different from that which was expected or intended.

On pages 10 and 11 you deal with inspection. I have only one comment. The fourth inspector should be one with local knowledge, and you suggest as instances the Secretary for Native Affairs or a Provincial Commissioner. It might be difficult to arrange, but a fourth inspector who was a native, and whose special matter was to determine, so far as he could, whether the education given was keeping the pupils in close and sympathetic touch with native life and not divorcing them from it, would be of more value than a local inspector who was a European - however great his experience might be.

I do not criticise the composition of your Council. It is probably the best that could be done at present. If the Provincial Councils could be got to function, probably the selection of African members of the Achiketa Council might be left to them in turn.

You propose that the Council should appoint the Principal. Is this wise? It is the Principal more than anyone else who can make or run the College. A Council sitting in West Africa, and constituted as it is, can hardly be in sufficiently close touch with the most influential men in educational matters in England to make their choice a satisfactory one. They would probably be restricted in their choice to the contemp. staff.

Your financial proposals on page/ 17 I cannot go into here. I feel somehow that they are wrong, unholy optimistic, so far as revenue is concerned, but I have not the necessary data for criticism.

My criticisms are after all, but minor ones. They do not touch the heart of things.

(Sgd.) J.S. Maxwell.

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NIGERIAN COMMENT ON DRAFT CONSTITUTION
FOR ACHINOTA.

From letter to Principal Fraser. 16/5/28.

"I have read with much interest your memo:-

I am afraid I am left with some doubts whether you can achieve the objects you have in view. So long as the College needs from £48,000 to £50,000 a year from Government funds, will you succeed in placing your work outside the bureaucratic control of the Secretariat, or can you insure that the College will not still be used as a convenient political stalking-horse by the less reputable of Gold Coast politicians? The ideal would be if you could induce the Gold Coast Government to adequately endow the College - sink say £800,000 in an endowment fund, and then let the College run on the income from the endowment fund and fees. However, I may be taking too pessimistic a view, and you may be right in thinking that you can achieve your aims with the scheme which you have outlined."

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from Prof. W.A. STONE
of Ceylon.

COMMENTS ON THE DRAFT CONSTITUTION FOR
ACHIMOTA.

Triennial Inspection very good. Anything more frequent a bore and a nuisance.

Very wise to remain free forever from the Department of Education. But the Director of Education should always be a member of the Council.

The Director should be required to inspect the Training Department annually by examination and visit.

Staff on Council a difficult problem if more than two. I should suggest 2 staff, 1 man and 1 woman, or at the outside 2 men, one for literary and 1 for maths. and science side. But I prefer a maximum of 2. Let the staff per contra elect one of the African members of Council, and raise the latter to 8 in all.

Every member of Council should have 3 years of office. He will know very little from two or three meetings in the first year, and only be of service in his second and third. Besides, would not three years just cover two tours of the officials, and so be convenient on that score?

I dislike co-opting to fill vacancies, except when a man is on leave. Can't you invent a method of election of 4 Africans, (after the first nomination of Councillors by His Excellency) by community areas; leave Council to elect 3 to vacancies and give 1 always to the staff (see above.) No elected member to serve more than two consecutive periods. This gives:-

4 Govt. nominees, 3 staff, 8 Africans, (1 nominated by staff.)

The Principal should have at least the right to object to any selection of senior staff by the Secretary of State. He should have the power to suspend, and to dismiss any member of the staff, but the latter should have a right of appeal to the Council.

(Sgd.) W.A.S.

5/7/28.

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SUGGESTIONS CONCERNING ACHIMOTA DRAFT
CONSTITUTION
FROM RESIDENTS OF THE GOLD COAST.

COUNCIL.

1. The necessity of continuity in the Council; "a body corporate having perpetual succession" needs to be emphasized.
2. The personnel of the Council is so important that it should be laid down that no one should be appointed to it ex-officio, not even the Director of Education. The same should apply to the 4th. Inspector.
3. The duration of Council appointments should be for 3 years, except in the case of members of staff.
4. Staff representatives should be reduced to two, and N.E.'s nominees increased by one, and Africans by one. One of these should be an experienced business man. Most approve the proposed 4 staff and the other 4,6,1.
5. The Council should have 4 members appointed by the Governor, one to be a woman, one an African;
 - 7 African members, one to be a woman.
 - 3 elected members of staff, one of whom may be a woman.
 - 3 ex-officio members of staff, the Principal, the Vice-Principal and Headmistress.
 - 1 Treasurer of the Council, a member of staff.
6. (a) The Director of Education should be ~~xx~~ ex-officio on the Council.
(b) The Director of Education should not be on the Council.
7. Missions should be represented on the Council possibly.

Comments from Residents of the Gold Coast. (Cont.)

FINANCE.

- 8. The financial estimate is astoundingly optimistic. Of all fees at least £25 a head goes on cost of food, its preparation and the kitchen upkeep. Games and fields cost at least £2.10/- a head. All the rest will go in upkeep of the extensive buildings and grounds.
- 9. The financial terms are too optimistic. The cost of maintenance of buildings is put too low, and fees are estimated too high. The cost of water-works and of repainting of buildings is not reckoned in. A Clerk of Works at from £400 - £600 a year will be required. The estimate is ~~XXXXXX~~ £8,000 a year too low. Retain the right to indent through Crown Agents.
- 10. You will be without much necessary equipment to start with. Can you retain the tools, equipment, machinery and sheds bought out of your capital vote by the P.W.D., and used on the construction of College and School?
- 11. Make a scheme for the encouragement of donations and bequests. E.g., let all who donate a certain sum become members of a certain body (Almoners) from whose members a definite number of seats on the Council should be filled by election or rotation.

2.12 AFRICAN MEMBERS.

One of the African members of the Council should be appointed because of his experience in actual school work in this country.

2.13 Of the African members three should be elected, one each by the Provincial Councils. The other members should be appointed by Government, the African woman, however, being elected by the 5 or 6 African male members.

(Contl.)

14. The present Educational Conference might be made into a kind of Educational Association, with representatives from the Education Dept., Missions, Teachers' Association, etc.. Could the African members of such a Conference or Association appoint one or more of the African representatives?

INSPECTIONS.

15. There should be more frequent inspections.

SNA

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GOLD COAST.

XIX.—1928—29.

DESPATCHES

on the subject of a Proposed Constitu-
tion for the Prince of Wales's College
and School, Achimota.

Ordered by His Excellency the Governor to be printed.



GOLD COAST:

Printed at the Government Printing Office, Accra.

1928.

Price 2s.

GOLD COAST.

XIX.—1928—29.

DESPATCHES

on the subject of a Proposed Constitu-
tion for the Prince of Wales's College
and School, Achimota.

Ordered by His Excellency the Governor to be printed.



GOLD COAST:

Printed at the Government Printing Office, Accra.

1929.

Price 2s.

GOLD COAST.
No. 287.

GOVERNMENT HOUSE,
ACCRA.

16th April, 1928.

SIR,

At the request of Sir Ransford Slater, I have the honour to transmit a copy of a letter from the Principal of Achimota, covering a memorandum on a proposed constitution for the Prince of Wales's College and School, Achimota. The aim of the proposed constitution is to place the College and School under a governing body, and to free these institutions from Government direction.

2nd March, 1928.

2. The Governor had no time for detailed consideration of this important question prior to his departure for England, but invited the opinions of the Executive Council on the basic principle involved only.

3. Briefly, Mr. Fraser's proposal is that Achimota should be handed over to the control of a council, composed of official and unofficial Europeans and Africans, that this council should be a body corporate having perpetual succession and a common seal, and should have the entire management of and superintendence over the affairs of the College save that it may not alter the constitution. He suggests that the Government should continue to be responsible for the salaries and connected expenses such as outfit and other allowances, passages, transport, etc. of the senior staff and for scholarships, amounting in 1935 to some £48,000 a year, and that all other expenses and charges, including future extensions of the buildings, should be met by the College. A copy of Sessional Paper IX of 1925-26, to which Mr. Fraser refers in his letter, is transmitted herewith.

4. This is not the place to discuss the details of the scheme, (though I may say that they do not appear to present any insuperable difficulties) but as indicating Mr. Fraser's readiness to meet the natural desire of the Government that the powers which it is asked to grant shall be exercised effectively. I should like to draw attention to paragraph 40 of his letter in which he summarises the measures that might be taken to guard against inefficiency or financial unwisdom. Other precautions may suggest themselves to the committee which will have to be appointed to work out the details if the principle of the scheme is approved, and I feel sure that Mr. Fraser will readily agree to any stipulations which the Government may regard it as its duty to impose.

5. As the Governor hopes to discuss the whole matter with you in England it is unnecessary for me to enlarge on the question of principle. But, I would refer you to pages 34 and 35 of Sir Ransford Slater's Address to the Legislative Council in March last in which he showed that Achimota has already won the interest and the confidence of the African who is beginning to look upon it as his own. Mr. Fraser's proposal affords us the opportunity to quicken that interest, and to strengthen that confidence, immeasurably; and I submit that by adopting it we shall go far to ensure that real co-

(4)

operation and that real desire to help which can only be effectively created by giving the African a voice in the management of his own affairs.

6. A copy of this despatch is being sent to the Governor. Mr. Fraser will proceed to England on leave in June or July.

I have, etc.,

T. S. THOMAS,

Acting Governor.

THE RIGHT HONOURABLE,

L. S. AMERY, M.P.,

ETC., ETC., ETC.

Enclosure 1 in Gold Coast No. 287 of 16th April, 1928.

No. P. 143/28.

ACHIMOTA COLLEGE,

P.O. Box 394,

ACCRA, GOLD COAST

2nd March, 1928.

THE HONOURABLE,

THE COLONIAL SECRETARY.

2nd March, 1928.

I have the honour to forward for submission to His Excellency a memorandum which I have drawn up on the suggested Constitution for the Prince of Wales's College and School, Achimota.

2. The idea of a Constitution was promulgated by the late Governor and discussed with the Under Secretary of State and Sir Samuel Wilson, both of whom, I understand, approved the general idea. The present Governor was then in Sierra Leone and was also, I believe, ready to consider the idea favourably. This memorandum, however, presents the idea in material form, and I forward it now as His Excellency wishes to have it before going home on leave.

(Sgd) A. G. FRASER,

Principal,

Achimota College.

A PROPOSAL FOR, AND A SUGGESTED DRAFT OF,
A CONSTITUTION FOR THE PRINCE OF WALES'S
COLLEGE AND SCHOOL, ACHIMOTA.

I wish to bring forward the matter of a constitution for Achimota, a subject emphasised by the late Governor in his speech on the opening day of the College, the 28th January, 1927.

2. Sir Gordon Guggisberg said: " I believe the success at Achimota will re-act through all Africa, and may be through the Empire. But only on one condition. *And here I am going to touch upon a somewhat delicate subject.* It is my firm belief that Achimota will not attain complete success, will not become of the greatest value to ourselves and to Africa, if it does not become free to work under its own constitution, and on a certain known income. In other words it should not be a department of the Government. If it remains a Government department it must become in time merely an *administrative machine*, like all other Government colleges are to a very great extent. Thus it will work in an atmosphere of popular suspicion, largely cut off from the enthusiastic co-operation of the people. Educational institutions do not live well under a system of rules and regulations. Imperial Rome, historians tell us, was first swaddled in and then strangled by red tape. Schools are much more sensitive than empires, and red tape kills them quickly. For the essence of a school is a family life. The personality of the staff is more important to a school than the subjects taught; and personality, in order to grow, must have free conditions. A school working as part of a Government department is ultimately controlled by administrators to whom education is merely one of several claims which compete for their attention. And as experience shows, education is not as a rule one of the first claims. Any school that is a Government department is usually controlled by men whose whole work and outlook cannot help but make them look upon it, as, in the first place, a matter of administration and organisation. Government schools almost always have numberless rules. But a school should have almost no rules, but a spirit, and atmosphere, and understanding. Further, when part of a department, a school has, as a rule, an ample but always inelastic finance, whereas school finance should be like a family's, often hard up, but elastic enough to provide for a holiday, or something special.

Sir Gordon
Guggisberg
28.1.27

" I am fully aware that in uttering these views I am adopting a revolutionary attitude that would terrify the majority of governments, but nevertheless it is my firm conviction that, *if* Achimota is to be a complete success here, *if* its influence is to extend throughout Africa, *if* it is to fulfil the expectation it has aroused in many thoughtful minds, *if* it is to be a pride to the African, it must develop a free inspired and natural life. This will be its greatest possible contribution to the education of the Empire. I do *not* believe that the ideal of divorcing Achimota from Government control is in the least bit difficult to carry out though the details will require very careful consideration."

3. These words of the then Governor and the idea of a constitution for the college in which Africans should have a place made a deep impression at the time, and an impression which has lasted, as may be seen from constantly recurring newspaper articles. And it is this

Impression made

question of a constitution for Achimota that I now wish to raise for consideration on various grounds which I put forward in this memorandum.

I believe with Sir Gordon that on this question depends Achimota's greatest value to the Gold Coast and to West Africa, and that the highest success of the college is bound up with its freedom to work under its own constitution.

Urgency through
death of Dr. Aggrey

4. The urgency of the question is due to the death of Dr. Aggrey. Had he been alive I would probably have postponed raising it for another year until we were in regular running order, with all our classes going, for next year my hands will be more than full. But with Dr. Aggrey gone I think the question of a constitution and a governing body is urgent.

When I was first approached to take the Principalship of Achimota I said I needed to have Dr. Aggrey or some African of his calibre with me if I was to attempt it. One of my reasons for this was that unless I had an African completely trusted by the people, as I knew Aggrey to be, Achimota would be attacked by the average newspaper on political and racial grounds and would be given very little opportunity either of gaining the necessary confidence of the people, or of the peace requisite for the growth of a great school or college.

And Dr. Aggrey did give us the opportunity we needed. He explained our work. He kept the newspapers from making political capital out of the school. Then for a time his death imposed silence; now the silence is passing, and it is realised that Achimota may be a most useful pawn in the political game. But if the college becomes involved in local politics many of the hopes built on it are bound to be frustrated.

Achimota and good-
will.

5. Achimota is dependent on the goodwill of the people, on winning their confidence. Dr. Aggrey had that confidence as possibly no one else in the Colony. No Government institution has it as such. The reason is not that Government has let the people down in the past, but rather that Government and all its works are assailed in political combats; that whilst its motives and actions are misrepresented no reply is usually made; and that Government departments and institutions are largely independent of African opinion. Then just as in party politics at home it is incumbent on the "outs" to attack the "ins" along the whole line if at all possible, so here, Achimota is in the line of attack whilst a department, and a very tempting point of attack too.

6. For undoubtedly Africans are keenly interested in Achimota, as witness their ready response to the annual Achimota Conference. To that conference we invite the busiest Africans, chiefs, lawyers, clergy, teachers. Yet almost all asked accept and come, say 98 per cent, and once there they are eager and alive. Again on the opening day of Achimota fully four thousand people were in the grounds, and they had come in lorries, by train, and on foot from all parts of the Colony, from beyond Kumasi, Ho and Axim. Just because they are so interested, however, they can be roused or made suspicious over Achimota. At present there is confidence in the staff. A recent editorial in the *Gold Coast Leader*, talking of the staff, said: "We are sure they are quite sincere about the uplift of our people without equivocation and without any mental reserve whatever. And that is why we have supported and will continue to support them; and, of course, if the public were to lose confidence, it would disturb the future of Achimota considerably." It would do more than the writer

knows. It would not, as he thinks, prevent our filling our dormitories, but it would ruin the co-operation between African and European in what should be a common task and it would prevent Achimota making for goodwill and understanding between the races. Achimota may be of the very greatest political value if apart from Government control. It will only be the reverse as a department.

7. At present any proposal affecting education coming from Achimota would be treated in many quarters merely as a bit of Government propaganda and not as a genuine conviction of educational workers, nor would it be considered on its merits. It is true that in no paper yet have I seen the Achimota staff personally attacked. If the cry is that few students are being admitted it is Government and not I who is made responsible. If the curriculum is criticised even then it is not I or my staff but Government who are to blame. These attacks are as yet in their infancy, but they are opening up a tempting prospect to all ink slingers and their development may be serious for education, if Indian experience is any guide. True, in Africa here we have nothing as yet to compare with the misrepresentations and hostilities of India, none the less India can give us of her experience and we may avoid her mistakes. Mayhew, in his brilliant book, says: "Nothing can be more fatal than the connection of a comprehensive educational system with one special school of political thought. And it has not yet been shown how a connection, however slight, with the bureaucratic world can avoid leaving this impression". (1) Again he says: "abiding peace seems improbable until a type of higher education less exposed to suspicion, and free from the web of official life, has been evolved". (2) Achimota may and should turn out graduates who will be the very leaders we all desire for co-operation in the work of the country. But their power in this direction will be greatly lessened if it can be thrown up against them that they were trained in a Government and therefore presumably partizan College.

8. To sum up the above, it is clear that Achimota will not be allowed to do its work of education in peace, whilst a Government department. It will be used as a convenient political stalking horse, just because of the interest the country has in it. Its value to the cause of mutual understanding, goodwill and co-operation will be greatly endangered. Its students in an atmosphere of prejudice will find it more difficult to understand and later to interpret fairly Government and its work. These dangers would practically disappear with removal from direct Government control.

9. The positive advantages of a constitution are greater, however, than anything to be gained in avoiding these dangers. Sir Gordon Guggisberg says in the speech quoted: "If Achimota remains a Government department it must become in time merely an administrative machine". At least it will tend in that direction. Sir Valetine Chirol says, "Government education becomes usually a question of mere pedagogics". There is that tendency undeniably. And here it is almost Africans alone who have asked me questions outside pedagogics or finance, questions in regard to the food, the discipline, the manners and the tribal knowledge of our children. Now Achimota should not be "a place where experts think out problems, experts work out projects, and experts carry them out in lonely and perfectly unimaginative benevolence". No Europeans can, I believe, work out a satisfactory system of education for Africans; such can only be reached in co-operation.

10. There is little chance of real co-operation on the staff for some years to come. We shall have Africans on the staff, but now

Positive advantages
of constitution.

Opportunity of
Co-operation.

(1) "Education in India" page 133.

(2) *Ibid*

that Dr. Aggrey has gone there are none who are likely to carry as much weight as their European colleagues. The best educated Africans are lawyers and merchants, not teachers. The only way, I see, of compelling Achimota always to hear and consider African opinion for the next few years, is to have a governing body on which African opinion is well represented. We can get able African men of affairs on such a body, though they would not join the staff nor would they necessarily be of much use on it if they did.

“ The true aim of education should always be to cultivate in the individuals a feeling of love towards their tribe, but never to draw them away from the national body. We cannot succeed in this aim unless we have close co-operation between the staff of Achimota and the leaders of the country. Any other way of achieving this apart from a governing body on which they are represented I fail at present to see. I have got into touch with representative men. They have been most considerate and generous in their service. And I get them to the College for consultation and on unofficial committees. But they are busy men and they cannot be expected to continue giving their time and thought without status or responsibility. And no one stepping into my shoes would have the connexions I have built up on personal intercourse, and largely through the good start given me by Dr. Aggrey.

For the sake of the country it is almost as important that the most representative Africans should get into close touch with the Achimota staff, as that the Achimota staff should get into close touch with them. These men are everywhere spreading the new ideas. Though they would not so call it they are doing widespread educational work. We of Achimota are on uncertain ground when we are dealing with things African; they are on uncertain ground when dealing with things English. We misunderstand African ways, they less frequently perhaps but often misunderstand English ways. Yet we try to maintain the African point of view, they spread the English. If we both could meet as colleagues it would be for the enrichment of both parties. But we should have to meet as colleagues, with a common responsibility and status and take in this work, if we are to get the enthusiasm of all and the best results.

Policy of trust.

11. Where education is not purely vocational it implies an attitude of trust in the people being educated. Achimota stands for a policy of generous trust and it is wise that the generous thing should be generously done. I admit that a constitution will not make my work less or easier, nor will it enhance my position or that of my staff. But it will, I believe, in spite of any difficulties that may arise greatly benefit the work of Achimota. It was Bonar Law who said in the House of Commons, “ I think that very often a bad form of Government, if it is with the consent of the people governed, will work infinitely better than a much better system without that consent and goodwill ”. It was an African who said, “ Africans want a reasonable freedom to achieve their belief in themselves and their desires for fellow Africans ”. And here in the Gold Coast I have found a great readiness to acknowledge the benefits brought by Europeans, but with that an intense consciousness that Africans must be free to co-operate and must not be merely in subjection. Achimota must get this generous acknowledgment and sturdy independence on its side. Gokale said, “ The Government should enable us to feel that, though largely foreign in personnel, it is national in spirit and sentiment ”. That I feel is desirable for Achimota.

12. The Commission on Village Education in India in their report speaking of educational work amongst outcastes, a people very

much more backward in every way than those of the Gold Coast, says, " It is obvious that Indian opinion should have an effective share in the determination of educational policy and method, as also in its support. It is imperative that from a very early stage the responsibility for education should be shared by the community that is to be educated ". That I believe to be true for Indian outcastes and therefore much more so here. A governing body would not only arouse interest; it would not only increase knowledge and so prevent misrepresentations being effective; but it would be a gesture of confidence and so would breed confidence. And confidence can grow no other way. We would rapidly get a public pride or *esprit-de-corps* growing around Achimota, which would be invaluable for the stability of public life in general.

13. Inside the College it would do as much as it would outside, even if the governing body were often to increase work and worry. For in educational work conducted by one race for another there is great danger of creating an inferiority complex in the pupils. The masters are the superior race; the pupils are the inferior. When there is a racial line between masters and pupils the cleavage seems permanent and the hostility may become real. One of the great assets I had last year was Dr. Aggrey. He was the equal of anyone on the staff and with him in the compound no racial inferiority complex had a chance of growing. In the College I will have a great deal of student rule. We will have prefects at all stages, even in the junior school. But that is not enough. I want Africans who shall appear at least from time to time in the compound and be the equals of any member of the staff. This can be achieved through their presence on the governing body.

Self respect in college.

This is a more important matter in its bearing on character training than would appear at first sight to those who have not had experience in educating the members of another race. It was Sir Thomas Monro, the original it is said of Colonel Newcome, who said, " The improvement of the character of a people and keeping them at the same time in a state of dependency on foreign rulers are matters quite incompatible with each other ". That is certainly true for a school or college. And I desire for Achimota not less than that racial independence which has already been given to the country as a whole, a council of its own where both races may co-operate in its policy and work.

14. In his book already quoted* Mr. Mayhew says, " Freedom to all bodies engaged in higher education is an essential of real usefulness ". What then are the functions of the Government in education? They are (1) Financial assistance, (2) Advice and Criticism, (3) Control. This last should only be exercised on the broadest lines, especially when the Government is not native to the country. Otherwise woodenness must result. Education will be " ultimately controlled by administrators to whom education is merely one of the several claims which compete for their attention ". And to them it rarely appears a primary claim, for its results are on the future and there are problems always pressing for to-day. Thus education rarely gets first class consideration from any Government, and so it issues not infrequently in serious unforeseen consequences, such as denationalisation, cleavage between class and class, industrial or economic trouble, etc. Even elsewhere the control of education by Governments which are racy of the soil has little to recommend it. Prussia controlled her education and created the German will to power, and the disasters following in 1914. In England we would not dream of the State controlling the great Universities and Public Schools, and when we think of these and contrast them with our State-

Functions of Government in Education.

governed schools we see the difference in spirit and power between the two. The pedagogics of the State School may be better and its supply of single or dual desks more up to date. Its teachers may be more trained. But the elan vital is not there to the same extent; the adaptability is gone, the Englishness, if you like. How much more is this freedom from immediate Government control necessary when the Government is not native as in England? Government control involves rigidity. The scaffolding is put up before the building and the building grows to pattern. The building should grow day by day as required; it should be a wandering, roomy, homey house, not a town hall or barracks. It should grow not as a building but as a great tree restrained here and there possibly by the state gardener but developing gradually because of its inner life to its full stature and in its own beauty. Mayhew says, "Higher education in India depends for warmth and colour, vitality, and response to communal aspirations, on the measure of its freedom from the control and direction of any form of government whether Indian or alien. The function of Government in this sphere is to suppress what is harmful to the commonweal and to support, with the utmost elasticity, whatever is useful and effective".

No money without control.

15. It may be objected that Government cannot give funds without taking direct control. That is surely not so. Only recently in the Gold Coast £20,000 was paid over to the Akropong Training College of the Scottish Mission, and no question of direct control comes up. The King Edward Schools in England know no such direct control. Australian, Canadian, and Indian Universities give further examples. "Let us suppose, too, that in the spirit of ancient benefactors and royal patrons of learning, the Government had been content with selecting the right kind of men, and had then guaranteed continuance of support, so long as the torch of learning was kept well alight, freeing them from all control and leaving in their hands all organisation, and as time went on and the work expanded, such functions as the choice of assistants and successors..... whether they paid a quarter or half, or even all the cost, they would have functioned as patrons, or benefactors not as controlling or restraining authority."*

To draw fire.

16. I would now turn to points to be considered in framing a constitution. I have with me no papers or reports on similar constitutions elsewhere, and so anything I may say is rather to give a rough outline of such a scheme, rather to suggest problems and to draw fire, than in the nature of a thought-out constitution.

Inspection.

17. In handing over a great concern like Achinota to a governing body, Government would require to have some measure of satisfying themselves that its work was being well done, that the great trust was being properly carried out.

Its importance.

I doubt if any body of men long resident in West Africa could give Government the necessary assurance, for here none of us can keep up to date educationally. Yet the inspection of the College must become of extreme importance to Government if it is placed under a governing body. At present every step it takes is supervised by the Secretariat. Under a constitution direct control and detailed knowledge would go. Yet in the capital sum already spent on the college and in the annual sum spent on the staff the Government's finance would be deeply concerned. They must have some means of judging whether that money is wisely used or not.

Triennial.

I do not think an inspection of the college need be or should be an annual event. It is not its frequency but its adequacy that matters. I should recommend a triennial inspection.

* "Education in India," pp.772*

22. The staff of Achimota are in a different position from the staff of an English College or School. They are appointed by the Crown. They are members of one service, and are not free to move about as they please. They cannot go to other similar colleges and schools should they wish to, for such colleges do not exist.

Staff.

23. For the above two reasons I wish to suggest that some places in the Council be reserved for members of the staff to be elected by the whole staff. They will provide the educational experience supplied on English Councils by Old Boys and others. For that reason alone it is almost essential to my mind to the successful working of a Council, that they should be well represented. Further, a position on the Council will give the weight and dignity due to their appointment and is reasonable in consideration of their permanency. The College is their work for life. It is therefore right that they should have a voice in its counsels, and it will add much to their *esprit-de-corps* and efficiency and thinking for the College if they do have it. Their presence in the Council will do much to ensure continuity and stability in aim and policy.

It should be remembered that many of the staff are doing work of a university nature now in research, and if they were engaged in similar work in England they would be on the governing body of their College.

Women on Council

24. A place, I believe, should be reserved for women on the Council. Girls will be educated at Achimota as well as boys, women as well as men will be on the staff. In the Gold Coast the children are theoretically in the mothers' hands rather than in the fathers', and practice follows the theory in most cases. A quite different educational policy frequently is required for women from that required by men. And any college or school out here which gives to women an inferior place will fail to influence the race as a whole, and will have but a superficial reach.

Constitution not permanent.

25. No constitution now passed should be considered permanent, I think, but should be passed with a view to its revision within a given time. At present there is no experience of the working of a council for a college out here. A few years' experience may suggest many alterations. My own principalship is due to close in 1934 as I was appointed for ten years.

The first revision of the constitution should, I think, take place sometime before then, as a new Principal should not have an untried Council to work with. There is, however, the other alternative that the revision should take place sometime after he has been in the saddle.

26. I have proposed a larger Council than can be efficient for the mere consideration of details. But the Council should deal chiefly with larger matters of policy. It should be representative also. Much of the detailed work would be done by the executive committee, all the work of which would be subject to the approval of the Council.

27. I propose below a council of fifteen members:—four being appointed by His Excellency; six Africans; four members of the staff to be elected by the whole staff; the Principal of the College *ex officio*.

28. I suggest the annual appointment by His Excellency of his four members of the Council. This need not mean lack of continuity, as each could be reappointed, but it would mean efficient representation.

29. I have asked for six African members; these will have to represent the Chiefs and the *Intelligentsia*, and various language or

community areas. One, I have urged, should be a woman. Six is not thus, I think, too large a number.

The six African members should, I think, be appointed in the first instance by His Excellency the Governor. Two of these should retire each year in rotation, their places being filled by the election of the Council. Any or all should be capable of re-election.

This proposal does not seem on the face of it quite satisfactory, for it means that the places of the retiring Africans will be filled up through a majority of English votes. But it seems the only practicable proposal at present, and leading Africans to whom I have spoken have each agreed it is the best they can think of. Later, possibly an Old Boys' Association might have a say in the matter, or an electorate of Benefactors might get one place or more. To place the election of the African members in the hands of the first appointed Africans would make it difficult for them to do anything but re-elect each other. The Council will no doubt give due consideration to the opinion of African members.

30. Of the four members of the staff, two should retire annually, though again they should be eligible for re-election by the staff. The place of any member of the staff home on furlough should be filled by the election of the staff.

31. A SUGGESTED COUNCIL.

1. The College shall be under the control of a Council to be styled, "The Council of the Prince of Wales's College and School, Achimota".

2. The Council shall be a body corporate having perpetual succession and a common seal.

3. The Council may acquire and hold property, movable or immovable, and may transfer the same, contract, and do all things necessary for or incidental to the purpose of its constitution. It may sue or be sued.

4. The Council shall have the entire management of and superintendence over the affairs, concerns and property of the College, except that it may not, without the Governor's consent, alter the Constitution, nor pass any rules which might change its application.

5. The following persons shall be members of the Council :—

- (a) Four members to be appointed annually by His Excellency the Governor, one of whom shall be a woman.
- (b) Six African members of whom one shall be a woman.
- (c) Four members of the staff, of whom one shall be a woman.
- (d) The Principal of the College.

The Bursar of the College shall attend all meetings of Council as Secretary of the Council, but, unless elected thereto by the staff (c), he shall not be a voting member.

6. The President of the Council shall for the first three years be appointed by His Excellency the Governor. Thereafter the Council shall elect its President.

7.(a) Meetings of the Council shall be held at such times Meetings of Council and places and in such manner as the Council shall appoint.

(b) At any meeting of the Council the President, or in his absence a member chosen by the members present, or by a majority of them, shall preside as Chairman.

- (c) Every question which comes before the Council shall be decided by a majority of the members present; but no question shall be decided unless seven members are present at the time of the decision.
- (d) In case of an equality of votes the Chairman shall have a casting vote.
- (e) In the event of a question coming under consideration of the Council which involves a fundamental point of policy or a radical change in the administration of the College, if there is less than two thirds majority in favour of the proposal, it shall be within the discretion of the Chairman to declare the division invalid and to refer the matter back for a subsequent meeting of the Council.

8.(a) The Council shall cause to be kept a register in which shall be entered full details of all donations to the College.

(b) All sums of money given, subscribed, or bequeathed to the College shall be vested in the Council and shall constitute the capital funds of the College.

Duties of the council

9. The Council shall

- (a) invest their funds as they think fit in such securities as for the time being are sanctioned by the law of England for investment by trustees.
- (b) expend as far as is necessary the interest of the capital funds mentioned, and also any other monies at their disposal,
 - (1) by providing scholarships for the benefit of students at the College;
 - (2) in any manner which may appear to be likely to increase the efficiency of the College.
- (c) carry out the terms of any donation or bequest.
- (d) see that a certain percentage of all fee income, as shall be required by His Excellency the Governor, be put aside yearly towards the building and extension of the College and School.

10. (1) The Council shall cause to be prepared annually a statement of the receipts and disbursements during the previous year, a statement of the assets and liabilities of the Council on the last day of such year, and a separate statement and valuation of the monies, securities and properties in the control of the Council.

(2) The said statements shall be audited by an Auditor appointed by the Council and approved by His Excellency the Governor.

11. The Council may make rules regulating:—

- (a) the mode and the time of convening the meetings of the Council and of transacting business thereat;
- (b) the selection, duties and remuneration of teachers appointed locally;
- (c) the charging of fees to students at the College;
- (d) the keeping of accounts of the income and expenditure, assets and liabilities of the College funds;
- (e) generally all matters connected with the College.

12. (1) The Council shall, whenever a vacancy arises, appoint a Principal to the College, subject to the approval of His Excellency the Governor. Appointment of
Principal.

(2) The Principal shall, subject to the control of the Council, have the general management and direction of the College and of the courses of instruction thereat.

13. (1) The Principal shall be assisted in the performance of his duties by an Academic Committee, which is hereby constituted to consist of the Vice-Principal, the Bursar, the Headmistress, and three other members of the staff to be elected by the whole staff. Principal assisted
by Academic
Committee.

(2) The Academic Committee may, with the approval of the Council, make, revoke, vary or amend orders and regulations dealing with—

- (a) the qualifications of applicants for admission to the College or School;
- (b) the course of instruction to be followed by students;
- (c) the examinations to be passed and other conditions to be fulfilled by students;
- (d) the granting of scholarships and exhibitions belonging to the College, and the fixing from time to time of the amounts of such scholarships and exhibitions and the period for which they may be drawn;
- (e) the maintenance of good order and discipline, and the penalties to be imposed on students contravening any such orders or regulations.

14. All fees shall be paid to the general revenue of the College.

: :
RULES AND REGULATIONS OF THE COUNCIL
UNDER SECTION 11.

SUB-SECTION (1).

- (a) The mode and time of convening the meetings of the Council and of transacting business thereat.
 - 1. The Council shall meet not less than twice per annum and at such time as may be arranged by the President. Seven members shall constitute a quorum.
 - 2. Not less than four weeks before any ordinary meeting of the Council, the Secretary shall issue to each member a summons to attend together with a statement of the Agenda for the meeting and a copy of the minutes of the previous meeting.
 - 3. No matters other than those which appear in such agenda will be considered unless it appears to the Council that they are of urgent importance.
 - 4. Meetings will be held in the Council Chamber of the College unless for any reason it seems fit to the President that the meeting should be held elsewhere.
 - 5. The College Bursar shall attend all meetings as Secretary and take a minute of the proceedings which he will subsequently enter in a Minute Book.
 - 6. The Bursar shall assist at the deliberations of the Council but shall not possess a vote, unless he has been elected as one of the representatives of the staff.

The executive for the Council.

7. One of the meetings shall be the Annual Meeting for the purpose of receiving the report for the year and the financial statements attached thereto.

8. Subject to review by the Council :—

(1) The Academic Committee shall nominate part time lecturers and temporary officers, and arrange their duties.

(2) The Academic Committee shall nominate any external examiners.

(3) The Academic Committee may make recommendations to the Council regarding any departure from the fixed scale of remuneration of officers.

RULES AND REGULATIONS OF THE ACADEMIC COMMITTEE, UNDER SECTION 13.

1. The Academic Committee shall hold regular meetings, at least once at the beginning and once at the end of each term, and at such other times as the Principal may appoint.

2. A special meeting may be called at any time at the desire of any three members.

3. A week's notice of each meeting shall be given.

4. Four members shall constitute a quorum.

5. Minutes of the proceedings of meetings of the Academic Committee shall be circulated to the Council for review and ratification. In drafting the minutes for circulation the Secretary shall separate matters of routine, which require no more than formal ratification, from resolutions involving questions of policy and equipment which are submitted for the decision of Council.

FINANCE.

32. Financially the proposals I suggest will at first do only a little to ease the annual cost of Achimota but they will considerably lighten the non-recurrent expenditure. I suggest that all the appointments to the Senior Staff should still be made by the Secretary of State, and should be paid as now, the Staff remaining servants of the Crown. My main reason for this is that if they were to be out of the Colonial Service, and if they were to be solely under Achimota, there would be no moving them. At present they can go to fill needs in other Colonies or in the Gold Coast. They are part of a great service. We have already had one member go into the Department of Education here, and another has been asked to go to Nigerian education. That is not only for the good of other Colonial educational work but it is essential for our life. If we had a staff with us *en bloc* for the next twenty years no amount of care from inside or gunpowder from outside would keep us from a rut. And our cost would become excessive, as all would have incremental salaries. It seems to me imperative then for Achimota that the staff should remain under the Colonial Office.

It is also for the good of the Colonial Service as a whole, as it should always be easier to attract first class recruits through Achimota than directly to general educational work. But no College finance could pay such a staff. So far as I know no higher education is self-supporting in any land. There is no prospect of Achimota—, with what has been termed an educational staff corps, and with its large buildings, its broad acres and farm—setting a new example in this direction from West Africa. Nor should it, for the work of the staff is for a much wider circle than their own immediate pupils.

33. In Appendix VI, page 18, of Sessional Paper IX of 1925 to 1926, the late Governor estimates the cost of Achimota in 1935. A mistake has crept into the transport figures: their total should be £6,500, not £5,500, and the grand total should be £83,720. I believe these figures will prove to be approximately correct with the exception of that for the Junior Staff, and the upkeep of buildings and furniture which will be very much higher.

34. I will not attempt to do more than indicate a possible division between what the Government endowment, or rather subsidy, should meet, and matters which should be left to be paid from the fee income of the College.

My suggestion is that all the cost of the senior staff be paid as now by Government, and other charges be met by the College from its fee income. Taking the figures of Appendix VI that would mean:—

GOVERNMENT.

Senior Staff	£40,000
Passages	3,000
Transport Allowances ...	650
Travelling Allowances ...	400
Transport Expenses ...	900
Railway Fares and Freight	300
Achimota Scholarships ...	2,470
Outfit Allowances	300

£48,020

THE COLLEGE.

Junior Staff	£3,000
Clerical Staff	800
Subordinate Staff	2,000
Transport of Stores	50
Upkeep and Maintenance of Lorries	1,200
Maintenance of Furniture and Buildings	5,000
Maintenance of Sanitary System	500
Farm, Field and Gardens ...	3,500
Lighting	4,000
Food, Light and Fuel	11,550
Telephone charges	100
Contingencies	500
School Equipment and Supplies	3,500

£35,700

35. Against the expenditure of £35,700 which I then calculate on the College meeting, on page 13, paragraph 23 of the same Despatch, Sir Gordon Guggisberg estimates a fee revenue of £32,100. I have no expectation that under a constitution the College will be able to spend all it wants. It will not. We are bound to be poorer, not richer, when we are off the Estimates. But none the less we should be in a very good position if all our senior staff are paid. And one of my aims in seeking a constitution is to make the College dependent for some of its needs on the generosity of the people, and in the end largely on that of its own Old Boys. That generosity it cannot draw out, when it is on the Estimates for all its needs. On its own fee income it will do so.

36. Under Government payments I have included above scholarships as at present. The reasons for that need no exposition.

I have also included the transport and travelling allowances as they come under the allowances to the staff. Also much of the travelling is done for special Government calls outside what may be called the direct work of Achimota. For instance, this year the Rev. R. C. Blumer and Mr. Bolton have had to go from district to district to examine candidates for teacher training; the Rev. R. Fisher has travelled round many schools for the Teachers' Association, and I have to visit the Northern Territories, besides other places.

37. In regard to new buildings which may be required by the College in the near future, such as a College Hall, a Chapel, a Pavilion, a gas plant, etc., I suggest that the College be expected to make provision for these partly by laying aside a percentage of the fee income every year as a building or extension fund, partly by attracting the generosity of the African public. In Section 9, subsection (d) of my proposed council constitution. I have provided for the laying aside of money for this purpose. I suggest that Government should require a certain percentage to be set aside. This will be a safeguard against any attempt by the council to get money from public funds. The buildings required by the College and not yet provided will cost about £100,000, that is the College Hall, the Chapel, the gas plant and many smaller requisite houses.

38. Furniture will cost a lot in the next few years. But under its own constitution the College should provide these things or do without. It will be essential, however, for Government to step in with capital expenditure when the College is ready to advance to the University stage. No savings possible from its regular income could possibly provide for that day. The amount set aside annually by order of the Governor would probably vary between 10 per cent and 20 per cent and this should be insisted on even if it means serious restriction in other directions. In the first years of the constitution the fees will not have reached their maximum, and there are large works for the College still to be carried through, e.g., the proposed new main from Adorkor to Achimota. Buildings at 2 per cent of the capital expenditure on them will cost £12,000 a year to keep up, instead of £5,000 as estimated above. Cheeseparing in matters like repairs and painting is bad finance. It may therefore be necessary for the first three or four years of the constitution to ask Government to permit the College to spend all its income, laying aside nothing for developments, and for Government to complete such works as the Adorkor main.

39. I have not attempted to draw up the financial proposals in proper form. Much committee work will be necessary before that can be done. Many problems will arise. How much land at Achimota, for instance, is to be under the Council? All such questions must be talked out over a table before they can be formulated.

SAFEGUARDS.

40. The safeguards I have provided in my proposals are, (1) the triennial inspection; (2) the suggested limitation of the period before the revision of the first constitution; (3) the appointment by the Governor of four members of the Council; (4) the setting aside at the Governor's will of a percentage of the College income against future requirements in building or extension of curriculum; (5) the approval of the Governor to the appointment of the Principal, the Auditor, and for the first three years to the President of the Council; (6) the appoint-

ment of the Senior Staff, English and African, by the Secretary of State, and (7) the necessity of the Governor's consent to any alteration in the constitution.

I hope that in the selection of the senior staff, however, the practice hitherto followed in regard to Achimota will be continued and that the Principal shall be allowed a large voice in the selection of every member of the staff. Thus far it has resulted in the whole staff working with all their differences in outlook and temperament, as a single united team, and in a deep common loyalty to the work of the College.

41. I have been able to get help in the sketching of the suggested constitution from the work just done on the committee of the proposed Medical College. Further, after drawing up this memorandum, I had it reduplicated and a copy given to each member of the staff not being on leave. The result was some very useful suggestions which have been incorporated in the memorandum. Further, I called a meeting of all the staff, which all but one were able to attend. There the incorporated suggestions and alterations were read and a discussion followed. Finally a motion was proposed and seconded and carried unanimously in favour of the principle of a constitution as outlined and in general of the details as sketched. In putting this forward I again repeat that the staff and I myself know these suggestions are not adequate, nor in a final form. But they may be sufficient to draw forth constructive criticism and to pave the way for more adequate work.

Unanimous Staff.

(Sgd.) A. G. FRASER,

Principal, Achimota College.

2nd March, 1928.

GOLD COAST.

No. 990.

DOWNING STREET,

30th October, 1928.

SIR,

I have the honour to acknowledge the receipt of your despatch No. 287 of the 16th of April in which you forwarded a memorandum from the Principal of Achimota dealing with his proposals for establishing a Constitution for the Prince of Wales's College and School. The despatch and its enclosures have been considered by the Advisory Committee on Native Education in Tropical Africa at a meeting at which Sir R. Slater and Mr. Fraser were present.

2. After consideration, I am prepared to approve the principle that a definite Constitution should be set up for the College on the lines suggested by Mr. Fraser, that a Council of the general nature proposed by him may be established, and that the government of the Institution should be transferred to that Council in due course. It is obvious that the details will have to be worked out by a Committee as suggested by you, but like you, I do not see that there is any insuperable difficulty in Mr. Fraser's scheme.

3. At the Committee's meeting, considerable discussion took place as to the method of appointment of the Principal of the College, in particular, whether he should be appointed by the Council or otherwise. In the opinion of the Committee, with which I concur, it would be better that the Principal should be appointed by the Secretary of State, who would of course take into consideration any recommendation made by the Council, but the other members of the staff may well be appointed by the Council with the proviso that the Principal at any rate for some time to come should have a veto on appointment of each individual. In the case of disagreement between the Principal and the Council the question could be decided by appeal to the Governor.

4. The position of the staff in the event of the Government of the College being transferred to the proposed Council will present some slight difficulty, more particularly as regards the question of pensions, but it should be possible to surmount this by making it clear that the funds of the College will remain liable for pensions on the present scale and that in the event of an officer of the staff of the College being transferred elsewhere, the College will continue to bear proportionate liability for ultimate pension as though they had been Government servants.

5. In short, I am prepared to accept Mr. Fraser's proposals in principle with the proviso that the Principal of the College who would probably be the ex-officio President of the Council shall be appointed by the Secretary of State and the Governor as at present, and I shall be glad if the proposals can now be further considered and detailed recommendations submitted to me in due course. One point which should be borne in mind is that the College and School ought not to be allowed to be divorced altogether from the general education policy of the Gold Coast. It is necessary that they should continue to work

in touch with the Education Department of the Colony, and this can no doubt be arranged by provision for periodical inspections as may be required. Mr. Fraser proposes that there should be a triennial inspection by external authorities assisted by one Inspector of local knowledge, and it was suggested to the Committee that an inspection on these lines every five years should prove sufficient. Mr. Fraser, however, pointed out that the college would be engaged in rapid development for a considerable time to come, so that in his opinion the Legislative Council would probably wish for an inspection every three years, but that this matter could be decided best after the first inspection, which will probably be about the year 1930.

(Sgd.) L. S. AMERY.

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