

Bu 23/11/40 M/Sbs

File No. S.N.A. 3/36

Sub-File No. 2 Vol. II

SUBJECT:

Achimota Council - Standing  
Finance Committee of.

22-2-40 - 17-12-40

(1)

Agenda for 26th meeting of Stg. Cttee of Achimota Council.

Tsa. 22/2/40

PA 22/2

(2)

Secretary to the Council, Achimota, to Hon. H. W. Thomas, 24/2/40.

Tsa. 29/2

PA 29/2

(3)

Secretary to the Council, Achimota, to S.N.A

Tsa. 7/3/40

PA 7/3

Comm. No. 171.

~~9/3/40~~

(4)

Agenda for 28th meeting of Achimota Council

Tsa. 27/3

PA 27/3

(5)

Minutes of 28th meeting of Achimota Council, held on 30th March, 1940

Tsa. 3/4/40

PA 3/4/40

(6)

Ag. Principal, Achimota College, to Hon. J.R.O. Mwangi, 17/5/40

Tsa. 21/5

PA

(7)

To Ag. P. of A. No. 2/36/SF2 of 22.5.40

(8)

Secretary to the Council to Hon. J.R.O. Mwangi 18.7.40

8/22/5 [Signature]

Tsa. 25/7/11

PA 22/7

(9)

minutes of 27th meeting held on 22/7/40

(10)

Agenda for meeting held on 27/7/40

(11)

Ag. P. of A. to Ag. S. N. A., 30/7/40

(12)

Ag. 1/8/40

Proposed constitution for Admins. Socy of Agogo (drafted by Admins.)

(13)

minutes of special meeting held on 27/7/40

(14)

Admins. Report, 1939 (at request of file)

(15)

Ag. 3/11/40  
Ag. 6/8/40

Secretary, Admins. Socy, to S. N. A. (minutes)

(16)

Ag. 15/11/40  
Ag. 16/8/40

Secretary to the Council to S. N. A. (minutes)

(17)

Secretary to the Council to S. N. A., 12/9/40

(18)

Ag. 13/11/40  
Ag. 15-5-40  
Ag. 25-9-40

Ag. to Admins. Council to S. N. A. 12/9/40

Ag. 14/11/40

Ag. 12/9

Ag. 10/11/40

Ag. 10/11/40

11/1565

FILE No. S.N.A. 3/36/S.R.2

(19)

Secretary to the Council to Hon. H.W. Thomas, 18/XI

Pa. 21/XI  
Ba

(20)

Minutes of 32nd meeting of Stg. Cttee. of Achimota Council, held on 23.11.40

Pa. 28/XI  
Ba

(21)

Agenda for 31st meeting of Ach. Cttee. on 7/12/40

Pa.

(22)

Minutes of 31st meeting of Ach. Council held on 7/12/40

Pa. 16/12  
Ba

Pa.

7.12

(22)

11/15/65

MINUTES OF THE 31ST MEETING OF ACHIMOTA COUNCIL  
HELD ON 7TH DECEMBER, 1940 AT ACHIMOTA.

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PRESENT.

Mr. Justice L. E. V. McCarthy - President  
Miss E. C. Sutherland  
The Hon. Nana Sir Ofori Atta K.B.E.,  
The Hon. K. A. Korsah, O.B.E.,  
The Hon. H. W. Thomas  
E. C. Quist, Esq.  
Capt. G. M. Puckridge  
Dr. J. B. Danquah  
Miss E. M. Cooke  
T. M. Dowuona, Esq.  
D. A. Chapman, Esq.  
The Acting Principal, S. T. Dunstan, Esq.  
E. H. Binks, Esq. - Acting Secretary to the Council.

ABSENT.

J. A. Harland, Esq.  
Dr. J. W. de Graft Johnson  
The Hon. Director of Education - G. Power, Esq. - On Trek.  
Rev. M. B. Taylor - On Leave.

The President opened the meeting with the College Prayer

ELECTION OF PRESIDENT. Mr. L. E. V. McCarthy was re-elected President of the Council for 1941 on the proposal of Mr. Quist seconded by Miss Sutherland.

MINUTES. The Minutes of the previous meeting having been circulated were taken as read and were signed.

NEW MISSIONARY MEMBER. It was proposed by Miss Sutherland and seconded by Mr. Korsah that the Rev. M. B. Taylor be re-elected to the Council as Missionary member. This was passed.

AFRICAN MEMBERS RE-ELECTED. Messrs K. A. Korsah and E. C. Quist were re-elected as African members to the Council.

STANDING COMMITTEE RECOMMENDATIONS. The recommendations of the Standing Committee held on the 23rd November, 1940 were adopted on the motion of Mr. Thomas seconded by Mr. Korsah.

NEW PRINCIPAL. The Acting Principal stated it was hoped that the new Principal who was sailing for the Colony from Ceylon via South Africa, would arrive early in March.  
The Acting Principal proposed, seconded by Miss Sutherland that the Council should follow the same procedure as Government when an Officer is on transfer from one Colony to another, that is, passage paid for the Rev. R. W. Stopford, his wife and children from Ceylon to the Gold Coast and when necessary to the United Kingdom, except that only half salary would be paid during the voyage as in the case of new appointments. This was approved.

REV. H.M. GRACE'S REPORT. It was agreed that Mr. Grace's report for 1939 should not be published as part of the College report for that year but just taken by the Council, Staff and Old Boys to whom it would be circulated, as an expression of Mr. Grace's views. The Council approved of the proposal by Capt. Puckridge, seconded by Miss Cooke that the College reports for 1939 and 1940 should be amalgamated and issued as one report.

NEW CLASSROOMS. The Acting Principal stated that as the students at present at Agogo would be living at the College next term it would be necessary to build two swish classrooms at a cost of £60. The Government had written stating that this was considered legitimate expenditure in the present circumstances and the cost would be refunded to the College.

BUILDING OF BRIDGE. The Council agreed on a proposal by Mr. Korsah seconded by Nana Sir Ofori Atta that the Acting Principal be authorized in conjunction with the College Lawyer to sign and seal with the common seal of the Council all the necessary documents in connection with building a bridge and purchasing land. The Acting Principal stated that the building of the bridge would enable the College to have access to a piece of land which could be purchased for under a £100.

AUDITORS FEE. A letter from Messrs Cassleton Elliott & Co., the College Auditors was read requesting consideration of the Council for an increase of the annual audit fee. Mr. Korsah proposed, seconded by Miss Sutherland that the matter should be left to the discretion of the Acting Principal. This was approved.

WORK FOR MILITARY AUTHORITIES. The Acting Principal stated that the Military Authorities at Achimota had asked for the College Maintenance Department to erect for them buildings at a cost of about £6,000. It was agreed on a proposal by Capt. Puckridge, seconded by Mr. Korsah that the work should be undertaken on the following conditions (1) the Military to pay for work done less 5% at the end of each month (2) that the Council is not liable for breach of contract (3) that the estimates submitted are subject to alteration if cost of material increases.

ALTERATION TO ORDINANCE. A letter from Mr. Woodhouse was read in which which he proposed "That, without prejudice to stipulations which may already exist in connexion with the election of members of Staff to positions on the Council, there should be added this stipulation, viz., that one of the members of Staff elected to the Council must be a European." It was suggested that the matter be referred to the Staff for their recommendations to the Council.

Hon. H. W. Thomas stated that he had been authorized by the Government to inform the Council that under no circumstances would the Military Authorities take over the College buildings during the war.

POTTERY SCHEME. Mr. Thomas moved, seconded by Miss Cooke that the new Pottery scheme known as No. 1 be adopted, subject to a proportion of Mr. Davis' salary being added to the working costs. This was carried.

SEVEN YEARS CONFIRMATION. It was agreed that Messrs Amu and Botchway should be confirmed in their appointments on completing their seven years' service on the 11th January, 1941.

TERMINATION OF APPOINTMENT. It was decided that Miss E. Afari's appointment should be terminated at the expiration of her seven years' service with the College.

ENGINEERING SCHOLARSHIP APPOINTMENTS. The question of Mr. J. de Graft Johnson's position regarding the possibility of a Government appointment was left for discussion at a later meeting.

NEW STAFF. It was agreed on a proposal by the Acting Principal, seconded by Mr. Thomas that a European woman teacher should be appointed in place of Miss Boloe who had resigned.

INCREASE IN SALARY. The Acting Principal proposed, seconded by Capt. Puckridge that Messrs Bannerman-Bruce and Amu, be promoted to the scale of £246 x 12 = 282, subject to the Council being prepared to reconsider Mr. Amu's position after the arrival of the new Principal.

It was stated that the lady members of Staff who had been working with the Military had now been released.

The Acting Principal stated that at the moment there were only eight European male members on the teaching staff and three on the Administration Staff and one on the Agricultural Staff.

It was stated that the report on Bunsu for 1939 would be circulated.

It was decided to discuss the question of a dispenser for the College Hospital at the next meeting after legal opinion had been received on the subject.

A letter from Mr. H. Anthony and the question of the Kindergarten were referred to the next meeting of Council.

THREE YEARS PROBATIONARY PERIOD. A letter from the College Lawyer was read and it was decided to ask him to give further details on this matter.

ESTIMATES 1941. It was proposed by the Acting Principal, seconded by Miss Sutherland that the estimated deficit for 1941 be accepted at the revised figure of £1,415. This was agreed.

Original estimated deficit as shown in estimates for 1941 for 1941		£819
Increases in personal emoluments as passed by Council, Mr. Davis	...	£50
" Grant	...	14
" Bannerman-Bruce		64
New member of Staff		<u>400</u>
		528
Cost of passage for new staff		72
		<u>1,419</u>
Less amount overestimated for Mr. Amu's salary		4
		<u>£1,415</u>
		=====

The Acting Principal stated that a letter had been received from Mr. Meyerowitz asking whether he could be released for special work in South Africa for six months, during this period Mr. Meyerowitz would not draw his salary from the College. It was agreed that the decision should be left to the Acting Principal.

(Sgd.) E. H. Binks,

AG: SECRETARY.

EHB-Ea.

12th December, 1940.

(21)

AGENDA FOR THE 31ST MEETING OF ACHIMOTA  
COUNCIL TO BE HELD AT ACHIMOTA STAFF CLUB  
ON THE 7TH DECEMBER, 1940 AT 9.0 A.M.

1. Minutes of last Meeting.
2. Standing Committee's Recommendations - Meeting held 23.11.40.
3. Election of Council Members 1941.
  - (a) African Members - Mr. E.C. Quiat and the Hon. K.A. Korsah are the retiring members but are eligible for re-election.
  - (b) Election of Member to represent Missionary education - Rev. M.B. Taylor is at present a member and is eligible for re-election.

DECISIONS REQUIRED.

4. New Principal - Passage and salary.
5. Staff - Seven years' confirmation - Messrs Amu and Botchway, Miss Afari
6. Report for 1939.

ITEMS REQUIRING FULLER DISCUSSION.

7. New Classrooms
8. Pottery - Scheme
9. Agreement with Railway re new bridge.
10. Auditors' fee
11. Agreement with Military Authorities.
12. Work required by Military Authorities.
13. Letter from Mr. Woodhouse.
14. Engineering Scholarships - Mr. de Graft Johnson.
15. New Staff.
16. Mr. Amu's salary.

*Korsah  
Quiat  
A. K. K. K.  
A. K. K. K.  
D. G. J.*



ITEMS REQUIRING STATEMENT.

17. Release of Staff from Army
18. Present position of Staff.
19. Bunsu report
20. Dispenser at Achimota
21. Re-opening of Achimota
22. Letter from Mr. Anthony

OTHER BUSINESS.

23. Kindergarten
24. Three years' probationary period
25. Any other Business.

MINUTES OF THE 32ND MEETING OF THE STANDING COMMITTEE OF ACHIMOTA COUNCIL HELD IN ACCRA ON THE 23RD NOVEMBER, 1940.

PRESENT.

Hon. H. W. Thomas  
Capt. G. M. Puckridge - In the Chair.  
J.A. Harland, Esq.,  
E. C. Quist, Esq.,  
Dr. J. B. Danquah  
The Acting Principal of Achimota - S.T. Dunstan, Esq.,  
R. F. Allan, Esq., - Secretary  
E. H. Binks, Esq., - In attendance.

ABSENT.

The Hon. The Director of Education - On Trek.  
Rev. M. B. Taylor - On leave.

CHAIRMAN.

Capt. Puckridge was elected Chairman.

MINUTES.

The Minutes of last meeting were adopted and signed.

ACCOUNTS 1939.

The Accounts and Auditor's Report for 1939, showing a surplus of £3,922 were recommended for adoption by Council on a proposal by Mr. Harland seconded by Mr. Thomas. The Auditors recommendation that £300 be transferred from General Reserve to Bad Debts Reserve was considered advisable. Dr. Danquah raised the question of a regular allocation to reserve as provided for under the Ordinance but it was pointed out that this was not necessarily operative until so ordered by the Governor and in any case all surplus funds were put to Reserve.

ESTIMATES 1941.

The question of salaries of Mr. Amu and Mr. Ntem was raised. It was decided to discuss Mr. Amu's salary at Council and it was suggested that notes on his case might be circulated. The figure of £150 for Mr. Ntem was considered reasonable. Subject to a decision on Mr. Amu's salary the Estimates showing a deficit of £819 were passed. Mr. Dunstan drew attention to his statement attached to the Estimates. He said he was confident that although on paper we had estimated for a deficit it was reasonable to expect that a surplus of £2,000 could be anticipated. All possible liabilities had been estimated in full including salaries of Staff serving with the forces and Revenue had been reduced below the 1939 figure.

AGREEMENT WITH MILITARY.

Certain alterations were made to the paper circulated to all members of Council. A copy of the agreement as recommended for adoption is attached to the Minutes.

(20a)

RETURN OF AGOGO STUDENTS.

Mr. Dunstan announced that it was his intention to bring back the Students from Agogo to Achimota thus saving a monthly sum of about £60 on behalf of Government.

H. F. WINFUL.

It was recommended that this student be paid the sum of £1.10/- per month for 8 months.

MESSRS SPIO-GARBRAH & OPOKU.

After a long discussion it was recommended that these two members of Staff should be put on the same scale as Government Officials with similar qualifications, when Government had approved of the scale, but that the alteration should be retrospective in both cases and take effect from the date of their certificates.

POTTERY.

This matter was left to Council for discussion.

MR. MEYEROWITZ.

Mr. Dunstan announced that as there was now a vacancy on the pensionable staff Mr. Meyerowitz, according to the Council's decision, would be appointed.

MR. F.G. WATTS.

Mr. Dunstan reported that owing to an omission the Council's recommendation that Mr. Watts should be appointed under the ordinary terms as provided under Section 16 of the Ordinance had not been conveyed to the Colonial Office.

The Committee recommend that as regards extension of leave he should be treated in the same way as a person appointed under this Section and that any recommendation from the Colonial Office doctor should be accepted.

NURSING SISTER. Mr. Dunstan stated that he was awaiting a reply to a letter he had written.

MR. H.G.DAVIS. The Committee recommend that Mr. Davis's salary should be increased to £400 as from 1st January, 1940.

MR. D.G.R.HERBERT. A letter from the Colonial Secretary was read stating that Government had asked the Secretary of State to approve of an additional pensionable post.

MR. J.R.GRANT. It was recommended that Mr. Grant should be promoted to the scale of salary of a 1st Division Teacher.

MR. A.F.BANNERMAN-BRUCE. Recommended that this matter should be left over until the arrival of the new Principal.

MR. R.A.N.LAPSLEY. The Committee recommend that Mr. Lapsley should be taken off probation after the expiry of three years' service on the 8th December, 1940.

MRS. VANDERPUYE. It was recommended that Mrs. Vanderpuye should receive a gratuity equal to that which would have been paid if she had been in Government Service.

(Signed) R. F. Allan

SECRETARY.

RFA/Ea.

AGREEMENT.

1. No rent, as such, will be charged for such buildings and lands as are taken over from the Achimota Council by a Department of the Imperial Government, but the Council will be reimbursed for any expenses arising from their being occupied by the Department - e.g. rent of alternative premises, or structural alterations to such alternative premises in order to render them suitable for the purpose for which, those placed at the disposal of the Department were used.
2. During the occupation of such premises by a Department, they will be maintained by the Council at the expense of the Department.
3. The Department undertakes on termination of the occupation of any buildings, land or equipment belonging to the Council by the Department, that such buildings, land or equipment shall be restored at the expense of the Department to the condition in which they were at the time of their reversion by the Council. In the event of any dispute arising under this clause, the same shall be dealt with in the manner provided in clause 6 for the determination of the purchase price therein mentioned.
4. The period of occupation by the Department will be limited to the duration of the war or a period not exceeding six months after the conclusion of peace.
5. The Defence Department will grant to the Council the option of purchasing any buildings erected on the land by the Department.
6. In the event of the Council deciding to purchase such buildings, the purchase price, if the Council and the Department are unable to agree, will be determined by two arbitrators to be nominated respectively by either party, and if the arbitrators differ between themselves, by an umpire to be chosen by them before they proceed to determine the price.
7. In the event of the Council deciding not to purchase such buildings, the Department may dismantle them and remove the material, provided that it makes good any damage thereby caused.
8. In the event of neither party exercising the option mentioned in paragraph 5 and 7 above, such buildings will be handed over to Achimota Council free of all charge.
9. That a Board consisting of an equal number of persons appointed by the Council and the Department shall assess and record the condition of the land and buildings at the time of their being taken over by the Imperial Defence Department.
10. The Department concerned undertakes not to cut down, lop or destroy growing trees or shrubs at Achimota before the Department makes its requirements known to the Principal of Achimota, the latter will have such necessary work done by his own experienced men, at the expense of the Department.

(12A)

AGENDA FOR THE 32ND. MEETING OF THE  
STANDING COMMITTEE OF ACHIMOTA COUN-  
CIL TO BE HELD ON THE 23RD. NOVEMBER,  
1940 AT 9.0 A.M. IN THE OFFICE OF THE  
DIRECTOR OF EDUCATION, ACCRA.

- 1. Minutes of last Meeting.
- 2. Finance:
  - (a) Accounts 1939 and Auditor's report
  - (b) Revised estimates 1940 and Estimates 1941.
- 3. Evacuation Expenses.
  - (a) Refund of part fees.
  - (b) Refund of travelling expenses.
  - (c) Claim for other charges incurred.
- 4. Agreements:
  - (a) With Government and Military. ✓
  - (b) With Basel Mission (Agogo) ✓
- 5. Scholarship - H.F. Winful
- 6. Salary Scale - B. Spio-Garbrah and A.M. Opoku.
- 7. Pottery.
- 8. Any other business.

28/11/40

*Scales of Salary  
do not be manipulated  
to see school matters.*

19a

PRINCE OF WALES COLLEGE & SCHOOL,

A C H I M O T A.

STATEMENT OF FLOATING ASSETS AND LIABILITIES

AS AT

31ST DECEMBER, 1939,

AND

INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED

31ST DECEMBER, 1939,

TOGETHER WITH

SUPPORTING SCHEDULES AND REPORT THEREON.

----- 00000 -----

CASSLETON ELLIOTT & CO.

GOLD COAST COLONY,

WEST AFRICA.

ACCRA,  
GOLD COAST COLONY,  
P. O. Box 242.

11th November, 1940.

The Members of the Council,  
The Prince of Wales College and School,  
ACHIMOTA.

Gentlemen,

We have the pleasure to attach hereto the following Statements and Schedules relating to the Bursar's accounting records the audit of which for the year ended 31st December, 1939 we have now completed:-

- (1) Statement of Floating Assets and Liabilities as at 31st December, 1939.
- (2) Income and Expenditure Account for the year ended on that date.
- (3) Re-arranged Statement of Income and Expenditure.
- (4) Bunsu Farm - Analysis of Current Account Balance as at 31st December, 1939.
- (5) Comparative Statement of Expenditure.
- (6) Statement of Fee Revenue from Scholarships.

We have to report as follows:-

GENERALLY. The Statement of Floating Assets and Liabilities does not show the true financial position of the College at 31st December as all Fixed Assets and Stocks are excluded. The Income and Expenditure Account does not reveal the profits made for the year under review. No apportionment is made in respect of Ocean Passages on the basis of the period to which they relate, nor is any reserve created to cover the cost of Homeward Passages and Leave Pay. No provision has been made for depreciation of Fixed Assets the value of which does not appear in the books.

At a recent inspection which we made, we found that fairly considerable stocks of uniforms and uniform material, provisions and cleaning materials were held but the records showing the stocks on hand and the issues therefrom were not being kept in an efficient manner. We understand that the reason for this is that the issuing of uniforms is at present placed in the hands of three different people who take turns at the duty which they have to fit in with their other work. We recommend that an issue book be introduced at each place of issue in which the person making the issue could write down at the time of delivery.

- (1) Name of person to whom issued.
- (2) Description of article issued.
- (3) Number of units issued.
- (4) Value.

These books could be of the manifold carbon copy type and the top copy of the used pages could be torn out and handed to a Stores Clerk whose duty it would be to post the items to the relevant account in a Stores Ledger. These issue records could also be used to check to the appropriate account of the person receiving the issue.

By the introduction of opening and closing stocks of such items as "Books and Stationery", "Uniforms and Bedding", "Groceries, Provisions and Cleaning Materials", "Printing Office Paper and Ink, etc.", it would be possible to arrive more closely at the actual cost of sales or consumption each year.

STATEMENT OF FLOATING ASSETS AND LIABILITIES.

LIABILITIES.

Creditors £1771. 6. 4d. So far as we have been able to ascertain all liabilities on trade accounts have been brought to account. Included in the item "Sundry Deposits and Outstandings" is a reserve of £853. 2. 5d for Mr. A.G. Fraser's gratuity.

Crown Agents for the Colonies £1355.14.9d. We have reconciled this balance with that shown on the Crown Agents' Statement for December 1939.

Endowment Funds £703. -. -d. There was no change in the Akim Kotoku Fund during the year.

The following transactions took place in respect of the Cadbury Gift Fund:-

Balance at 1st Jan. 1939	...	30. 8. 9d	
Received from Cadburys	...	100. -. -	
" " United Africa			
Co. Scholarship	...	<u>1. -. -</u>	131. 8. 9d
<u>Less Assistance given to Pupils:-</u>			
Fees	...	79. -. -	
Books	...	<u>3.10. -</u>	
		82.10. -	
Bank Charges	...	<u>-.10. -</u>	83. -. -
Balance at 31st December 1939	... ..		<u>£48. 8. 9d</u>

The Engineering Scholarship Fund shows the following movement during 1939:-

Balance at 1st Jan. 1939	...		675.15.11d
Received from			
Ashanti-Goldfields Ltd.	...	200. -. -	
Taquah & Abosso Mines Ltd.		100. -. -	
Marlu Gold Mining Areas Ltd.		100. -. -	
Gold Coast Selection Trust Ltd		<u>100. -. -</u>	500. -. -
			1175.15.11d
<u>Less Scholarships awarded for 1939:-</u>			
Fees	...	464.10. 3	
Extras	...	<u>87. 4. 5</u>	551.14. 8
Balance carried forward to 1940	... ..		<u>£624. 1. 3d</u>

Bunsu Farm. £169. 3. -d. We attach an Analysis of the balance on current account extracted from the Bunsu Farm Ledger which summarises the capital and other expenditure and the sales of produce and other revenue for the year. We have not audited the Bunsu records but we refer you particularly to the note at the foot of the attached Analysis (Schedule 2).

Reserves £3704.15.-d The profit from the sale of investments was increased by £1.15.9d. We give further particulars under the heading "Investments" later in this report.

Income and Expenditure Account £3922.9.11d. The balance of £3411.2d at 31st December 1938 was transferred to General Reserve. The sum of £3922.9.11d represents really the cash surplus on the year's working after bringing into account sundry debtors and creditors.

ASSETS.

Cash £5479.3.6d. The balance at Bank on Current Account has been reconciled with a Bank certificate of balance.

Endowment Funds Deposits £78.18.9d. We have seen the deposit receipt from the Bank for the sum of £30.10. -d in respect of the Akim Kotoku Endowment. This deposit was renewed with interest on 15th July 1940. The Cadbury Gift Fund is operated by the Principal and we have checked his transactions with the Bank Passbook and certificate of balance.

Investments £2829.--d. This sum includes the following investments at cost price:-

£1551. 3. 5d Gold Coast 6% Stock 1945/70.	1812. 8. 4d
£885.18. 3d Gold Coast 4½% Stock 1956.	1016.11. 8d
	<u>£2829. --. -d</u>

The following sales were made on 4th January 1939 at a profit of £1.15.9d:-

£440. 9. 4d Kenya 4½% Stock 1950	485. 1. 3d
£714. 1. 6d Gold Coast 6% Stock 1945/70.	814.18. 9d
	<u>£1300. --. -d</u>

Debtors and Prepayments £3239.6.9d. There is still a difference between the pupils' Ledgers Control Account and the balances on those ledgers amounting to £7.1.11d. more in the Control Account than is shown by the detailed ledgers. We recommend that this difference be written off and that the reserve for Bad and Doubtful Debts be increased by £300.

Indents for 1940 and prepayments amounting to £1283.12.4d include the following:-

Goods etc. ordered by Indents for 1940 which arrived in 1939	...	...	986.13. 4d
-----------------------------------------------------------------	-----	-----	------------

Prepayments made in 1939  
in respect of 1940 Votes:-

Licences of Lorries	...	33. --. --	
Scholarships in England	...	259.10. --	
Audit Fee overpaid	...	<u>4. 9. --</u>	296.19. --

£1283.12. 4d

We shall be pleased to supply you with any further information you may require and remain,

Gentlemen,

Your obedient Servants,

(Sgd.) Cassleton Elliott & Co.

REPORT ON THE 1939 ACCOUNTS.

AUDITOR'S REPORT.

The Auditor's comments on the Balance Sheet and Income and Expenditure Account regarding exclusion of certain fixed assets e.g. land, buildings, machinery, stocks etc. have been made annually. They also appear in the special report prepared on the Accounting system before the last Inspection. The remedy is for a complete valuation to be made of all existing assets and stocks. Once this is done the records would require to be kept up to date and the preparation and maintenance of records would require an increase in the clerical staff. Such records would certainly enable a truer position of the Assets of the College to be shown. The difference of £7,111d in the Pupils Ledgers would no doubt have been traced if time could have been spared. Each term several thousands of entries have to be made in sending out bills and as the difference has arisen over the course of two years it is not surprising that small errors have taken place. The Auditor's suggestion to increase the Bad Debts Reserve by £300 is strongly recommended for adoption.

STATEMENT OF ASSETS AND LIABILITIES.

The present financial position has been considerably strengthened during 1939. Reserves at the beginning of 1939 were £5,899. Appropriations made during the year amounted to £2,303. The Reserves now stand at £7,627 including the Excess of Income over Expenditure amounting to £3,922. The principle item was £1,439 for earthquake repairs at Anumle Village.

INCOME AND EXPENDITURE ACCOUNT.

The Excess of Income over Expenditure is £3,922. The statement below shows how this has come about.

Original estimated deficit	...	...	£615
Savings on Other Charges	£2,643		
Salaries	974		
Increase in Revenue	920		4,537
Actual surplus	.....		£3,922

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BUNSU - Schedule 2.

The statement is prepared from an account kept in the Achimota Ledger. From figures in this account the Bunsu Ledger is written up. The Bunsu Manager has a system of costing records which although not complete is sufficient to show him the main item of costs i.e. wages and purchases on each department. Revenue from Sales is also available. To instal a complete costing and accounting system additional clerical help would be necessary.

OTHER CHARGES - Schedule 3.

Details of expenditure are set out which shows that although some items have been overspent the net result was a saving over all the votes.

The chief items overspent are:

POTTERY - Economies were however effected under Art School. Both votes should be considered really as one head of expenditure.

FARM - Sales increased by more than the amount overspent.

CLEANING MATERIALS - In previous years items 14(a)(b)(c) have been shown under one head and it was not quite known how much to allocate when the vote was split.

PRINTING PRESS - Prices were higher towards the end of the year. Sales rose by £220 over the estimate.

UNIFORM - Large stocks of piece goods had to be ordered for the year 1940 owing to a change over in the making of our own uniforms. Previously uniforms made up in England were purchased.

SCHOLARSHIPS - Schedule 4.

Little comment is required as each Scholarship is shown in detail. The value of free scholarships has fallen considerably in 1940 and will be still smaller in 1941. The figure of £2,374 for 1939 will have fallen to approximately £1,500 in 1941. All Women's Teacher Training Scholarships will have ceased in 1941. Special Scholarship will be negligible and Principal's will have dropped by £200 - £300.

The improvement in our financial position compared with 1937, when our reserves were almost non-existent, has been most gratifying and it is hoped that in 1940 the Accounts will produce a bigger surplus than was estimated, but every effort should be made to keep the Reserves up so that the necessary funds will be available for unexpected expenditure or to meet a drop in revenue either of which factors must be reckoned with at this time. It must not be forgotten that the surplus for the past two years has been made possible by, first, fairly drastic economy in every branch of the College, second, by a reduction in salaries due to senior members of staff leaving and vacancies being filled at a lower rate of salary and third an increase in revenue. Already many departments are finding that efficiency has been impaired by continual drastic economy, the "windfalls" from salaries will soon tend to level up as increments increase rates of salaries, and revenue may and probably will drop. (Fee revenue for 1941 is estimated at over £1,000 lower than the 1939 figure due to pupils entering other schools during the evacuation of buildings)

There is thus every reason therefore for Council to consider carefully before taking any money from reserve funds unless either it is essential for the proper maintenance of efficiency, or laid out on some venture which can at least produce a corresponding Revenue e.g. Pottery, Printing Press or Farm.

(Sgd.) R. F. Allen,

BURSAR, ACHIMOTA COLLEGE.

RFA/Ed.

PRINCE OF WALES COLLEGE & SCHOOL, ACHIMOTA.

STATEMENT OF FLOATING ASSETS AND LIABILITIES AS AT 31ST DECEMBER, 1939.

LIABILITIES.

CREDITORS.

Trade Accounts.....	180.13.11	
On Pupils' Ledger Accounts..	251. 2. 9	
Sundry Deposits and Outstandings.	<u>1339. 9. 8</u>	1771. 6. 4

CROWN AGENTS FOR THE COLONIES

1355.14. 9

ENDOWMENT FUNDS.

Akim Kotoku.....	30.10. -	
Cadbury Gift Fund.....	48. 8. 9	
Engineering Scholarship Fnd.	<u>624. 1. 3</u>	703. - . -

BUNSU FARM

On Current Account.....		169. 3. -
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RESERVES.

General Reserve.....	2790.11. 5	
Unexpended Appropriations from Reserve.....	87.11. 9	
Profit on Sale of Investmts:	<u>826.11.10</u>	3704.15. -

INCOME AND EXPENDITURE ACCOUNT.

Surplus at 1st January 1939	3407.11. 2	
Add Excess of Income over Expenditure for the year ended 31st Decr.1939.....	<u>3922. 9.11</u>	
	7330. 1. 1	
Less Transferred to General Reserve.....	<u>3407.11. 2</u>	3922. 9.11
	<u>£11626. 9. -</u>	

This is the Statement of Floating Assets and Liabilities referred to in our report dated 11.11.40.  
(Sgd.) Cassleton Elliott & Co.

Accra 11.11.40.

AUDITORS.

ASSETS.

CASH.

On Current Account at Bank ...	5363.14.8	
Office Cash in Hand.....	94.13.1	
Matron's Cash in Hand.....	<u>20.15.9</u>	5479. 3. 6

ENDOWMENT FUNDS DEPOSITS.

Akim Kotoku.....	30.10.-	
Cadbury Gift Fund.....	<u>48. 8.9</u>	78.18. 9

INVESTMENTS AT COST.....

2829. - . -

DEBTORS AND PREPAYMENTS.

Due on Pupils' Ledgers.....	1500. 2.6	
Sales etc. not billed until 1940:- Sundries	81. 8. 5	
Train Fares ...	15.13. -	
Uniforms.....	382.10. 9	
Books & Stationery.....	<u>185.14. 4</u>	665. 6.6
	2165. 9.-	
Less Reserve for Bad Debts	<u>1000. -.-</u>	1165. 9.-
Sales Ledger Balances.....	205.18.11	
Staff Sales.....	299. 8. 7	
Staff Advances.....	199. 9. 2	
Sundries.....	85. 8. 9	
Indents for 1940 & Prepayments	<u>1283.12. 4</u>	3239. 6. 9

£11626. 9. -

(Sgd.) S.T.Dunstan...Ag.Principal  
(Sgd.) R.F.Allan....Bursar

PRINCE OF WALES COLLEGE & SCHOOL, ACHIMOTA.  
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST DECEMBER, 1939.

<p><b>TO TEACHING STAFF SALARIES.</b></p> <p>Senior Staff Salaries 32643. 5. 6</p> <p>Less Non-Teaching Salaries..... 7939. 5.10    24703.19. 8</p> <p>Junior Staff Salaries 7209. 4. 9</p> <p>Less Non-Teaching Salaries..... 3367.13. 6    3841.11. 5    28545.10.11</p> <p><b>" ADMINISTRATION SALARIES.</b></p> <p>Proportionate Part of Salaries of Principal, Vice-Principal and Headmistress..... 3159. 2.10</p> <p><b>" OTHER PERMANENT STAFF SALARIES.</b></p> <p>Cleaners &amp; Attendants..... 117. -. -</p> <p>Administration Clerks..... 304. 7. -</p> <p>Wood Carver..... 115. -. -</p> <p>Sanitation Staff..... 503.16. 6</p> <p>Relating to Expenditure Heads per Schedule 3..... 7107.13. -    8147. 16. 6</p> <p><b>TOTAL PERMANENT STAFF SALARIES</b> (Excluding Bunsu Salaries)..... 39852.10. 3</p> <p><b>" PASSAGES..... 3151.10. 5</b></p> <p style="padding-left: 20px;">Less Salaries relating to Expenditure Heads as under..... 7107.13. -</p> <p style="padding-left: 40px;">35896. 7. 8</p> <p><b>" MAINTENANCE OF BUILDINGS ETC.,</b></p> <p>As per Schedule 3..... 2954. 4. 9</p> <p>Salaries..... 909.18. -    3864. 2. 9</p> <p><b>" OTHER CHARGES.</b></p> <p>As per Schedule 3..... 21821. 7. 6</p> <p>Salaries..... 6197.15. -    28019. 2. 6</p> <p style="padding-left: 40px;">67779.12.11</p> <p><b>" FREE SCHOLARSHIPS.</b></p> <p>Principal's..... 1703. -. -</p> <p>Achimota Women's Teachers Training 594. -. -</p> <p>Achimota Special..... 77.10. -    2374.10. -</p> <p><b>" EXCESS OF REVENUE OVER EXPENDITURE</b></p> <p style="text-align: right;">3922. 9.11</p> <p style="text-align: right;"><u>£74076.12.10</u></p>	<p><b>BY GOVERNMENT ENDOWMENT.....48000. -. -</b></p> <p><b>" FEES.</b></p> <p>From Paying Pupils 11390.13. 7</p> <p>From Scholarships (As per Sch.4):-</p> <p>Scholarship Funds &amp; Endowments. 5566.13. 4</p> <p>Engineering Scholarship Fund 464.10. 3</p> <p>Free Scholarships per Contra. 2374.10. -    19798. 7. 2</p> <p><b>" SALES TO PUPILS &amp; OTHERS.</b></p> <p>Printing Press... 720. 1. 1</p> <p>Pupils Sundries.. 220.18. 2</p> <p>Books &amp; Stationery 1560.18. 8</p> <p>Uniforms, etc.... 1696.12. -</p> <p>Farm Produce..... 780.14. 7    4979. 4. 6</p> <p><b>" OTHER RECEIPTS.</b></p> <p>Hospital Takings 298. 7. 3</p> <p>Anumle Village Rents 470. 7. 5</p> <p>Swimming Pool Receipts 88. 5. -</p> <p>Miscellaneous Receipts 72.12. 2</p> <p>Water and Conservancy Charges to Staff..... 238.16. 4    1168. 8. 2</p> <p><b>" INTEREST ON INVESTMENTS..... 130.13. -</b></p>
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£74076.12.10

Schedule 1.

PRINCE OF WALES COLLEGE & SCHOOL, ACHIMOTA.

RE-ARRANGED STATEMENT OF INCOME AND EXPENDITURE

FOR THE YEAR ENDED 31ST DECEMBER, 1939.

EXPENDITURE.

Expenditure on Educational Facilities.

Teaching Staff Salaries:

Senior Staff.....		24703.19.38
Junior Staff.....		3841.11.3
		28545.10.11
Temporary Staff .....		400.5.10
Classroom Equipment - College.....		135.-.10
Chemistry Laboratory.....		130.-.-
Physics Laboratory.....		43.19.1
Engineering School.....		206.-.7
Agricultural Laboratory.....		13.17.1
Farm.....	1353.14.6	
Practice Farm.....	79.4.10	
		1432.19.4

Less

Sales of Produce ... 780.14.7 652.4.9

Botany.....		39.12.4
Art School and Handwork.....		65.2.3
Gymnastic Equipment.....		17.12.2
Music.....		84.7.11
Domestic Science.....		92.13.5
Hobbies.....		187.18.3
Kindergarten Hobbies.....		21.10.6
Pottery.....		605.10.2
Scholarships in England.....		965.13.10
		32206.19.11

Less

Sales of Books, )  
Stationery and )  
Pupils' Sundries)..... 1781.16.10

Less Purchases.

Text Books - ) College )		916.12.9
Text Books - ) School. )	70.14.8	987.7.5
		794.9.5.31412.10.6

Expenditure on Housekeeping, Clothing, etc.

Food for Pupils.....		6550.6.8
Dining Hall Equipment..		123.11.6
Cleaning Materials.....		615.16.-
Domestic Staff.....		1113.16.4
Uniforms & Bedding.....		1969.-.9
		10372.11.3

Less Sales of Uniforms and Bedding..... 1696.12.- 8675.19.3

Printing Press.....		1473.6.9
<u>Less</u> Sales.....		720.1.1
		753.5.8

Carried forward..... 40841.15.5

## Schedule 1. (Contd.)

Brought forward..... 40841.15. 5

Maintenance of Buildings and Grounds.

Buildings, etc.....	3864. 2. 9	
Gardens and Grounds.....	<u>851. 9. 5</u>	4715.12. 2

Administration Charges.

Proportionate Part of Salaries of Principal, Vice-Principal, and Headmistress.....	3159. 2.10	
------------------------------------------------------------------------------------	------------	--

Principal's and Vice-Principal's Secretaries.....	304. 7. -	
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Office Expenses.....	3325. -. -	
Transport and Travelling.....	640.17. 7	
Lorries & Bicycles Upkeep.....	568. 3. 7	
Staff Passages.....	3151.10. 5	

Electricity and Water	1789.12. 7	
Sanitation Staff.....	<u>503.16. 6</u>	
	2293. 9. 1	

Less

Recovered from Staff	<u>238.16. 4</u>	2054.12. 9
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Legal and Audit Fees.....	235. 4. -	
Cleaners and Attendants.....	117. -. -	
Contingencies and Sundries.....	<u>296.19. -</u>	13852.17. 2

<u>Free Scholarships.....</u>		2374.10. -
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Sundry Amenities.

Hospital.....	1804.16. 5	
<u>Less Takings.....</u>	<u>298. 7. 3</u>	1506. 9. 2

Sports and Playing Fields.....	505. 9. 5	
Library.....	407. 3.10	
Old Boys Day and Camps.....	58. 1. 1	
Wood Carver.....	115. -. -	
Anthropological Museum.....	82.11. 4	

Science Museum:

Herbarium.....	42. 8. 4	
Zoology.....	<u>102. 2. 7</u>	144.10.11

Cinema Equipment.....	<u>33.14. 4</u>	
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<u>2853. -. 1</u>
64637.14.10

Surplus of Income over Expenditure for the year ended 31.12.39.....

<u>3922. 9.11</u>
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£68560. 4. 9
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INCOME.Sundry Revenue:

Government Endowment.....	48000. -. -	
Fees.....	19798. 7. 2	
Interest on Investments.....	130.13. -	
Village Rents.....	470. 7. 5	
Swimming Pool.....	88. 5. -	
Miscellaneous.....	<u>72.12. 2</u>	

£68560. 4. 9
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Schedule 2.

PRINCE OF WALES COLLEGE & SCHOOL,  
ACHIMOTA.

B U N S U F A R M.

ANALYSIS OF CURRENT ACCOUNT BALANCE

AT 31ST DECEMBER, 1939.

GOVERNMENT GRANT..... 3786. - . -

Less:

WORKING EXPENDITURE.

Manager's Salary.....	560. 8. 1	
Manager's Passage.....	56.12. 8	
Wages.....	1753.16. 7	
Transport - Petrol, Oil & Repairs	147.11. 5	
- do - Allowance & Milcage	70.11. 4	
General Repairs.....	7.18. 3	
Sundry Expenses.....	3.12.11	
Office Expenses.....	14. -.11	
Cocoa Expenses.....	7. -. 4	
Fruit Juice Expenses.....	96. 5. 3	
Cost of Students Food.....	15.15. -	<u>2733.12. 9</u>

Surplus for the year 1939..... 1052. 7. 3

<u>Less</u> Deficit for 1938.....	262. 1. 1	
Loss on Chevrolet Lorry....	<u>82. 5. -</u>	<u>344. 6. 1</u>

Net Surplus..... 708. 1. 2

SALES TO BE REFUNDED.

Balance 1.1.39.....	123. -. 8	
Sales in 1939.-		
Cocoa.....	189.16. 7	
Fruit Juice.....	356.13. 5	
Yams.....	<u>17.12. 8</u>	
	687. 3. 4	
<u>Less Paid to Government</u>	<u>372.14. 1</u>	<u>314. 9. 3</u>

LIABILITIES.

Employees' Insurance Fund	8. 6. 6	
D. Gillett.....	<u>4. -. -</u>	12. 6. 6

ASSETS.

Sheep.....	22.10. 9	
<u>Less</u> Sales.....	<u>-.10. -</u>	22. -. 9
Poultry.....	2.12. -	
Manager's Bungalow... 1197.16. 3		
Additions in 1939.... <u>23. 5. 2</u>	<u>1221. 1. 5</u>	
Workmen's Quarters		
& other Buildings.... 505. 1. 9		
Additions in 1939.... <u>221.14. -</u>	<u>726.15. 9</u>	
Carried forward .....	1972. 9.11	<u>1034.16.11</u>

## Schedule 2 (Contd.)

BUNSU FARM.  
ANALYSIS OF CURRENT ACCOUNT BALANCE  
AT 31ST DECEMBER, 1939.

Brought forward.....	1972. 9.11	1034.16. 11
Culverts and Roads... 27. 4. -		
Less Credits..... <u>-. 2. -</u>	27. 2. -	
Cement Stock.....	26.10. -	
Timber Stock..... 34. 8. -		
Less Credits..... <u>-. 2.10</u>	34. 5. 2	
Cocoa Dryers and Fermenters.....	150. 1. 7	
General Stores.....	6.12. 2	
Tools, Shovels, Watering Cans, etc. in use..... 64. 2. 3		
Additions in 1939.... <u>41.16. 8</u>	105.18.11	
Furniture.....	3.10. -	
Ford Lorry.....	185. -. -	
Expenses on Crop Rotation.....	28. 1.11	
Contractors.....	8.15. 1	
	<u>2548. 6. 9</u>	
Less Government Capital Grant.....	<u>1700. -. -</u>	
	848. 6. 9	
Petty Cash in Hand.....	17. 7. 2	
Prince of Wales College & School Achimota - Current Account.....	<u>169. 3. -</u>	
	£1034.16.11	£1034.16.11d
	<u>=====</u>	<u>=====</u>

NOTE:-

We have not conducted an audit of the Bunsu Records. We consider it unlikely that the Cement and Timber Stocks and General Stores remained unchanged throughout the year in view of the new construction carried out, and we feel that the records are incomplete.

PRINCE OF WALES COLLEGE AND SCHOOL, ACHIMOTA.  
COMPARATIVE STATEMENT OF EXPENDITURE FOR THE YEAR ENDED 31ST DECEMBER, 1939.

Vote No.	Description	Original Votes.	Authorised Increase.	Amt. expended in 1939.	Sal. not incd. in Votes	Expenditure: in 1938.	Excess of Estimate over Actual.	Excess of Actual over Estimate.
3.	Agricultural Laboratory	15.--		13.17. 1		25.17.10	1. 2.11	
4a.	Art Schl. & Handwork...	188.--		65. 2. 3		171.12. -	122.17. 9	
4b.	Pottery.....	200.--		255.10. 2	350. - -			55.10. 2
5.	Botany.....	21.--		39.12. 4		21. - -		18.12. 4
7a.	Chemistry Laboratory...	108.--		130. - -		96.10. 3		22. - -
7b.	Cinema Equipment.....	52.--		33.14. 4		35.12. 1	18. 5. 8	
8.	Contingencies & Sundries	400.--		296.13. -		347.13. 3	103. 1. -	
9.	Dining Hall Equipment..	202.--		123.11. 6		107. 7. 8	78. 8. 6	
10.	Domestic Science.....	109.--		92.13. 5		125. 3. -	16. 6. 7	
11.	Electricity and Water..	2550.--	53.--	1789.13. 7		2119. 5. 4	813. 7. 5	
12.	Engineering School.....	147.--	70.--	206. - 7		147. - -	10.19. 5	
13a.	Farm.....	810.--		1069. - -	284.14. 6	938.13. 3		259. - -
13b.	Practice Farm.....	100.--		79. 4.10		61. 6.10	20.15. 2	
14a.	Food for Pupils.....	6240.--		5883. - 2	667. 4. 6	5878. 6. 2	356.17.10	
14b.	Cleaning Materials, etc.	406.--		615.16. -				209.16. -
14c.	Domestic Staff D/Hall.	1116.--		1113.16. 4			2. 3. 8	
15.	Gardens and Grounds....	712.--		753. 9. 5	98. - -	668. 3. 4		41. 9. 5
16.	Gymnastic Equipment....	30.--		17.12. 2		41. 7.11	12. 7.10	
17.	Old Boys Day and Camps.	100.--		58. 7. 1		68.13. 3	41.18.11	
18.	Hobbies.....	167.--		187.18. 3		105. 4. 4		20.18. 3
19.	Hospital.....	505.--	63.--	546. 4. 9	1258.11. 8	587. 3. 9	21.15. 3	
20.	Legal and Audit Fees...	170.--	75.--	235. 4. -		127. 1. -	9.16. -	
21.	Library.....	200.--		195. 8. 3	211.15. 7	200.12. 7	4.11. 9	
22.	Lorries & Bicycles Upkeep	550.--		568. 3. 7		533.18. 8		18. 3. 7
23.	Maintenance of Buildings	3360.--	33.--	2954. 4. 9	909.18. -	3069.15. 6	438.15. 3	
24a.	Anthropological Museum	90.--		82.11. 4		71. 3. 2	7. 8. 8	
24b.	Science Museum - Herbarium	45.--		42. 8. 4		143. 4.11	2.11. 8	
24c.	Science Museum - Zoology	116.--		102. 2. 7		135.17. 7	13.17. 5	
25.	Music School.....	30.--	60.--	84. 7.11		32. 3. 2	5.12. 1	
26.	Office Expenses.....	800.--		730. 6. 9	2594.13. 3	828.13. 1	69.13. 3	
27.	Passages.....	3993.--		3151.10. 5		4041.10. 5	841. 9. 7	
28.	Physics Laboratory.....	43.--		43.19. 1		4. 6. -		- .19. 1
29.	Printing Press .....	692.--		962.11. 3	510.15. 6	677.18. 2		270.11. 3
	Carried forward.....	24267.--	354.--	22523.16. 6	6885.13. 7	21412. 4. 6	3014. 3. 7	917. - . 1

Sheet 2.

Schedule 3. (Contd.)

Vote No.	Description	Original Vote.	Authorised Increase	Authorised Decrease	Amt. expd. in 1939	Sal: not included in Votes	Expenditure in 1938.	Excess of Estimate over Actual	Excess of Actual over Estimate.
	Brought forward...	24267.--	354.--		22523.16. 6	6885.13.-	21412. 4.6	3014. 3. 7	917. -. 1
30.	Sports & Playing Fields.....	540.--			505. 9. 5		475.10.5	34.10. 7	
31.	Temporary Staff...	400.--			400. 5.10		519. 3.8		-. 5.10
32a.	Text Books-College.	1728.--			916.12. 9		927.17.3	811. 7. 3	
32b.	Class Equipment - College.....	200.--			135. -.10		219.14.2	64.19. 2	
33.	Text Books - Schl.	75.--			70.14. 8		78. 4.9	4. 5. 4	
34.	Transport & Travelling	540.--			418.17. 7	222. -. -	432.12.7	121. 2. 5	
35.	Uniforms & Bedding	1400.--			1969. -. 9		1118.10.8		569. -. 9
36.	Scholarships in England.....	1041.--			965.13.10		1124. 3.-	75. 6. 2	
37.	Kindergarten Hobbies	25.--			21.10. 6		24.18.6	3. 9. 6	
		30216.--	354.--		27927. 2. 8	7107.13.--	26332.19.6	4129. 4. -	1486. 6. 8
Add	Senior Staff Salaries	33565.--			32643. 5. 6		32365.10.2	921.14. 6	
	Junior Staff Salaries	7261.--			7209. 4. 9		8012. 7.9	51.15. 3	
<u>TOTAL WORKING EXPENDITURE.....</u>		71042. -. -	354.--		67779.12.11	7107.13.-	66710.17.5	5102.13. 9	1486. 6. 8
<u>CAPITAL EXPENDITURE AGAINST APPROPRIATIONS FROM RESERVES:</u>									
	Equipment for Botany and Zoology.....	22. 2.10		9. 2.10	13. -. -				
	Engineering School Machinery.....	11. 8. 2			11. 8. 2				
	Completion of Zoo.....	5. 8. 9		-. 7. 7	5. 1. 2				
	Furniture.....	195. -. -		19.15. 6	175. 4. 6				
	" - Domestic Science.	40. -. -			40. -. -				
	Water Main.....	250. -. -			233.15. -			16. 5. -	
	Farm Re-organisation..	111.17. -			35. -. -			76.17. -	
	Gratuity - W. Q. Adjoi...	78. 4. 6			78. 4. 6				
	Carried Forward.....	71756. 1. 3	354.--	29. 5.11	68371. 6. 3	7107.13.-	66710.17.5	5195.15. 9	1486. 6. 8

Vote No.	Description	Original Vote.	Authorised: Increase	Authorised: Decrease	Amt. expd. in 1939	Sal: not included in Votes	Expendtra. in 1938.	Excess of Estimate over Actual	Excess of Actual over Estimate
	Brought forward	71756. 1.3	354.--	29.5.11	68371. 6. 3	7107.13. -	66710.17.5	5195.15. 9	1486. 6. 8
	Donation - Aggrey Chapel Memorial.....	150. --			150. --				
	Arumle Village Repairs..	1438.18.9			1438.18. 9				
<u>TOTAL EXPENDITURE FOR</u>									
<u>THE YEAR ENDED 31ST.</u>									
<u>DECEMBER, 1939.....</u>									
		£73345. --	£354.--	£29.5.11	£69960. 6. 3	£7107.13. -	£66710.17.5	£5195.15. 9	£1486. 6. 8

PRINCE OF WALES COLLEGE & SCHOOL, ACHIMOTA.  
STATEMENT OF FEE REVENUE FROM SCHOLARSHIPS.

Schedule 4.

Name of Scholarship	Awarded for 1939.	Due for 1938	Awarded for Sundries	Revenue for 1939. Fees                      Sundries		Collected in 1939.	Refunded in 1939.	Balance of Funds carried forward to 1940.
King Edward VII.....	244.10. -		32. 7. 5	244.10. -	32. 7. 5	276.17. 5		
Government Engineer- ing.....	108. - . -		25.13. 4	108. - . -	25.13. 4	173.13. 4		40. - . -
Teachers' Training- Men.....	2514. - . -			2514. - . -		2514. - . -		
- do - Women.....	540. - . -			540. - . -		540. - . -		
Teachers' Children... Cadbury - Women.....	69. - . - 334. - . -			69. - . - 334. - . -		69. - . - 354. - . -		
" - Agriculture... Director of Education- Std. VII.....	396. - . - 683. 6. 8			396. - . - 683. 6. 8		396. - . - 700. - . -		
Medical and Dental... Accra Town Council... Special Art.....	189. 6. 8 75. - . - 337.10. -	8. - . -	96. 5. 9	197. 6. 8 75. - . - 337.10. -	96. 5. 9	310.14. 4 75. - . - 337.10. -	16.13. 4	17. 1.11
	<u>5490.13. 4</u>	<u>8. - . -</u>	<u>154. 6. 6</u>	<u>5498.13. 4</u>	<u>154. 6. 6</u>	<u>5746.15. 1</u>	<u>36.13. 4</u>	<u>57. 1.11</u>
<u>Engineering Scholar- ships.....</u>								
Balance at 1.1.39.... )						675.15.11		
Ashanti-Goldfields Ld )						200. - . -		
Taqaah & Abosso Mines )	464.10. 3		87. 4. 5	464.10. 3	87. 4. 5	100. - . -		624. 1. 3
Ltd. )	464.10. 3		87. 4. 5	464.10. 3	87. 4. 5	100. - . -		
Marlu Gold Mining Areas )						100. - . -		
Ltd. )								
Gold Coast Sel.Trust )								
United Africa Co.Ltd. )						11. - . -	1. - . -	Amount transferred.
Balance at 1.1.39....	70. - . -			70. - . -		60. - . -		
<u>Free Scholarships.</u>								
Principal's.....	1703. - . -			1703. - . -		1703. - . -		
Achimota Women Tea: Training.....	594. - . -			594. - . -		594. - . -		
Achimota Special....	77.10. -			77.10. -		77.10. -		
	<u>£8399.13. 7</u>	<u>£8. - . -</u>	<u>£241.10.11</u>	<u>£8407.13. 7</u>	<u>£241.10.11</u>	<u>£9368. 1. -</u>	<u>£37.13. 4</u>	<u>£681. 3. 2</u>

) Debited to Income and Expendi-  
) ture Account.

(96)

F. S.N.A. 3/36/3.F. 2

A C H I M O T A C O L L E G E.  
----- 00000 -----

ESTIMATES  
of  
REVENUE AND EXPENDITURE  
1941.

- 1. SUMMARY.
- 2. REVENUE
- 3. EXPENDITURE.

- (a) SENIOR STAFF SALARIES
- (b) JUNIOR STAFF SALARIES
- (c) OTHER CHARGES

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REPORT ON 1941 ESTIMATES.

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REVENUE.

As will be seen from the Summary the total Revenue expected is £73,213 while expenditure is estimated at £74,032 making a deficit of £875.

The estimate of fees and scholarships has been reduced in anticipation of an enrolment of 675 pupils as against an average attendance in 1939 of 725 and 740 in the first and second terms of 1940. Sales of Uniform and Books have been increased as prices have risen. Printing Press sales will also rise for the same reason. Corresponding increases have been made under the same heads of Expenditure.

Apart from these items the estimates remain practically unaltered.

EXPENDITURE - Other Charges.

The principle increase is item 27, Passages, on the Schedule "Other Charges." The figure of £5,206 allows for normal leave being resumed and also for the removal of the present ban on wives' passages from the United Kingdom. Wives' passages would cost £800 approximately if the ban was removed.

Economies have been effected on item 11, Electricity and Water and item 36, Scholarships in England.

PERSONAL EMOLUMENTS.

The Principal's salary is shown at the full amount for the year. The full salaries of three Senior Members of Staff serving with the Forces have been shown and the same applies to one member of the Junior Staff. Altogether if these four continue to serve throughout the year the College will save £1,522 which is more than sufficient to cover the deficit of £875.

(Sgd.) R. F. Allan,  
BURSAR, ACHIMOTA COLLEGE.

In reference to the above comments on the 1941 estimates I would like to add that I feel confident that our surplus at the end of 1940 will be not less than £2,000 and thus our reserves will have reached the satisfactory total of over £9,000. This has been made possible, as the Bursar has explained, in several ways, but chiefly because we have practised the most rigid economy up to a point beyond which we must not go. Thus I wish to warn Council that during 1941 it may be most necessary to ask for additional estimates under certain headings, but I do not think that these will mean a deficit in actual fact. Further when Mr. Stopford arrives I shall ask for a new member of staff to replace Miss Bloor and possibly one to Dr. Irvine if he does not return.

Many of the Staff have been called upon to work at far too high a pressure and the result is already obvious in the high rate of sickness.

(Sgd.) S. T. Dunstan,

ACTING PRINCIPAL,  
ACHIMOTA COLLEGE.

S U M M A R Y.

	Estimates 1939	Actual 1939	Estimates 1940	Estimates 1941.	
Revenue from all Sources Details on Page 2.	£70,781	74,076	73,145	73,213	Includes Principal's Scholarship £1,589.
<u>Expenditure.</u>					
Senior Staff Salaries	33,565	32,643	33,173	32,970	
Junior Staff Salaries	7,261	7,209	7,727	8,422	
Other Charges	30,570	27,927	30,002	31,051	
Value of Principal's Scholar- ships and Teachers' Scholar- ships.	-	2,375	1,878	1,589	Teachers' Scholarships ceasing 1941.
Total Expenditure	£71,396	70,154	72,780	74,032	
<u>Surplus</u>	-	3,922	365	-	
<u>Deficit</u>	615	-	-	£19	

Revenue.

No.	Details	Revised Estimates 1939	Actual 1939	Estimates 1940	Estimates 1941.	Remarks.
1.	Fees - Paying Pupils	£12,094	11,391	11,222	10,329	Based on enrolment of 675
2.	Income from Scholarships	5,400	8,407	7,953	7,568	
		£17,494	19,798	19,175	17,897	
3.	Sales to Students					
	(a) Books & Stationery	1,354	1,561	1,350	2,000	
	(b) Uniform	1,339	1,696	1,350	1,800	
	(c) Sundries	279	221	369	200	Overestimated 1940.
4.	Printing Press	500	720	500	700	
5.	Farm	600	781	1,100	1,100	
6.	Hospital Fees	250	298	220	220	
7.	Aunicle Village Rents	470	470	511	470	Less in rents due to evacuation.
8.	Water and Conservancy	232	239	230	215	Decrease due to evacuation.
9.	Swimming Pool	83	88	75	90	
10.	Pottery	-	-	100	350	Based on 1940 sales.
11.	Miscellaneous Receipts	40	73	40	40	
12.	Interest on Investments	140	131	125	131	
		£22,781	26,076	25,145	25,213	
13.	Government Endowment	48,000	48,000	48,000	48,000	
	Total Revenue	£70,781	74,076	73,145	73,213	

ESTIMATES OF SALARIES  
FOR 1941.

Item No.	Name	Office	Date of Increment	Scale of Salary	Present Salary	Amount to be drawn for the year	Remarks
1.	Rev. R. W. Stopford	Principal	-	£1,750 (flat rate) -		£1,750	
2.	S. T. Dunstan	Vice-Principal	-	1,300( " " )	1,300	1,300	
3.	Miss E. M. Cooke	Headmistress	-	£720-40-920	920	920	
	-do- Duty Alice.	"		£120 (flat rate)	120	120	
4.	Dr. J. W. Summerhayes	Medical Officer	28.4.41	£660,690-30-720 -30-£840.	690	711	
5.	Miss D. E. Bunbury	Nursing Sister	13.10.41	£332,358-17-400	332	338	
6.	R. F. Allan	Bursar	1. 4. 41	£600-30-720-40-920	840	870	
	-do- Sen. Alice.	"		£72 (flat rate)	72	72	
7.	E. H. Binks	Asst. Bursar	-	£480-30-720	720	720	
8.	Miss E. M. Kay	Matron	31.7.41	£450-25-600	500	511	
9.	James Brown	Master, Arts & Crfts.	-	£480-30-720	720	720	
	-do- Overtime Alice.	"		£60 (flat rate)	60	60	
10.	Dr. F. R. Irvine	Master	-	£720-40-920	920	920	
	-do- Sen. Alice.	"		£72 (flat rate)	72	72	
	G. S. Deakin	"	-	-do-	920	920	
	-do- Sen. Alice.	"		£72 (flat rate)	72	72	
	H. C. Neill	"	-	£720-40-920	920	920	£400 payable by RWAFF.
	-do- Sen. Alice.	"		£72 (flat rate)	72	72	

Carried Forward

...

£11,068

Estimates of Salaries - Sheet 2.

Item No.	Name	Office	Date of Increment:	Scale of Salary	Present Salary	Ant. to be drawn for the year	Remarks
Brought forward						11,068	
10 contd.	A.R.B. Fraser	Master	15.9.41	£720-40-920	880	892	
	-do- Snr. Alice.	"	-	£72(flat rate)	72	72	
	C.P. Woodhouse	"	15.9.41	£720-40-920	880	892	
	-do- Snr. Alice.	"	-	£72(flat rate)	72	72	
	A.H.R. Joseph	"	19.1.41	£720-30-840	810	839	
	Rev. J. Bardsley	"	31.10.41	£720-40-920	800	807	
	-do- Snr. Alice.	"	-	£72(flat rate)	72	72	
	J. R. Marshall	"	31.10.41	£720-40-920	800	807	
	-do- Snr. Alice.	"	-	£72(flat rate)	72	72	
	G. E. Hood	"	30.1.41	£720-40-920	760	797	
	-do- Snr. Alice.	"	-	£72(flat rate)	72	72	
	F. E. Joselin	"	15.1.41	£720-40-920	720	759	
	-do- Snr. Alice.	"	-	£72(flat rate)	72	72	
	Rev. R. R. Persico	"	24.12.41	£720-40-920	720	723	
	-do- Snr. Alice.	"	-	£72(flat rate)	72	72	
	T. C. Watkins	"	2.9.41	£480, 510-30-720	690		)£582 paid by 700) R.W.A.F.F.
	-do- Snr. Alice.	"	-	-40-920. £72(flat rate)	72	24	
	G. G. Wise	"	9.8.41	£480, 510-30-720 -40-920.	630	642	
	R. V. Meyerowitz	"	3.7.41	£600-30-840	630	645	
	Rev. K. Horn	"	30.8.41	£575-25-600-30 -840.	600	611	

Carried Forward

£20,710

Estimates of Salaries - Sheet 3.

Item No.	Name	Office	Date of Increment.	Scale of Salary	Present Salary	Ant. to be drawn for the year	Remarks.
	Brought forward					20,710	
10 contd.	J. L. Porter	Master	31.8.41	£500-25-600-30-840	550	559	
	F. G. Watts	"	31.8.41	£475-25-600-30-840	525	534	
	T. A. M. Dowuona	"	18.8.41	£335-15-350-25-600-36-780.	450	460	
	K. C. Whittaker	"	14.10.41	£400, 450, 500-25-600-30-840.	525	531	
	C. T. Shaw	"	1.9.41*	- do -	500	509	
	F. W. Thompson	"	16.6.41	- do -	500	514	
	R. A. N. Lapsley	"	23.12.41	- do -	500	501	£514 payable by RWAFI
	D. A. Chapman	"	1.1.41	£335-15-350-25-600-36-780.	400	425	
	P. D. Quartey	"	1.1.41	£336, 360-20-600-25-700.	360	380	
	H. C. Davis	"	-	£300 for 1st yr.) £350 for 2nd yr.)	350	350	2 years' agreement.
	A. L. Aqu	"	21.9.41	£336, 360-20-600-25-700.	<del>536</del>	343	
	M. A. Ribeiro	"	1.1.41	- do -	336	360	
	J. Scholes	"	30.8.41	£400, 400, 450, 500-25-600-30-840.	400	417	
	Carried forward					£26,593	

Estimates of Salaries - Sheet 4.

Item No.	Name	Office	Date of Increment.	Scale of Salary	Present Salary	Am't. to be drawn for the year	Remarks	
	Brought forward					26,593		
10 contd.	Rev. H.W.M. Rigney	Master	-	£300 (flat rate)	300	300		
	W. Ofori-Atta	"	20.10.41	£336, 356, 360-20-600 -25-700.	336	341		
	H. J. Andrews	"	23.8.42	£400, 400, 450, 500-25 -630-30-840.	400	400		
11.	Miss A.I. Parnell	Mistress	10.9.41	£480, 510, -30-720.	720	720		
	" U. H. Page	"	2.9.41	- do -	690	700		
	" E. C. Manly	"	6.9.41	£400-20, 30-480-30 -720.	600	610		
	" M. K. Elliott	"	30.9.41	£400, 450, 500-25-600 -30-720.	525	532		
	" C. E. Packham	"	14.10.41	- do -	525	531		
	" M. W. Blackwood	"	14.10.41	- do -	525	531		
	" V. J. Foote	"	13.11.41	- do -	525	529		
	" M. I. L. Dummett	"	28.4.41	- do -	450	484		
	" D. E. F. Nash	"	11.1.41	- do -	400	449		
	" A. P. Christian	"	-	£250 (flat rate)	250	250		
	Total Senior Staff ...						£32,970	
							=====	
							£33,173	
							=====	

Estimates of Salaries - Sheet 5.

Item No.	Name	Office	Date of Increment.	Scale of Salary	Present Salary	Amt. to be drawn for the year	Remarks.
12.	F. K. Potakey	1st Div. Teacher	-	£222-12-282	282	282	
13.	J. R. Grant	2nd " "	-	£154-10-208	208	208	
	Miss V.E.Gbedemah	- do -	29.8.41	- do -	164	168	
	- do - K.G. Alice.	-	-	£50 (flat rate)	50	50	
	A. K. Okinc	- do -	24.1.41	£154-10.-208	194	207	
	T. Boatin	"	19.1.41	- do -	184	194	
	R. M. Turksan	"	1.6.41	- do -	174	180	
	Miss A. F. Grant	"	27.9.41	- do -	174	177	
	B. A. Brown.	"	20.1.41	£138,154-10-208	138	154	
	T. Q. Botchway	"	11.1.41	- do -	122	130	
	P. C. Gbeho	"	16.1.41	£71-3-80-5-130	120	125	
	E. J. Klufio	"	17.1.41	- do -	120	125	
	Miss E. O. Afari	"	1.1.41	£98-8-138 etc.	114	122	
	Osei Bonso	"	-	£108-12-120	120	120	
	A. B. Attafua	"	25.9.41	£98-8-138 etc.	114	117	
	Miss Mercy Koi	"	16.8.41	- do -	106	110	
	" H. C. Gardiner	"	1.9.41	- do -	106	109	
	" O. A. Som	"	1.1.41	- do -	98	106	

Carried forward

£2,684

Estimates of Salaries - Sheet 6.

Item No.	Name	Office	Date of Incremt.	Scale of Salary	Present Salary	Ant. to be drawn for the year.	Remarks
13 contd.	Brought forward					£2,684	
	R. A. Kwami	2nd Div. Teacher	1.10.41	£98-8-138 etc.,	98	100	
	J. A. Doku-Nartey	"	10.3.41	- do -	98	105	
	M. F. Dampney	"	1.1.41	£84,98-8-138 etc.	84	98	
	V. F. K. Ayivor	"	1.1.41	- do -	84	98	
	B. A. Amoah	"	1.1.41	£54-6-84 etc.	78	84	
	E. K. Angba	"	1.5.41	<del>£86-6-84</del> etc.	78	82	
	M. S. A. Tweneboa	"	1.2.41	£48-6-84 etc.	72	78	
	A. M. Opoku	"	1.4.41	- do -	66	72	
	P. E. Hulode	"	1.1.41	- do -	66	72	
	B. Spio-Garbrah	"	1.1.41	- do -	66	72	
	T. K. Saku	"	1.1.41	- do -	66	72	
	Miss Janet Asare	"	1.1.41	- do -	60	66	
	H. K. Jiagge	"	28.5.41	- do -	66	70	
	S. K. Anthony	"	19.7.41	- do -	60	63	
	Miss Dinah Ekuban	"	14.1.41	- do -	54	60	
	" Eliz. Obeng	"	21.1.41	- do -	54	60	
	" Sophia Boafo	"	21.1.41	- do -	54	60	
	Carried forward			...		£4,001	

Estimates of Salaries - Sheet 7.

Item No.	Name	Office	Date of Increment.	Scale of Salary	Present Salary	Amt. to be drawn for the year	Remarks
13 contd.	Brought forward					£4,001	
	Miss Beatrix Djan	2nd Div. Teacher	16.1.42	£48-6-84 etc.	48	48	
	D. K. Asante	"	1.1.42	- do -	48	48	
	George Sowah	"	24.7.41	- do -	48	72	
	Miss Kate Smith-Kaye	"	-	£72(flat rate)	72	72	
	D. A. Brown	"	8.7.41	£48-6-84 etc.	48	72	
	J. G. B. Torto	"	-	£150	150	150	(Temporary apptmt to be discussed at Council.)
	E. Anu	"	-	£250	-	250	(To be discussed at Council.)
14.	R. Amonoo	Sen. Div. Clerk	1.1.41	£300-12-396	312	324	
	-do- Shorthand Alice.	"	-	£24(flat rate)	24	24	
15.	A. F. Bannerman-Bruce	2nd Div. Clerk	1.4.41	£154-10-208	174	182	
	C. D. Some	"	25.3.41	- do -	164	172	
	A. Spio-Garbrah	"	-	£98-8-138 etc.	106	106	
	L. K. Damalie	"	13.1.41	- do -	106	114	
	E. O. Adoo	"	1.4.41	£48-6-84 etc.	78	83	
	Miss E. M. Amonoo-Neizer	"	28.5.41	- do -	60	64	
	C. E. Wentum	"	9.5.41	£98-8-138 etc.	98	104	
	A. A. Ankrah	"	-	-	48	48	
	T. Y. Mould	"	11.6.41	£84,98-8-138 etc.	84	92	
	Carried forward ...					£6,026	

Estimates of Salaries - Sheet 8.

Item No.	Name	Office	Date of Increment.	Scale of Salary	Present Salary	Amt. to be drawn for the year	Remarks
		Brought forward				£6,026	
15	S. R. Ntem	Clerk		£150		150	(To be discussed at Council.)
16	A. A. Amoo	Telephone Operator	-	£48-6-84	84	84	
	-do- Overtime	"	-				
	Alice.	"	-	£4(flat rate)	4	4	
	S. Gaisey	"	1.5.42	£48-6-48	48	48	
	-do- Overtime	"	-				
	Alice.	"	-	£4(flat rate)	4	4	
17.	M. Osabutey	2nd Div. Nurse	8.1.41	£154.-10-208	174	184	
	Miss E.L.Holm	"	15.4.41	£48-6-84 etc.	66	71	
	" Vic. Teye	"	1.2.42	- do -	48	48	
18.	L. C. Hesse	Store & timekeeper	-	£106-8-138	138	138	
	E. B. Asamba	Overseer, Gar. & Grounds	1.1.41	£98-8-138	106	114	
	G. K. Akpabla	Asst. Science Museum	1.1.41	£48-6-84	72	78	
19.	Miss D. Kudjodji	Asst. Matron	1.5.41	£48-3-138	54	56	
	" S. Atiamo	"	-	£27-3-48	48	48	
	" F. Affoh	"	1.5.41	- do -	36	38	
	" Eliz. Sekyiamah	"	1.1.41	- do -	30	33	
	" C. Akotey	"	-	-	27	27	
	" C. Koi	K.G. Asst.	1.3.41	£27-3-48	30	33	
20.	K. G. Nurse	-	-	-	30	30	
		Carried forward				£7,114	

Estimates of Salaries - Sheet 9.

Item No.	Name	Office	Date of Increment.	Scale of Salary	Present Salary	Amount to be drawn	Remarks
		Brought forward				£7,114	
21.	F.K.Hukporti	Sanitary Inspector	11.10.41	£48-6-84 etc.	54	56	
Carried Forward ...						£7,170	

Item No.	Description	Salary per yr.	Total	Remarks
	Brought forward	...	£7,170	
22.	<u>Messengers</u>			
	1 @ £36 per annum	36		
	2 @ £30 " "	60		
	1 @ £27 " "	27		
	1 @ £24 " "	<u>24</u>	147	
23.	<u>Drivers</u>			
	1 @ £78 per annum	78		
	2 @ £72 " "	<u>144</u>	222	
24.	<u>Laboratory Attendants</u>			
	4 @ £30 per annum	<u>120</u>	120	
25.	<u>Night Watchman</u>			
	1 @ £32 per annum	<u>32</u>	32	
26.	<u>Workshop Attendant</u>			
	1 @ £24	<u>24</u>	24	
27.	<u>Hospital</u>			
	1 Lab. Asst. @ £66 p.a.	66		
	1 Cook @ £42 p.a.	42		
	2 Cleaners { 1 @ £2.15/- p.m.			
	{ 1 " £2.12/- " }	65		
	1 Washman @ £4 p.m.	48		
	1 Sewing girl @ 10/- p.m.	<u>6</u>	227	
28.	<u>Sanitation</u>		<u>480</u>	
	Total Junior Staff		£8,422	
			=====	
	1940 Estimates		<u>£7,727</u>	

ESTIMATES 1941.

Expenditure.

OTHER CHARGES.

Item No.	Head of Expenditure	Revised 1939	Actual 1939	Estimates 1940	Estimates 1941	Remarks.
3.	Agriculture Laboratory	15	14	15	15	
4a.	Art School & Handwork	188)	65	273	273	} Revenue Credited to Vote in } 1939 and now shown as Revenue } under head 3 (c)
4b.	Pottery	200)	255	337	337	
5.	Botany (a)				33	
	Zoology(b)	21	39	21	58	
7a.	Chemistry Laboratory	108	130	108	108	
7b.	Cinema Equipment	52	34	-	-	
8.	Contingencies	400	297	300	300	
9.	Dining Hall Equipment	202	124	182	182	Boiler not purchased 1940 (£30)
10.	Domestic Science	109	93	178	178	
11.	Electricity and Water	2,550	1,790	2,550	2,000	
12.	Engineering School	147	206	142	142	
13.	Farm	910	1,148	1,370	1,370	Increased sales.
14a.	Food for Pupils	6,240	5,883	5,733	5,375	Based on number of pupils (675 for 273 days)
14b.	Cleaning Materials	406	616	871	871	
14c.	Wages, Cooks etc.,	1,116	1,114	1,116	1,116	
15.	Gardens and Grounds	712	753	650	750	(£100 for grass cutting (transferred from item 23.
16.	Gymnastic Equipment	30	18	25	20	
17.	Old Boys' Day and Camps	100	58	80	80	
18.	Hobbies	167	188	22	22	
19.	Hospital	505	546	505	660	Increase in price of Drugs.
20.	Legal and Audit Fees	170	235	140	140	
21.	Library	200	195	200	200	
22.	Lorries and Bicycles upkeep	550	568	550	550	
23.	Maintenance of Buildings	<u>3,360</u>	<u>2,954</u>	<u>3,310</u>	<u>3,210</u>	£100 transferred to item 15.
	Carried forward ...	£18,458	17,323	18,678	17,930	

Expenditure contd.

Item No.	Head of Expenditure	Revised 1939	Actual 1939	Estimates 1940	Estimates 1941	Remarks.
	Brought forward	£18,458	17,323	18,678	17,930	
24a.	Anthropological Museum	90	83	75	75	
24b.	Science Museum - Herbarium	45	42	45	45	
24c.	Science Museum - Zoology	116	102	91	89	
25.	Music School	30	84	35	35	
26.	Office Expenses	800	730	700	750	
27.	Passages	3,993	3,152	4,135	5,206	Increased Passage lists.
28.	Physics Laboratory	43	44	43	43	
29.	Printing Press	692	963	700	700	
30.	Sports and Playing Fields Upkeep	540	505	550	518	
31.	Temporary Staff	400	400	400	400	
32a.	Text Books - Collage	1,728	917	1,500	2,000	Increase in Prices
32b.	Classroom Equipment	200	135	150	150	
33.	Text Books - School	75	71	75	75	
34.	Transport and Travelling	540	419	400	400	
35.	Uniforms and Bedding	1,400	1,969	1,400	2,000	(Increase in Prices
36.	Scholarships in England	1,041	966	1,000	610	(Mr. Busia £360 for 1 year (Mr. Ntem £225, Medical Fees etc. (£25.
37.	Kindergarten Hobbies	25	22	25	25	
		£30,216	27,927	30,002	31,051	
		=====	=====	=====	=====	

Art Supervisor, I had on a number of occasions taken charge of the School of Art and Crafts during your absence on leave, or while you were ill in bed. I shall be grateful if you will kindly let me have the testimonial at your earliest convenience".

sgd. B. Spio-Garbrah.

With reference to my letter of the 8th April, 1940, to the Acting Principal (Mr. Ward) of Achimota College, I have his permission to forward through him this petition. Since then I have received another letter dated 18th April, 1940, from Mr. Ward, the Acting Principal, which I reproduce below:-

"I am sorry to say that several members of the Council have questioned the accuracy of the minutes in the matter of your salary. According to them, no decision whatever was taken; and it is to be presumed, therefore, that the Council intended the matter to be held over until its next meeting. This being so, I am compelled to with-hold the payment of the extra increments, which I was told the Council had granted you, until the Council finally decides. I am sorry to have to do this, but you will of course realise that the whole question remains open."

sgd. W.E.F. Ward,  
Ag. Principal.

From this I infer that the Council intends to consider the question of my salary at its next meeting. That there may be no misunderstanding of the issue involved I beg to seize this opportunity to explain why I considered the salary of £84, as said to have been decided upon by the Council, inadequate.

- (a) When I was offered the post of Assistant Art Master at Achimota and therefore had to resign my post at Wesley College as Assistant Master in Art in December 1936, and could not find my way clear to accept the small initial salary of £48, the Rev. R.C. Blumer, who was then the Vice Principal, promised me that at the end of my three years' work at Achimota College I would be reconsidered and put on a special high scale of salary, if Mr. Meyerowitz was satisfied with my work.
- (b) Mr. Meyerowitz asked me to take a three years' course in Art and Crafts under him in order that he might be in a better position to recommend me for the higher scale of salary. He also stated that the initial salary after such a course for even teachers who took it directly after the teachers' training course would be above the first bar, i.e. £98 at least. I have not only taken this course but have also had some years of teaching experience. Working even on the possession of that certificate alone and calculating from the initial salary of £98 and taking into consideration my number of years of service, I should be receiving at least £130 for the year 1940. Considering, however, the facts which I have stated below I feel I am entitled to a scale with an initial salary of not less than £200.

I had my Elementary Education in both the Cape Coast and Accra Government Boys' Schools and passed

Achimota College,  
Achimota.  
19th May, 1940.

The President,  
Achimota College Council,  
A c h i m o t a .

Dear Sir,

On the 3rd of April, 1940, I received the following letter from the Acting Principal:-

"Thank you for your letter of April 2nd. The Council has decided to grant you an extra increment for each year for your art course. This means that you will draw £84 a year from 1st January, 1940."

sgd. W.E.F.Ward.  
Ag.Principal.

This was my reply:-

"I have received with thanks your letter of 3rd April, in which you stated that the Council had decided to grant me an increment for each year for my art course, and added:-

"This means that you will draw £84 a year from 1st January, 1940."

It is with much regret that I have to write to say that I consider this scale of salary unfair and that I am unable to accept it.

I shall communicate with the Council about it.

sgd. B.Spio-Garbrah.

I wrote the following to Mr.Meyerowitz:-

"I enclose herewith copies of correspondence which has taken place between the Acting Principal and myself since the 6th of March 1940.

As you are aware, up to the 4th of March, when by the request of the Acting Principal (Mr. S.T. Dunstan) I was asked by you to see him on my new scale set on the Teacher's Certificate (Art and Crafts) by the Board of Education, I had left the whole question of my new scale of salary in your hands.

You have told me on many occasions since last year, that you were doing your very best to get the Council to put me on a new scale of salary this year. I believe you have done your best and I am very grateful to you for it. The letter which I received from the Acting Principal on the 3rd of April, stating that the Council had decided to grant me an increment for each year for my art course and adding "This means that you will draw £84 a year from 1st January 1940", is very far from satisfactory.

I shall, therefore, communicate with the Council on the matter.

This communication with the Council on this subject will not be complete without a testimonial from you testifying to my ability and efficiency in the teaching of Art with particular reference to the work I have done under you for the past three years, and also stating the fact that in my capacity as Acting

- (a) "This is to certify that Mr. Britton Spio-Garbrah was a student of this College from 1928 to 1932 and that throughout those years he showed a high standard of work. He passed the Cambridge School Certificate examination in December 1932. He showed a special aptitude for Art, and, in the words of the Art Master, "his enthusiasm for the pursuit of Art was outstanding. In his time he was about the best in the School." His conduct was most satisfactory."

sgd. S.R.S. Nicholas,  
Ag. Principal,  
Adisadel College.

- (b) "Britton Spio-Garbrah passed two years at Achimota College studying Art under me. I saw immediately that he had considerable talent and I was impressed by the keenness with which he worked, and the intelligence he showed. His progress was steady and quiet and a great encouragement to his teacher. At the end of his Course he passed tests and final examination brilliantly. And judging by his kindness and good manners added to his talents, I feel sure he should make a very good Art Master."

sgd. Gabriel Pippet  
Art Master - June 1936.

- (c) "Mr. Britton Spio-Garbrah served on the Staff of Wesley College from June to December 1936 as Asst. Master in Art. He showed himself to be an efficient teacher and a loyal colleague and I have great pleasure in recommending him for any similar appointment".

sgd. Kenneth Horn,  
Ag. Principal.

May I mention further that as the Assistant Art Master, I have on various occasions taught students in the Teachers' Training classes and in the Secondary School. I have also occasionally assisted in teaching the Art and Crafts Teachers in Training. I might also mention that at Achimota College I have responsibilities which are normally not borne by a teacher in a Mission or a Government Elementary School; for apart from the responsibilities attached to my post as the Assistant Art Master, I have on more than three occasions taken full charge of the Art School, either when Mr. Meyerowitz was away on leave or ill in bed. This means that apart from the additional classes, and care of the Art School property and stock of materials, I have had to allot the work for the Term among the various workshops in the Department, to see that each workshop got its required materials for its work and had to deal with all correspondence from the Administrative Staff and elsewhere which have any bearing on the School of Art and Crafts or the members of staff who teach in the Department.

In conclusion, I beg to ask the Council to take into consideration the various reasons stated above and summarised below in determining my new scale of salary:

the Seventh Standard Examination in 1927. My classmates who left standard seven with me in 1927 and entered the Government Civil Service in 1928 were started on an initial salary of £60, and are now receiving £164 this year. Those of my classmates, who entered the four years teachers' course at Achimota in 1928 and who were employed in Government Elementary Schools at the end of their course in December 1931, were offered the initial scale of £106 and are now receiving £184 for the year 1940.

A government school teacher in the Gold Coast is, as you are aware, one who has had his post-standard seven training of three or four years paid for by the government, and who under bond is bound to teach for a certain number of years. I, on the other hand, had eight years post-standard seven and teacher-training courses at Adisadel and at Achimota (Secondary and Teacher-training) as a paying pupil and I have also had nearly five years experience in practical teaching in two Colleges (Wesley and Achimota).

I should like to mention also that apart from certificates and prizes which have no direct bearing on Teaching or Art, I have won the following certificates which show my proficiency in Art and my ability to teach it.

- December 1929 Junior Cambridge Certificate (passed with credit in Art).
- December 1932 Senior Cambridge Certificate (passed with credit in Art).
- December 1935 Teachers' Second Class Preliminary Certificate (passed with distinction in Art).
- December 1937 Teachers' Second Class Certificate (Complete).
- November 1938 The Teachers' World Personal Postal Course Certificate in the New Art Teaching (London).
- December 1939 Teachers' Certificate (Art & Crafts).

The award to me of the Specialist Art and Crafts Teachers' Certificate in December 1939 (the first time such a certificate has ever been awarded in the Gold Coast), should not, therefore, imply that my work as a teacher of Art has only just begun. It rather means that having taken the three years course and having successfully passed the tests and final examination set by Mr.H.V.Meyerowitz, I have been duly recognised by the Board of Education as a Specialist Teacher in Art and Crafts.

The Board of Education may set a certain value on this certificate and give its holders a certain scale of salary, but I feel that the real value of the work which I do at Achimota College is over and above whatever value the Board of Education may attach to the certificate. I take the three years course I had under Mr.Meyerowitz as a period of testing my ability as required by the Vice Principal, Rev.R.C.Blumer.

I now quote below from only three of my testimonials which I happen to have with me and which also testify to my ability and work both as a student and teacher of Art before I joined the Achimota Staff:-

The School of Arts and Crafts,  
Achimota College,  
Achimota.

20th May, 1940.

Mr. B. Spio-Garbrah joined Achimota College Junior Staff in January 1937 and was at the same time detailed to my Department as Assistant Art Supervisor. We then undertook in close on four years of strenuous work the complete re-organization of the Art School until it became a department of Arts and Crafts.

During my leaves, various illnesses, and long tours of investigations into West African Arts and Crafts of the neighbouring colonies, Mr. Garbrah had full charge of my Department as Acting Supervisor and carried on the work to my satisfaction.

Mr. Garbrah as well as the rest of the Arts and Crafts School Staff collaborated with me in devising the various schemes of work which are now being put into operation. Furthermore, I wish to point out that he managed where I failed to instil discipline into students coming over from the L.P. and to enthuse them for their work. I may say at this point that it is my belief that Africans should be taught to express themselves by their own compatriots because they are able to make contact with them in a way that we Europeans never can hope to do.

Mr. Garbrah has this contact and it is my feeling that owing to this the Commission appointed by His Excellency the Governor to inspect Achimota College noticed that our Department the students definitely feel that they can contribute in their own way instead of being forced to imbibe elements of an alien culture.

Apart from that Mr. Garbrah in his spare time participated in the three years course for Arts and Crafts teachers-in-training and at the end of which his Thesis "Pattern work in Schools" was accepted and commended, and he was one of the first four to receive the Department of Education's Certificate as an Arts and Crafts Teacher.

At present he is in charge of the lower Secondary School and is under-studying me in the classes which are being for the first time systematically prepared for the Alternative Syllabus for the Cambridge School Certificate for the Tropical and Sub-Tropical Dependencies.

Finally, I wish to say that I have found Mr. Garbrah to be an able and reliable worker, quick to grasp new ideas and what is the most important of all capable of taking harsh criticism with a smile and without being despondent, a quality which is rarely found in this country.

sgd. H.V. Meyerowitz

ART SUPERVISOR.

5.

- (a) my training and qualifications,
- (b) my years of service,
- (c) the nature of my work at Achimota College,
- (d) the shouldering of responsibility for the School of Art and Crafts during the absence of Mr. Meyerowitz,
- (e) the fact that my ~~prebatic~~ proficiency and my ability have been testified to by both the Education Department and Mr. Meyerowitz, and my work has been considered satisfactory (see Inspectors' Report of 1938 page 110-111 and Mr. Meyerowitz's testimonial attached).
- (f) The present salary received by my contemporaries who with lower qualifications are now earning about £100 more than the salary I am at present receiving,
- (g) The promise of a much higher pay in the future on the strength of which I accepted a low initial scale in Achimota.

I am,

Your obedient Servant,

sgd. Britton Spio-Garbrah

TO MEMBERS OF ACHIMOTA COLLEGE COUNCIL.

18. XI. 40.

As we are in process of acquiring land for the purpose of tile and brick making and as we hope to continue experimenting in glazed and unglazed ware, it is suggested that the Council should know something of what is proposed and what we have done.

This year with our very limited resources, the pottery is able to show a revenue of £355 which it is estimated will be increased to £385 by the end of the year. I do not know whether the Council will be prepared to put money at present into the further development of this project, but I am submitting at least two schemes which involve a fair sum of money both as capital and working expenditure together with estimated revenue.

I am also including a description of a new tile which should find a ready market as it meets practically all the criticisms (mostly unfounded) levelled against the old rounded tile. Further, I show briefly the comparative cost of iron sheets and tiles at present.

Finally, there is a list of people who have made enquiries for tiles and most if not all, would purchase. These enquiries were in no way sought.

I feel sure that the Council will recognise the extreme value of this new industry in the Gold Coast and if it is financially possible will be prepared to back it.

*S. J. Dunstan*  
ACTING PRINCIPAL.

SCHEME 1.

2.

BOSIS 1 Kiln producing 250,000 Madeira Tiles, or,  
125,000 Interlocking Tiles and 70,000 Bricks.

<u>Capital</u>		<u>Working Costs - 1st Year.</u>	
Mouldering Sheds	£ 50	Kiln Fuel	£ 250. 0. 0
3 Dryers	90	Diesel Fuel	50. 0. 0
Engine & Blunging Shed	30	Lubrication	7.10. 0
Engine	60	Transport	125. 0. 0
1 Kiln and Chimney	120	12 men @ £24	288. 0. 0
Transmission	10	3 " " 39	117. 0. 0
400 Boards @ 3/-	60	Office & Supervision	50. 0. 0
3000 Pallets @ 6d	75	Unforeseen (5%)	88. 0. 0
Pump	10		
Small Equipment	20		
Unforeseen (10%)	52		
	<u>£ 577</u>		<u>£ 975.10. 0</u>

REVENUE.

125,000 Interlocking Tiles @	£7 per 1000 =	£875	
125,000 " " @	£10 " " =		£ 1250*
70,000 Bricks @	£2 " " =	140	<u>140</u>
		£ 1015	<u>£ 1390</u>

SCHEME 2.

BOSIS of 1 Kiln producing 125,000 Madeira Tiles, or,  
65,000 Interlocking Tiles and 35,000 Bricks.

<u>Capital</u>		<u>Working Cost - 1 Year.</u>	
Mouldering Shed	£ 25	Kiln Fuel	£125
2 Dryers	60	Diesel Fuel	25
Engine & Blunger Shed	25	Lubrication	5
Engine	60	Transport	63
1 Kiln and Chimney	60	8 men @ £24	192
Transmission	10	2 " @ 39	78
200 Boards @ 3/-	30	Office & Supervision	50
1500 Pallets @ 6d	38	Unforeseen (5%)	53
Pump	10		
Small Equipment	10		
Unforeseen (10%)	32		
	<u>£ 360</u>		<u>£ 591</u>

REVENUE.

65,000 Interlocking Tiles @	£ 7 per 1000 =	£ 455	
65,000 " " @	£10 " " =		£ 650*
35,000 Bricks @	£ 2 " " =	70	<u>70</u>
		£ 625	<u>£ 720</u>

\* The difference here is merely to show possible revenue resulting from an increase in the price of the Interlocking Tiles - £7 and £10.

TILE DATA.

Interlocking tiles are specially designed to resist driving rain, snow, and dust. For this purpose, they are provided with triple interlocking tongues and groves at all vital points.

The general form of the tile is such as to deflect water away from its joints so that each tile delivers its burden of water on to the centres of the two tiles below it and not on to their joints.

Each tile is provided with two nibs by which it hangs on the battens, and at the lower end of the tile a perforated nib is placed to facilitate attachment to the batten carrying the next course of tiles. By this means each attachment exercises a binding force on three tiles. Therefore if every third tile is attached in this way all the tiles are secured against displacement by highwind and minor earthquake shock. The interlocking tile is a French invention. In France and the French Colonies it is common practice to fix these tiles on  $1\frac{1}{4}$ " x  $1\frac{1}{4}$ " battens resting on 3" x 3" common rafters set as much as 4' apart. It can be judged from this how extremely cheap the timbering for this tile can be.

ex works (Price in Bridgewater, England, £13 to £14 per 1000  
( " in Morocco £ 6 to £ 7 " " )

Covering capacity 145 to 155 per square - 10' x 10'. Covering capacity of present Madeira tile approximately 300 per square 10'x10' according to the lap used.

Interlocking tiles at £7 per 1000 at 150 per square 10' x 10' is equivalent to corrugated iron at 3/7 per 8ft sheet. Ninety-nine per cent of the roofs in Dakar are done in this tile. The Mangalor tile of India is the same thing. Practically all modern roofs in Morocco and the Southern half of France are covered with these tiles.

CURRENT PRICES OF IRON SHEETS IN BUNDLES OF 10 & 20  
AS QUOTED IN ACCRA.

Cheapest Grade	1	8ft	sheet	3/7
Medium "	1	8ft	"	5/9
Best "	1	8ft	"	7/-

(At this rate we should undercut the cheapest grade if we sell at £7 per 1,000).

Unsolicited Brick and Tile Enquiries.

Mr. Amonoo wishes to roof house. Approximately 3,000 tiles at £10 (?)	£ 30. 0. 0
Mr. Baddoo of Box 299, Accra, requires 5,000 Madeira Tiles at £4.10/-	22. 10. 0
Presbyterian Church, Christiansborg, Accra. 800 tiles for repairs	8. 0. 0
Mr. Boaten, Kumasi, indefinite requirements if cost not excessive.	0. 0. 0
Mr. Quartey requires 10 to 15 thousand bricks at £2	24. 0. 0
Mr. Ateko requires perhaps 10,000 bricks and 5,000 tiles	80. 0. 0
Bishop's School, Accra, indefinite number of tiles required for extensions	0. 0. 0
Mr. D. Gillett, 16,000 flat tiles at approx. £3 per 1000	48. 0. 0
Mr. D. Gillett - 500 Madeira Tiles @ £4.10/-	2. 5. 0
Mr. Porter, 1000 tiles for Summer House	4. 10. 0
100,000 <del>for</del> Madeira Tiles for Malay States and unlimited further orders; price not fixed. (say 50/- per 1000 would probably clinch deal)	250. 0. 0
Tentative enquiries from U.A.C.: amounts not stated owing to uncertainty to supply	0. 0. 0
Mr. Baksmati, 6000 bricks for Bread Ovens	12. 0. 0
Mr. Asanti, 2000 tiles and 1000 bricks	16. 0. 0
Mr. Joselin, 1500 bricks	3. 0. 0

TELEGRAMS: ACHICOLL, ACHIMOTA

TELEPHONE: ACHIMOTA.

PUBLISHED: ABC 6TH EDITION

OUR REFERENCE NO. 2830/47/40.

YOUR REFERENCE NO.



(19)

ACHIMOTA COLLEGE  
ACHIMOTA

18th November, 1940.

Sir,

I enclose a copy of the 1939 Accounts along with the 1941 Estimates. If you have any questions to ask I should be grateful if you would advise me as soon as possible as it often happens that it is not possible to answer a question satisfactorily without reference to books. I also enclose a copy of correspondence in connection with the Salary Scale of Messrs Opoku and Spio-Garbrah which will be considered at the Standing Committee.

(19a) & (19b)  
under file

I have the honour to be,

Sir,

Your obedient servant,

SECRETARY TO THE COUNCIL.

The Honourable,  
H. W. Thomas,  
The Secretariat,  
P. O. Box No. 522, ACCRA.

RFA/Er.  
(Encls.)

(18)

ACHIMOTA COLLEGE  
ACHIMOTA

13th November, 1940.

TELEGRAMS: ACHICOLL, ACHIMOTA  
TELEPHONE: ACHIMOTA.  
ABLES: ABC 6TH EDITION  
OUR REFERENCE NO. 283C/44/40.  
YOUR REFERENCE NO.



Sir,

A meeting of the Standing Committee of Achimota Council will be held on the 23rd November at 9 a.m. in the office of the Director of Education, Accra.

2. A Council Meeting will be held at Achimota Staff Club on the 7th December.

(18A) (18B) 3. Copies of the Agenda are enclosed. Accounts, Estimates and other papers will be sent shortly.

I have the honour to be,  
Sir,  
Your obedient Servant,

SECRETARY TO THE COUNCIL.

BH

The Honourable,  
H. W. Thomas,  
The Secretariat,  
Box No. 522,  
ACCRA.

RFA/Ea.

(1813)

AGENDA FOR THE 31ST MEETING OF ACHIMOTA  
COUNCIL TO BE HELD AT ACHIMOTA STAFF CLUB  
ON THE 7TH DECEMBER, 1940, AT 9.0 A.M.

1. Minutes of last Meeting.
2. Standing Committee's Recommendations - Meeting to be held  
23.11.40.
3. Election of Council Members 1941
  - (a) African Members - Mr. E.C.Quist and the Hon.K.A.Korsah  
are the retiring members but are  
eligible for re-election.
  - (b) Election of member to represent Missionary education -  
Rev.M.B.Taylor is at present a  
member and is eligible for re-election.
4. Staff.
  - (a) S.R.Ntem, C.C.Wentum
  - (b) H.C.Davis - Salary Scale
  - (c) H.V.Meyerowitz
  - (d) D.G.R.Herbert
  - (e) Nursing Sister
  - (f) A.F.Bannerman-Bruce) J.R.Grant +
  - (g) Dr. M.J.Field.
  - (h) A.N.Lapsley - 3 years proba-  
tionary period.
5. Kindergarten
6. Report for 1939
7. New Principal
8. Three years probationary period
9. Release of Staff from Military - Salaries
10. Letter from Mr. Anthony
11. Pottery
12. Bunso Plantation
13. Present position of Staff
14. Any other business.

*Printer*  
*1st Div.*  
*Teacher*

TELEGRAMS: ACHICOLL, ACHIMOTA

TELEPHONE: ACHIMOTA.

CABLES: ABC 6TH EDITION

OUR REFERENCE NO. 283C/34/40.

YOUR REFERENCE NO.



ACHIMOTA COLLEGE

ACHIMOTA

12th September, 1940.

Sir,

I have been directed by the President to call a meeting of the Council for Saturday 21st September, 1940. A copy of the Agenda is enclosed along with the minutes of the Standing Committee meeting held on the 9th September.

I have the honour to be,  
Sir,  
Your obedient servant,

SECRETARY TO THE COUNCIL.

The Hon. T. R. O. Mangin,  
P. O. Box 522,  
ACCRA.

RFA/CC:

AGENDA FOR THE 29TH MEETING OF  
ACHIMOTA COUNCIL TO BE HELD IN  
THE STAFF CLUB ON SATURDAY 21ST  
SEPTEMBER, 1940, AT 9.0 A.M.

1. Minutes of last meeting.

2. Standing Committee Recommendations:

2nd August.

- (a) Evacuation of L1 to L5 Boys & Girls to the Technical School and Agogo.
- (b) Agreement with Basel Mission - Agogo premises
- (c) Expenditure on Technical School £200. Recoverable from Imperial Government.

22nd August.

- (a) Staff - 1. Mr. H. C. Neill not to be released from Army.  
2. Female teaching staff  
3. Recall of Miss Packham from leave:-
- (b) Committee's resolution on fall of standard.
- (c) Expenditure at Agogo.
- (d) Dispenser at Agogo.

26th August.

New Principal

9th September.

- (a) Evacuation of College Buildings - Government decision.
- (b) Medical Services at Agogo.

3. Secondment - Mr D. G. R. Herbert

4. Staff confirmations - Three years' service

5. Maintenance Officer - Letter from Colonial Secretary

6. Pensionable post for Nurse

7. Vice-Principal's salary

8. Gifts to College

9. Extension of Scholarship - Mr E. Amu.

10. Kindergarten - Date of meeting for discussion

11. Any other business.

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MINUTES OF THE 31ST MEETING OF  
THE STANDING COMMITTEE OF  
ACHIMOTA COUNCIL HELD ON THE  
9TH SEPTEMBER, 1940.

PRESENT:

Hon. T. R. O. Mangin - In the Chair  
E. C. Quist Esq.  
The Hon. The Acting Director of Education -  
V. A. Tettey Esq.  
The Acting Principal of Achimota - W.E.F. Ward Esq.  
R. F. Allan Esq. - Secretary  
J. Brown Esq. - In Attendance

ABSENT:

R. I. Edwards Esq. - On Trek  
Dr J. B. Danquah - "  
Hon. R. O. Ramage - On Leave  
Rev M. B. Taylor - "

A telegram was received from Dr Danquah expressing the hope that a satisfactory solution would be found.

MINUTES OF  
LAST MEETING:

These having been circulated to all members were taken as read and were signed by the Chairman.

SCHEME FOR  
FURTHER  
EVACUATION:

The Acting Principal reported that he had had a meeting with the Governor, Mr Roberts, Acting Director of Public Works and Mr Brown. His Excellency had put forward a scheme for building accommodation if in the future military occupation of the remaining College buildings became a necessity. Buildings would be of swish with thatch roofs and would consist of classrooms, dormitories, dining hall and staff quarters. It was expected that the whole would be completed in three or four months at the expense of the Imperial Government. Although the scheme would be proceeded with at once, there would be no necessity to evacuate unless the Military were forced to use the College buildings. After discussion and perusal of draft plans prepared by Mr Brown the following motion was unanimously passed:-

- "1. That the Committee approve of His Excellency the Governor's scheme for providing swish buildings to accommodate staff and students in the event of the remaining buildings being required for Military purposes.
2. That in the event of evacuation every effort be made to allow Achimota to retain the Engineering School, Science Block, Printing Press, and Offices, Library and Museum in the Administration Block with access to these buildings.
3. That in the scheme provision should be made to accommodate the Lower Primary boys and girls at present evacuated to Agogo and the Technical School, Accra, thus preserving the unity of Achimota.
4. That it is essential to provide a large concrete building as a store."

AGOGO:

The Acting Principal was authorised to negotiate and arrange terms for the services of a Doctor for Agogo.

(Signed) R. F. Allan.

SECRETARY

MINUTES OF THE 30TH MEETING  
OF THE STANDING COMMITTEE OF  
ACHIMOTA COUNCIL HELD ON THE  
26TH AUGUST, 1940.

PRESENT:

- Hon. T. R. O. Mangin - In The Chair
- R. I. Edwards Esq. M.C.
- E. C. Quist Esq.
- Dr J. B. Danquah
- The Hon. The Acting Director of Education -  
V. A. Tettey Esq.
- The Acting Principal of Achimota - W.E.F. Ward Esq.
- R. F. Allan Esq. - Secretary
- A.H.R. Joseph Esq. - In Attendance

ABSENT:

- Hon. R. O. Ramage - On Leave
- Rev M. B. Taylor

MINUTES OF  
LAST MEETING:

These having been circulated to all members were taken as read and were signed by the Chairman.

NEW PRINCIPAL:

The Chairman read a telegram from the President of the Council (Mr Justice M'Carthy) stating that he had received a cable from Mr Grace that the Committee appointed by Council to put forward nominations for the position of Principal unanimously recommended the Rev R. W. Stopford, at present Principal of Kandy College, Ceylon. Mr M'Carthy had asked the Acting Principal to have a meeting of Standing Committee after having communicated with all Council members not on the Committee. All such members except those on leave, and two on trek (Dr de Graft-Johnson & Mr Chapman), had approved of the Council recommending the appointment.

The Chairman read a letter from the Colonial Secretary giving the Rev R. W. Stopford's qualifications. He then asked Mr Joseph, who had met Mr Stopford to give the Committee some of his impressions. Mr. Joseph said that from what he had heard, he was very capable, a good organiser and a hard worker. At Kandy there was a large staff, mixed, and partly residential. He had served on many educational committees and was considered as a leading educationalist in Ceylon and often gave lectures in Colombo and other towns. He was liked by parents, students and staff alike. As regards finance, Mr Joseph had heard he was very careful. He was Anglican but broad in his views rather than high. While at Kandy, he was very keen in the Cadet Corps. His age was 39 and he was married and had two children.

On a motion by Dr Danquah, seconded by Mr Edwards, The Committee unanimously recommend the appointment of the Rev R. W. Stopford as Principal, expressing the hope that the appointment would be taken up as soon as possible.

(Signed) R. F. Allan.

SECRETARY TO THE COUNCIL.

MINUTES OF THE 28TH MEETING OF  
THE STANDING COMMITTEE OF ACHIMOTA  
COUNCIL HELD IN ACCRA ON THE 2ND  
AUGUST, 1940.

PRESENT:

- The Hon. F. O. Ramage - In the Chair
- The Hon. T. R. O. Mangin
- R. I. Edwards Esq. M.C.
- The Hon. The Acting Director of Education -  
V. A. Tettey Esq.
- The Acting Principal of Achimota -  
W.E.F. Ward Esq.
- R. F. Allan Esq. Secretary

ABSENT:

- Rev M. B. Taylor - On leave
- E. C. Quist Esq.
- Dr J. B. Danquah.

MINUTES OF  
LAST MEETING:

In the list of names of those present Hon.R.I. Edwards should read R.I. Edwards Esq. M.C. On page I Survey Department should read Survey School. Subject to these alterations the minutes were confirmed.

EVACUATION:

The Committee agreed to the proposals of the Advisory Committee that classes L1 to L5 girls should be housed at Agogo with Miss Cooke, the Headmistress, in charge. Boys in these classes will go to the Technical School, Accra, and Kindergarten girls and boys will remain at Achimota. The conditions of the lease of the Agogo buildings were sanctioned. These are as follows :

1. Achimota shall take over all the hospital grounds and buildings, with agreed furniture and equipment, except:
  - (a) Two doctor's bungalows
  - (b) Consulting room and operating theatre
  - (c) Three store rooms at the north end of the first block
  - (d) Agreed accommodation for nursing staff and servants.
2. Achimota shall maintain buildings and equipment in good order and hand them back in the condition in which they are taken over.
3. No alterations shall be made in the buildings without the permission of the Secretary of the Basel Mission.
4. No boys older than 14 years shall be sent to Agogo.
5. Achimota shall take over and maintain the electricity plant, and shall provide fuel oil. The mechanic in charge shall be retained in his position.
6. Achimota shall pay the Basel Mission a nominal rent of one shilling a year, and a contribution of £20 a month in respect of the service of the Mission's nursing sister, on the understanding that she shall care for invalids among the Achimota children.
7. In making appointments to the subordinate staff, Achimota shall give preference as far as possible to previous employees of the Basel Mission.
8. In arranging prices for local foodstuffs, the Achimota staff in charge at Agogo shall consult with the Basel Mission staff there.

EVACUATION: (Contd.)

"9. Achimota shall retain possession of the Agogo premises till the end of 1940, and shall continue in occupation thereafter subject to two months' notice on either side."

EVACUATION (C

The Committee approved of expenditure up to £200 on alteration to Technical School buildings, to be recovered along with other expenses incidental to the evacuation, from Imperial Government.

It was agreed that the College Lawyer should draw up agreements regarding the lease of Agogo and an agreement with the Military regarding Achimota buildings etc.

(Signed) R. F. Allan.

SECRETARY.

~~\_\_\_\_\_~~  
The Hon. T. R. E. ...  
P.O. Box 522,  
Accra.

(13)

MINUTES OF THE SPECIAL MEETING  
OF ACHIMOTA COUNCIL HELD ON  
SATURDAY, 27TH JULY, 1940, AT  
ACHIMOTA.

PRESENT:

Mr Justice L.E.V.M'Carthy - President  
Hon. R. O. Ramage  
T.R.O.Mangin Esq.  
R.I.Edwards Esq. M.C.  
Miss E. C. Sutherland  
Hon. Nana Sir Ofori Atta K.B.E.  
Hon. K.A.Korsah O.B.E.  
E. C. Quist Esq.  
Dr J. W. de Graft Johnson  
Miss E. M. Cocke  
D. A. Chapman Esq.  
T. M. Dowuona Esq.  
The Hon.The Acting Director of Education - V.A.Tetty Esq.  
The Acting Principal of Achimota - W.E.F.Ward Esq.  
R. F. Allan Esq. - Secretary to the Council

ABSENT:

Rev M. B. Taylor - On Leave  
S. T. Dunstan Esq. - "  
Dr J. B. Danquah

OPENING:

The President opened the meeting with the College Prayer.

MINUTES:

The minutes of the previous meeting were signed after the following alterations had been made:-  
Minute on Kindergarten - Miss Beloe was described as "Mistress in charge of the Kindergarten". The word "House" was added after "Kindergarten".  
Minute on Messrs. Spio-Garbrah and Opoku: The minute was altered to read "The subject of salaries was discussed but no decision was taken".

WELCOME TO NEW MEMBERS:

The President welcomed Messrs. Ramage, Mangin, Edwards and Tetty.

LETTER FROM MR.HODGENS:

The President said he had received a letter from Mr. Hodgens expressing regret that he would no longer be able to serve on the Council in view of his transfer to Sierra Leone. He said he had taken a great interest in the proceedings and felt he was just getting to know and appreciate Achimota when his transfer took place.

LETTER FROM MR. GRACE:

The President said he also had received a letter from Mr. Grace explaining that the Committee formed to recommend nominations as principal had experienced great difficulty in getting the right man, but that they had succeeded, they thought, in doing so now, although nothing definite could be expected for five or six weeks as investigations were still proceeding. If this fell through, the Committee felt that they could do nothing more.

PARTIAL EVACUATION:

The President then asked Mr. Ramage if he would give a brief outline of the negotiations.  
Mr. Ramage repeated the remarks made at the Standing Committee meeting held on 22nd instant emphasizing that Achimota had only been asked to vacate the school buildings because of extreme military necessity and after all other sites in Accra had been considered. He stated that Government appreciated fully the inconvenience caused.  
The President in reply said that he was sure members of Council would appreciate the position and would be in agreement that Achimota was glad to have been able to be of service in the emergency. It was now up to the Council to make the best of the position.

The /

- 2 -

The Acting Principal, Mr. Ward, then addressed the Council. He wished, he said, to make it perfectly clear to Council that the only thing which he had committed them to was in handing over the buildings on the School side. He said that the activities of the University, Teacher Training and Secondary would be untouched. He proposed to house the girls in these departments on the College side in three dormitory blocks. These were all together and had a clearly defined boundary of roads. The Staff Advisory Committee was unanimously in favour of this.

Mr. Quist stated that in course of conversations with some parents, it appeared that they were against the idea of girls coming over to the College. Miss Sutherland thought that such an arrangement would raise difficulties in the way of supervision. The alternative was for the girls to be sent to another location if available e.g. Agogo, but the Acting Principal pointed out that staffing would be almost impossible. After further discussion, Mr. Ramage, seconded by Mr. Mangin, moved the adoption of the original scheme that the girls be housed on the College side. Nana Sir Ofori Atta moved an amendment that they should go to Agogo if staffing could be arranged, Mr. Quist seconded. The amendment, in the absence of any support, fell and Mr. Ramage's motion was declared carried. In connection with this discussion, the Acting Principal was asked to report on its working at an early date, at half term.

The Acting Principal then put forward the proposals for housing all the students assuming that Agogo and the Survey School were available. The University, Teacher Training, Secondary boys and girls would all be at Achimota as would girls in L4 & L5 and Remove. The boys in the Lower Primary classes would go to Agogo and the Kindergarten to the Survey School. Regarding the Survey School, Mr. Ramage thought that it would be available especially if Achimota could get on without the classroom accommodation presently being used by the Survey pupils.

The President raised the general question of the abolition of the Kindergarten and said that later on in the year the Council would be discussing this point. (In October, 1939, the Council had decided to bring up the question in a year's time). The Acting Director of Education said that he was not in favour of a sudden stoppage of this department. It ought to be done gradually. The Acting Principal said that if the Kindergarten and L1 to 3 classes were dispersed, he thought that from a third to a half of the pupils could be taken up almost right away by other schools. A motion by the Acting Director of Education, seconded by Nana Sir Ofori Atta that the Kindergarten and L1 to 3 classes should be carried on, if possible, was put to the meeting and carried. Mr. Ramage proposed seconded by Mr. Edwards that if a decision had to be made between Kindergarten and Primary, preference should be given to Primary Classes. This was carried.

#### STAFF:

The Standing Committee's recommendation to pay salaries of any staff who lost their position through dispersal up to the end of January, 1941, was adopted on a motion by Mr. Edwards seconded by Mr. Dowuona, subject to Council reserving the right to recommend or grant abolition terms. The Acting Director of Education recommended that Government Missions be approached with a view to finding employment for any teachers affected.

MINUTES OF THE SPECIAL MEETING  
OF ACHIMOTA COUNCIL HELD ON  
SATURDAY, 27TH JULY, 1940, AT  
ACHIMOTA.

PRESENT:

Mr Justice L.E.V.M'Carthy - President  
Hon. R. O. Ramage  
T.R.O.Mangin Esq.  
R.I.Edwards Esq. M.C.  
Miss E. C. Sutherland  
Hon. Nana Sir Ofori Atta K.B.E.  
Hon. K.A.Korsah O.B.E.  
E. C. Quist Esq.  
Dr J. W. de Graft Johnson  
Miss E. M. Cocke  
D. A. Chapman Esq.  
T. M. Dowuona Esq.  
The Hon.The Acting Director of Education - V.A.Tetty Esq.  
The Acting Principal of Achimota - W.E.F.Ward Esq.  
R. F. Allan Esq. - Secretary to the Council

ABSENT:

Rev M. B. Taylor - On Leave  
S. T. Dunstan Esq. - "  
Dr J. B. Danquah

OPENING:

The President opened the meeting with the College Prayer.

MINUTES:

The minutes of the previous meeting were signed after the following alterations had been made:-  
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The president welcomed Messrs. Ramage, Mangin, Edwards and Tetty.

LETTER FROM MR.HODGENS:

The President said he had received a letter from Mr. Hodgins expressing regret that he would no longer be able to serve on the Council in view of his transfer to Sierra Leone. He said he had taken a great interest in the proceedings and felt he was just getting to know and appreciate Achimota when his transfer took place.

LETTER FROM MR. GRACE:

The President said he also had received a letter from Mr. Grace explaining that the Committee formed to recommend nominations as principal had experienced great difficulty in getting the right man, but that they had succeeded, they thought, in doing so now, although nothing definite could be expected for five or six weeks as investigations were still proceeding. If this fell through, the Committee felt that they could do nothing more.

PARTIAL EVACUATION:

The President then asked Mr. Ramage if he would give a brief outline of the negotiations.  
Mr. Ramage repeated the remarks made at the Standing Committee meeting held on 22nd instant emphasizing that Achimota had only been asked to vacate the school buildings because of extreme military necessity and after all other sites in Accra had been considered. He stated that Government appreciated fully the inconvenience caused.  
The President in reply said that he was sure members of Council would appreciate the position and would be in agreement that Achimota was glad to have been able to be of service in the emergency. It was now up to the Council to make the best of the position.

ARRANGEMENTS WITH  
MILITARY:

The Council adopted the Standing Committee's recommendation that Buildings and Grounds taken over should be maintained and alterations made by Achimota and that a charge should be made. Mr. Ramage proposed the adoption and Miss Sutherland seconded. The President said that later a form of agreement on such matters would have to be drawn up and that the College's legal adviser would be consulted in all points connected with upkeep and finance, meantime the Acting Principal would report to and consult with the Standing Committee from time to time. Mr. Korsah raised the question of military damage e.g. bombs.

PRINCIPAL'S  
SCHOLARSHIPS:

No action was taken.

AGREEMENT  
MR. H. V. MEYEROWITZ:

The Standing Committee's recommendation was passed on a motion by Mr. Mangin seconded by Mr. Edwards.

RELEASE OF STAFF  
FOR MILITARY  
SERVICE:

The Acting Principal reported the release, at the urgent request of Government, of Mr. Neill and Mr. Lapsley. He also reminded Council that the Standing Committee had approved of members of Staff being allowed to join the European Reserve. A letter had been written to Standing Committee members and a large majority had approved. Council approved of the action taken on a motion by Mr. Ramage, seconded by the Acting Director of Education.

LETTER TO PARENTS:

It was decided that a letter should be sent to each parent giving the decision of Council that, if possible, all departments would be carried on.

(Signed) R. F. Allan.

SECRETARY.

12

PROPOSED CONDITIONS FOR ACHIMOTA'S  
LEASE OF AGOGO HOSPITAL PREMISES.  
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1. Achimota shall take over all the hospital grounds and buildings, with agreed furniture and equipment, except:
  - (a) Two doctor's bungalows
  - (b) Consulting room and operating theatre
  - (c) Three store rooms at the north end of the first block
  - (d) Agreed accommodation for nursing staff and servants.
2. Achimota shall maintain buildings and equipment in good order and hand them back in the condition in which they are taken over.
3. No alterations shall be made in the buildings without the permission of the secretary of the Basel Mission.
4. No boys older than 14 years shall be sent to Agogo.
5. Achimota shall take over and maintain the electricity plant, and shall provide fuel oil. The mechanic in charge shall be retained in his position.
6. Achimota shall pay the Basel Mission a nominal rent of one shilling a year, and a contribution of £20 a month in respect of the services of the Mission's nursing sister, on the understanding that she shall care for invalids among the Achimota children.
7. In making appointments to the subordinate staff, Achimota shall give preference as far as possible to previous employees of the Basel Mission.
8. In arranging prices for local food-stuffs, the Achimota staff in charge at Agogo shall consult with the Basel Mission staff there.
9. Achimota shall retain possession of the Agogo premises till the end of 1940, and shall continue in occupation thereafter subject to two months notice on either side.

W/A.

F. S. N. A. 3/36

(11)

RA 2/7

ACHIMOTA COLLEGE,  
ACHIMOTA.

30th July, 1940.

Dear

As you will no doubt have heard, the Government has taken part of our buildings for war purposes. The Kindergarten and Primary departments, and the girls' boarding houses, are all taken.

The work of the University, Secondary, and Teacher Training Classes will continue without any interruption. The Council has sanctioned the moving of the girls from Kingsley, Slessor, and the New houses into Houses VI, IX, and Lugard on the College side. These three houses form a compact area entirely surrounded by roads, and the Headmistress and her staff consider that they can give adequate supervision there.

It is not possible yet to say what will be the fate of the Kindergarten and Primary classes. We are still trying to find alternative accommodation for these classes in other parts of the country; so that we can establish branches of Achimota, under Achimota control. I will let the parents of these children know as soon as I have made any definite arrangements. We are doing all we can in the hope that it will not be necessary to disperse these children into other schools.

Yours faithfully,

(Signed) W. E. F. Ward  
ACTING PRINCIPAL.

AGENDA FOR SPECIAL MEETING  
OF ACHIMOTA COUNCIL TO BE  
HELD ON 27TH JULY, 1940.

1. Partial evacuation

Standing Committee's recommendations

- (a) Action taken
- (b) Evacuation to Survey of certain classes
- (c) Staff
- (d) Arrangements with Military
- (e) Principal's Scholarship
- (f) Agreement - Mr. Meyerowitz

2. Any Other Business

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MINUTES OF THE 27TH MEETING OF THE  
STANDING COMMITTEE OF ACHIMOTA COUN-  
CIL HELD ON MONDAY 22ND JULY, 1940.

PRESENT.

- The Hon. R. A. Ramage
- The Hon. T. R. O. Mangin
- The Hon. The Acting Director of Education -  
Mr. V. A. Tebtey
- The Hon. R. I. Edwards
- E. C. Quist, Esq.
- Dr. J. B. Danquah
- The Acting Principal of Achimota - Mr. W. E. F. Ward
- The Secretary - Mr. R. F. Allan.

ELECTION OF  
CHAIRMAN.

Mr. Ramage was elected Chairman of the Meeting.

PARTIAL EVACUATION  
OF COLLEGE & SCHOOL.

Mr. Ramage told the Committee that he would like them to understand that all possible avenues had been explored before Government had approached Achimota. Government regretted that owing to the present outlook they had no alternative but to ask Achimota to vacate part of the buildings. The Acting Principal, Mr. Ward, said that he proposed to make his report in two parts, the first dealing with action already taken, the second with proposals for the consideration of the Committee.

Part I. Mr. Ward outlined the attitude he had adopted when it was announced that Government wished to take over Achimota. He said that he had asked and had been assured that the buildings were required as a military necessity and not merely as a convenience. He had been in touch with the President of the Council during the period while discussion were going on and the President had indicated that ~~there~~ no useful purpose could be served by calling a meeting of this Committee or Council in the early stages of the discussions.

At the beginning it was thought that complete evacuation would be necessary but after discussion and two visits from the Staff Officer it was realised that if the School buildings were completely evacuated this would suffice.

Mr. Ward then gave some details of housing and other internal reorganisation. He said that University, Teacher Training and Secondary departments would be untouched. The girls would be housed in College dormitories vacated by certain students in the Primary department. It would also be possible to house the girls in classes L4 and L5 and Remove. As regards the boys in these classes there was no room for them at Achimota and Government had offered as alternative accommodation the old Technical School or the Survey Department buildings. It was his opinion supported by the Acting Director of Education that the former was useless as it stood but that the Survey School could be utilised. The Chairman asked that Government should be asked whether that offer still remained open before a final decision was made. Subject to this confirmation, the action taken by the Acting Principal was approved by the Committee. Dr. Danquah emphasised that every effort should be made to find alternative accommodation for all children and said he hoped Government would

consider very carefully the importance of education. The Chairman assured Dr. Danquah that everything possible would be done to safeguard the interest of education but that military necessity must always take precedence.

Part II. Mr. Ward then outlined the broad lines of the organisation of the Survey School. There would be 40 boys and three male African teachers. The Headmistress would visit frequently as supervisor and the Nursing Sister also, for medical attention. The scheme was approved subject of course to the Survey School being available.

As regards the Kindergarten and Classes L1 to L3 the Acting Principal was asked to explore possibilities for a suitable location. Mr. Mangin suggested Elmina Castle and thought that the Commissioner for the Central Province should be approached regarding the Castle or other accommodation at Cape Coast. It was also suggested that the Chief Commissioner of Ashanti might have some suggestions. St Monica's Cape Coast was suggested as a possible place. Mr. Ward said that various schools had provisionally offered to take quite a number of children from these lower classes.

STAFF. Mr. Ward then asked for the Committee's opinion on the future position of several members of the teaching staff of these lower classes in the event of dispersal. The Committee recommended that they should be given five months on full pay i.e. up to the end of January that is provided they do not get other posts. After careful consideration of the qualifications of Miss Dunnett and Miss Christian the Committee thought that of the two Miss Dunnett's services should be retained in preference to Miss Christian's.

ARRANGEMENTS WITH MILITARY. It was agreed that Achimota should continue with the Maintenance and upkeep of buildings and gardens and grounds of the whole School Compound. The Committee also agreed that as much furniture and equipment as can be spared should be left, inventories of course being prepared and properly taken over and signed.

Financial details between College and the Military would be settled later.

PRINCIPAL'S SCHOLARSHIPS. The question of continuance of these Scholarships in the event of a dispersal of Kindergarten and L1 to L3 was raised but no recommendation was made.

AGREEMENT - MR. MEYEROWITZ. It was recommended that the agreement be renewed with the assurance that Mr. Meyerowitz would receive the next vacant pensionable post.

(Sgd.) R. R. ALLAN.

Secretary.

TELEGRAMS: ACHICOLL, ACHIMOTA

TELEPHONE: ACHIMOTA.

CABLES: ABC 6TH EDITION

OUR REFERENCE NO. 283C/30/40.

YOUR REFERENCE NO.



ACHIMOTA COLLEGE  
ACHIMOTA

18th July, 1940.



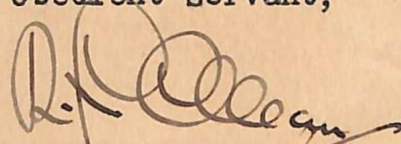
Sir,

There will be a special meeting of Achimota Council on Saturday 27th instant at 9.0 a.m. in the Achimota Staff Club. The business will be to consider the Acting Principal's report on the partial evacuation of the School, and the recommendations of the Standing Committee which will be made at a meeting to be held on the 22nd instant.

I have to confirm that the Standing Committee will meet in the office of the Acting Director of Education at 2.0 p.m. on Monday 22nd instant.

I have the honour to be,  
Sir,  
Your obedient Servant,

The Hon. T.R.O. Mangin,  
Secretariat,  
P.O. Box 522,  
ACCRA.

  
SECRETARY TO THE COUNCIL.

REA/CC: 019/7

7

22<sup>nd</sup> May, 1940.

Sir,

MR. S. R. NTEM.

I have the honour to acknowledge your letter No. 288/2/40 dated the 17th May, 1940, and to inform you that in my opinion no allowances should be given to Mr. Ntem until he adjusts his mode of life to that of a student after which the true state of his finances can be further examined. If he has been running a car I suggest that he gives up doing so at once in which case the resultant saving should more than cover his outfit requirements.

I have the honour to be,

Sir,

Your obedient servant,

*MS*

AG: SECRETARY FOR NATIVE AFFAIRS.

THE ACTING PRINCIPAL,  
ACHIMOTA COLLEGE,  
A C H I M O T A.

TELEGRAMS: ACHICOLL, ACHIMOTA

TELEPHONE: ACHIMOTA.

CABLES: ABC 6TH EDITION

OUR REFERENCE NO. 288/2/40.

YOUR REFERENCE NO.



S.N.A. 2/36/S.F. 2  
ACHIMOTA COLLEGE  
ACHIMOTA

17th May, 1940. 193.....

Sir,

MR S. R. NTEM.

Mr. S. R. Ntem, the Council's Scholar at Edinburgh, where he is reading for the B.Com. degree, has applied for an outfit allowance. He admits that Achimota scholars in the past have not received such an allowance, as Government Scholars do; but he says that his parents are poorer than the parents of previous scholars. His application is supported by Mr. Grace, who suggests the figure of £50; and this figure is accepted by the Director of Colonial Scholars.

Mr. Ntem has received various advances on his scholarship grant of £270 per annum, and the amount still to be recovered is £62.3.6d. He has been in Edinburgh for nearly two years.

I should be glad to know your views on the matter. My own feeling is that Mr. Grace's suggested figure of £50 is too high; if the Council decides to make a grant at all, it should be much less than that. I have not seen Mr. Ntem since he went to Scotland: but he was always a lad of large ideas, and from what I have heard I do not think he is living as economically as many of his fellow students. He has been running a car, and in a statement of his expenses he said that he spent £8.8/- on an overcoat, a figure which I should think too high. When granting Mr. Ntem his scholarship, the Council presumably considered an outfit allowance unnecessary. The Director of Colonial Scholars says that normally an allowance of £270 a year should be adequate, but he accepts Mr. Ntem's plea of poverty. Will you kindly tell me whether you support the idea of a grant, and if so, what figure you suggest.

I have the honour to be,

Sir,

Your obedient servant,

*W. S. J. Sand*

ACTING PRINCIPAL, COUNCIL.

THE HONOURABLE T. R. O. MANGIN,  
P. O. BOX 522,  
VICTORIABORG, ACCRA.

*£270 to cover student m.  
the outfit for scholar  
has been 40/- at Edinburgh  
the 1/2 of the outfit to cover the  
is a car in Edinburgh. Is it  
can also be to outfit?*  
3/21/40

Minutes of the 28th Meeting  
of Achimota Council held at  
Achimota on Saturday 30th  
March, 1940.

PRESENT.

The Hon. H. W. Thomas - Acting President  
Miss E. C. Sutherland  
The Hon. Nana Sir Ofori Atta K.B.E.  
E. C. Quist, Esqr.  
The Hon. K. A. Korsah O.B.E.  
Dr. J. W. de Graft Johnson  
Dr. J. B. Danquah  
Miss E. M. Cooke  
D. A. Chapman, Esqr.  
T. M. Dowuna, Esqr.  
The Hon. The Director of Education  
The Acting Principal of Achimota

R. F. Allan, Esqr. - Secretary to the Council

ABSENT.

Mr. Justice L.E.V. M'Carthy - President - On leave  
C. J. Hodgins, Esqr. - On leave  
Rev. M. B. Taylor ) From whom expressions of  
J. A. Harland, Esqr. ) regret had been received  
intimating their inability to  
attend.

ELECTION OF ACTING  
PRESIDENT.

On a motion by the Director of Education  
seconded by Miss Sutherland, The Hon. H. W. Thomas  
was elected Acting President.

OPENING.

The Acting President opened the meeting  
with the College Prayer.

NEW MEMBERS OF COUN-  
CIL.

The Acting President welcomed two new  
staff members of Council, Miss Cooke and Mr. Chap-  
man.

MINUTES OF LAST  
MEETING.

These were approved by the Council and  
signed by the Acting President.

STANDING COMMIT-  
TEE'S RECOMMENDA-  
TIONS.

The Recommendations of the last Standing  
Committee were approved by Council. The Acting  
Principal explained each item briefly and certain  
discussions took place which are briefly minuted.

- (b) New Principal. It was intimated that no  
information had been received from the Com-  
mittee in England, and it was decided to  
await information and then call a special  
meeting of the Council if necessary.
- (c) Battery. The Acting Principal said that  
action was being taken to introduce legis-  
lation which would enable Achimota to acquire  
land in the same way as Government. It was  
also stated that Revenue to date from sale  
of tiles and water coolers was £126.
- (d) Institute of West African Culture. A memo-  
randum was distributed to each member. The  
Acting Principal said that copies had been  
sent to the Committee at home and also to  
Lord Hailey and Major Orde-Brown and to the  
Government here.

5. 72/20/2. Aug 7

(2)

- (d) Vice-Principal's Salary. Nana Sir Ofori Atta moved seconded by Mr. Quist that the Council accept Government's recommendation that the Vice-Principal's salary be £1,200 per annum but in view of the fact that Mr. Dunstan had already been offered £1,300 and accepted, that Government should treat this figure as personal to Mr. Dunstan while he held the post.
- (g) Miss Bunbury. The Council confirmed the Standing Committee's recommendation, adding that if she was likely to suffer a drop in the salary she was drawing at present the matter would be raised again at the next Council Meeting.
- (e) Gratuity - Mr. Hesse. It was decided to ask Mr. Hesse to remain in the College service for another two or three years after which his gratuity would be reconsidered.
- (h) The Acting Principal intimated that Mr. Andrews would be available in August and Council formally approved of the appointment on the ordinary Government scale.

ADDITIONAL EXPENDITURE 1940.

A sum of £5 for Biology was approved.

STAFF LEAVE.

It was decided to await a reply from the Crown Agents to the Acting Principal's letter on the question of staff travelling by air and other routes.

J. BROWN.

A personal request by the Colonial Secretary for the retention of Mr. Brown's services with the Earthquake Re housing Scheme was read. Council agreed that Mr. Brown should carry on with the scheme until his leave was due in August, and that Government might be asked to make a contribution towards his salary.

THREE & SEVEN YEARS CONFIRMATIONS.

It was decided to defer Miss Beloe's 3 years confirmation to allow time for a fuller consideration of her suitability for the important position which she had taken up as Mistress in charge of the Kindergarten.

The following were approved for confirmation at the end of seven years service with the College on the dates due:

Mr. E. O. Adoo	1-4-40
" M. F. Dampney	3-5-40
" A. K. Okine	1-8-40
" C. G. Wise	9-8-40
Miss M. C. Manly	6-8-40

CERTIFICATES FOR ART.

It was decided that two holders of these Mr. A. M. Opeku and Mr. B. Spio-Garbrah should receive an extra increment in respect of each year of their scholarship.

CANDIDATES FOR PRINCIPALSHIP.

Mr. Downona said that certain members of staff had asked him to put forward Mr. Dunstan's name along with other nominations. The Acting President said this could be done when the other names were received.

(Sgd.) R. F. Allison  
SECRETARY.

AGENDA FOR THE 28TH MEETING  
OF ACHIMOTA COUNCIL TO BE  
HELD AT ACHIMOTA ON SATURDAY  
30TH MARCH, 1940, AT 9.0 A.M.

1. Appointment of Acting President
2. Council Members 1940.
3. Minutes of last meeting. ✓
4. Standing Committee's Recommendations :
  - (a) Mr. Ateko's leave ✓
  - (b) New Principal ✓
  - (c) Pottery - Acquisition of land ✓
  - (d) Vice-Principal's Salary ✓
  - (e) Mr. Busia - Increase in Scholarship ✓
  - (f) Special Scholarship - Kwesi Graham ✓
  - (g) Agreement - Miss Bunbury ✓
  - (h) Agreement - Mr. Watts ✓
  - (i) Gratuity - Mr. Hesse ✓
  - (j) Language Exam - Messrs Shaw & Thompson ✓
  - (k) New Appointment ✓
5. Additional Expenditure on Biology - £5. ✓
6. Staff Leave and Travelling Arrangements. ✓
7. Mr. J. Brown and Re-housing Scheme ✓
8. Institute of West African Culture ✓
9. Confirmation (7 Years & 3 Years) ✓
10. Any Other Business

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The Honourable H. W. Thomas,  
Secretariat,

P. O. Box 522, ACCRA.

Present:

Secretary

MEMBER OF THE

SECRETARY

MEMBER OF THE

SECRETARY

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MINUTES OF THE 26TH MEETING OF THE STANDING COMMITTEE OF ACHIMOTA COUNCIL HELD AT ACCRA ON 2ND MARCH 1940.

Present: Hon. H. W. Thomas, E. C. Quist, Esq., Dr. J. B. Danquah, The Hon. The Director of Education, The Acting Principal - S.T. Dunstan Esq., R. F. Allan Esq. Secretary

Absent: Mr. Justice L.E.V.M'Carthy (On leave), C. J. Hodgins Esq. ( ), J. A. Harland Esq., Rev.M.B.Taylor ) From whom letters of apology had been received intimating their inability to attend.

ELECTION OF ACTING PRESIDENT: On a motion by The Director of Education, seconded by Mr. Quist, Mr. S. T. Dunstan was elected as Chairman of the meeting.

MINUTES OF LAST MEETING: These having been circulated to all members were taken as read and were confirmed and signed by the Chairman.

LEAVE - REV.H.M. GRACE: The Chairman reported that Mr. Grace's leave had been extended to the 25th March.

MR. K. B. ATEKO: The Chairman read a letter from Mr. Ateko on the question of leave. Dr. Danquah moved and Mr. Quist seconded a motion that he be granted four months from the end of the first term 1940. The motion was carried.

NEW PRINCIPAL: The Chairman said he hoped that some information would be available for the Council Meeting on the 30th March.

SECONDMENT - MR. D. G. R. HERBERT: A letter from the Colonial Secretary was read stating that Government was awaiting a reply to a despatch sent to the Secretary of State.

POTTERY: The Chairman made a statement on the Pottery industry.

VICE-PRINCIPAL'S SALARY: It was decided to refer this matter to Council.

MR. K. A. BUSIA - INCREASE IN SCHOLARSHIP: Recommended that £20 extra be granted for the purchase of books for 1940 only.

SPECIAL SCHOLARSHIP - KWESI GRAHAM: On a motion by the Director of Education, seconded by Mr. Thomas, it was recommended that the Special Scholarship valued at £15 be withdrawn.

AGREEMENT - MISS D.E. BUNBURY: It was recommended that Miss Bunbury go on to the Government Scale for Nursing Sisters and that Government be approached to see whether they would make the post pensionable.

AGREEMENT -  
MR. F.G. WATTS:

On a motion by the Director of Education, seconded by Mr. Thomas, it was agreed that Mr. Watts be put on the ordinary Incremental Scale awaiting a vacancy on the pensionable staff.

GRATUITY -  
MR. L.C. HESSE:

It was recommended that the question of Mr. Hesse's gratuity, consideration of his five years service with Government on Achimota Construction and any bonus ex gratia payment, should be dealt with at the time of his retirement.

LANGUAGE - MR. C.T. SHAW  
MR. F.W. THOMPSON.

The Director of Education moved that Mr. Shaw and Mr. Thompson be given a further tour for language Study. Mr. Thomas seconded and the motion was carried.

NEW APPOINTMENT.

The Chairman stated that in view of Mr. Ward's appointment as Director of Education, Mauritius, a new member of staff would be required. He brought up the name of Mr. J. H. Andrews and read over testimonials. Mr. A.G. Fraser Jr and Mr. Grace had both met Mr. Andrews and thought him a very suitable candidate for appointment at Achimota. Other names were put forward by the ~~Chairman~~. On a motion by the Director of Education, seconded by Mr. Thomas, the Chairman was authorised to offer Mr. Andrews an appointment on the usual Government Scale commencing at £400. This was carried. Dr. Danquah suggested that the question of appointment should be deferred until Council met.

(Signed) R. F. Allan.

SECRETARY TO THE COUNCIL.  
~~SECRETARY TO THE COUNCIL.~~

TELEGRAMS: ACHICOLL, ACHIMOTA

TELEPHONE: ACHIMOTA.

CABLES: ABC 6TH EDITION

OUR REFERENCE NO. 283C/6/40.

YOUR REFERENCE NO.



F. S.N.A. 2/36/S.F.

ACHIMOTA COLLEGE

ACHIMOTA

24th February, 1940. 194.....

There will be a meeting of the Council on Saturday 30th March at 9.0 a.m. at Achimota.

The Agenda along with the minutes of the Standing Committee which is meeting on the 2nd March will be posted immediately after that meeting.

It is hoped that there may be some information regarding the new principal.

*see & return*

*pc*

*[Signature]*

SECRETARY TO THE COUNCIL.

The Honourable H. W. Thomas,  
P.O. Box 522,  
Victoriaborg, ACCRA.

RFA/CC:

AGENDA FOR THE 26TH MEETING OF  
THE STANDING COMMITTEE OF ACHIMOTA  
COUNCIL TO BE HELD ON SATURDAY  
2ND MARCH AT 9.0 A.M. AT THE  
EDUCATION OFFICE.

- ✓ 1. Appointment of Acting President
- ✓ 2. Minutes of last meeting.
- ✓ 3. Rev. H. M. Grace - Leave.
- ✓ 4. Letter from Mr. K. B. Ateko
- ✓ 5. New Principal
- ✓ 6. Letter from Colonial Secretary - Mr. D.G.R. Herbert's  
secondment.
- ✓ 7. Pottery - Report by Acting Principal.
- ✓ 8. Vice-Principal's salary - Letter from Colonial Secretary.
- ✓ 9. Additional Grant - Mr. Busia's Scholarship.
- ✓ 10. Special Fee - Kwesi Graham. . . . . +
- ✓ 11. Agreements - (a) Miss D. E. Bunbury  
(b) Mr. F. G. Watts . . . . .
- 12. Application for Gratuity - Mr. L. C. Hesse
- 13. Any other business.

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A C H I M O T A R E P O R T1 9 3 9.P R E F A C E.

The report for 1939 will not be quite like earlier ones. I have to retire for reasons of health from life in Africa after twenty-five years of work there, and I would like not only to report on Achimota affairs for 1939, but also to discuss questions and problems which affect the College both generally and in particular.

I am, therefore, writing almost all the report myself this year and no one but myself is responsible for any part of it, unless the Acting Principal has any routine matters to add; if so he will put his signature to the part he may add.

1939 has not been an easy year for the College. My illness almost at the same time as Mr. Blumer's retirement meant a great strain for Mr. Dunstan. He has done extremely well backed by all the Staff. Achimota is now in the fortunate position of having a large number of senior men and women who are old enough and experienced enough to carry any amount of responsibility.

Then came the earthquake about which much has been written elsewhere. Achimota fortunately suffered much less than other parts owing to the splendid structure of her buildings; though the village had a bad time of it.

And lastly the war. But this is common to the world. It is, though, a very great blessing indeed that we have a Government in England that intends not to limit education in the Colonies during wartime, but to increase it. Surely a sign of inspired leadership. Achimota ought during the war, therefore, to go on from strength to strength.

H. M. Grace.

It is idle to pretend that Achimota is set in a purely African atmosphere, or even housed in buildings of African design - the houses and various buildings could hardly be more European. The College was founded to educate at least some Africans to be outstanding leaders and a larger number who would know how to follow them, and these would be not merely good Africans, but Africans of such vision and wisdom that they would to some extent understand our England of today. And they would attempt to lead their people into harmonious co-operation with the best in modern civilization, tackling with sobriety and judgement the many problems that would arise with the clash of colour and cultures.

It is not outside the bounds of possibility that leaders may emerge who will be able to evolve an African civilization that will keep the best in the African family system and in the collectivised form of African society, and yet at the same time will give that necessary individual freedom which alone can keep society healthy; and, even further, that will escape some of the sad disasters of capitalised society by means of co-operative enterprises. Speaking only of the dead, I feel that given twenty Dr. Aggrey and Twenty Sir Apolo Kagwa's with a goodly number of trained henchmen, almost anything might be done in British Tropical Africa for the good of Africa.

It must never be forgotten that Achimota is costing much money because she has undertaken a costly and difficult enterprise.

#### EIGHT FUNDAMENTALS.

##### I.

The first essential is staff: a good staff, a big staff and a mixed staff, each member being inspired by the same ideal and yet each with feet fixed firmly on the ground, facing the realities of the situation.

(a) A good staff. It is not for me to appraise too highly the Achimota staff. I think our Inspectors did that for me - but as far as it has been humanly possible my predecessor and I have tried to appoint men and women who are good Christians and good technicians; both are essential to our ideal. It is not always easy to find people who combine the technical skill required along with Christian character. It is true to say that all members of the staff who have passed their seven year bar are efficient at their jobs, and in so far as one Christian can judge another, all are trying to live the Christian life, which we all find so extremely hard. In times of crisis, when it is easiest to see the fruits of Christian character which grow slowly in the difficult days of peace, I have never known the staff fail to reveal rare fruits of Christian fortitude and love.

In days when probably eighty per cent of the peoples of Great Britain are ignorant of the true meaning of the Christian religion and where religious education is of such poor quality, it is epoch-making that the Government has established Achimota as a Christian College; this is clearly stated in the letters of appointment sent out by the Secretary of State to members of Staff when joining. (I have often wondered why a clause is inserted to the effect that though the staff join as Christians, knowing that Achimota is a Christian College, they are not compelled to attend public worship. Christians normally do worship God together in Church.)

Achimota can never be satisfied with her Christian standard - the Staff must always be striving to be better Christians by the

grace of God. We hope, however, the day of the liberalism and scientific humanism of the last thirty years is going; and even though Britain and her Allies must fight the appalling wickedness of Nazism and Stalinism to the death, yet we know now, at any rate, that in mankind rests no power to save itself from despair and disruption. It is arguable that to educate Africans on purely secular lines to greater knowledge is either unkind or a waste of time. In one view they would be much better off with a good all-round primary education with its main core devoted to questions of diet, health, hygiene, social amenities and agriculture under the paternal overlordship of the British Government. To build government Colleges for the training of African leaders on a secular basis, or even on a humanistic basis, when the Staff is quite ignorant of and desires not the Gospel of Jesus, and which never crosses a church door except for a funeral or a wedding, is, in another view, just training young Africans as whips to beat the British with in the years to come. Some would even say that African society as it is now, protected from inter-tribal wars, is in a much happier state than is our highly organised, largely infidel - not even decently pagan - society of today. To give Africans our knowledge and yet withhold the wisdom of God which alone has salted our British civilization and saved it from destruction, would seem sheer stupidity revealing a complete inability to read the signs of the times.

(b) An adequate staff is required too, for nothing could be more disastrous than to have a staff which was so overworked that it could only attend to the urgent necessities of a timetable and be unable to enter into that wide and fruitful field of personal relationship between staff and student. I think the Inspectors summed up the situation adequately; we cannot do with less staff - and in one or two fields we need more even for our present work - and yet by missionary standards and by some Government standards in education of this sort in other parts of Africa, we are over-staffed. When your total on the roll is divided into the grant you are given by Government and you are told at £70 per head that you are being extravagant, you are being attacked by someone who is utterly unable to assess the true nature of higher education in Africa.

(c) A mixed staff. There are two senses in which the staff is mixed. We are of different colours and different sexes. To take the latter first. Achimota is co-educational and therefore the staff is composed of both men and women. I am now a convinced believer in co-education. Achimota has merely confirmed what I believed in Uganda and began to put into practise there.

Co-education is often less costly, for though you require the same house staff as you would need if you had two separate schools, you need less teaching staff, except for the staff needed for teaching domestic science.

Again, it is good for men and women to work together as a staff in Africa, where Europeans, at least, are often cut off from large slices of life that are so easy to obtain in their homeland. It is particularly hard on women isolated in a girls' school, and so rarely in touch with men and family life - many of the men in a boys' school are married and very often have their wives and children with them.

Co-education also develops chivalry amongst the boys. With all due deference to my African friends, and with a good knowledge of the unique position the woman holds in the family, she is still too often the hewer of wood and drawer of water for the male in a very large part of Africa. The association with the boys is, too, of great worth to the girls. Whereas, in the segregated girls' school, the girls so often become simpering and stupid at the

slightest approach of a male (an easy prey to that same male in the holidays), in a co-educational school the boys and girls grow up naturally together. Though no one would minimise the tension and strain that there must be when young adolescents of opposite sexes live in the same community, yet there are so many reliefs, and the atmosphere is such that these difficult years are more happily passed in a co-educational school than in a segregated school where unhealthy perversions grow and flourish.

But Achimota has a mixed staff by reason of colour, both African and European. She was fortunate in having Sir Gordon Guggisberg as her founder, who realised that the two races must co-operate and work together for the best results and that Europeans could not do this work alone, nor Africans alone. There are difficulties, for there are not yet many Africans with the required education which would put them on an equal footing with their European colleagues; and even Africans with degrees may not necessarily be suitable or able for a place on the staff; and the same could be said of Europeans. But we are advancing slowly and steadily in this respect. Where five years ago there were only three Africans on the Senior Staff there are now nine - counting two women who have temporary agreements on the Senior Staff, which seem almost certain to be confirmed; and there ought to be another ten in the next five years.

But it is difficult for two races of completely different backgrounds to mix well on terms of perfect equality. There are difficulties and dangers which must be continually watched. Here are a few of the situations which may cause friction. The Europeans must safeguard their children with every care in a climate which would so soon take toll of life if any opening were allowed. This means cutting off their homes in certain directions from completely free intercourse with some sections of African society which can afford to ignore these diseases as it has so often a natural resistance to them. This attitude of European mothers may be misunderstood. Again the African family system is different from the British, and Europeans may not understand all the difficulties that face Africans when in close contact with European family life. Traditions and methods of entertaining are different. In fact there are numbers of ways in which petty frictions may be set up, which by cumulative effect might gradually bring serious division. Some questions of discipline or procedure are viewed in quite a different light by the two races.

I can say that Achimota is aware of these differences, and usually a humorous and Christian spirit is displayed when any crisis may occur, or any situation shows signs of being dangerous. Of this I am certain, it would be hard to find a place in Africa where Africans and Europeans do live so happily side by side and where there is such a spirit of harmony.

I hope, however, that if ever there are tendencies to disruption that these will be brought into the open and faced at once; and also that no extreme counsels will ever influence the adoption of the slogan that intermarriage is the only way to bring about complete unity. If the cultures of the two races approximate more, and if ever the parents and the children of such a union can live equally well in a West African as an English climate, then this may be a matter of practical politics.

But I am confident as things are at present that the Christian spirit of the Staff will find a solution of all these difficult problems of race contact. Also as more Africans, who know both Great Britain and their own Homeland well become members of the Senior Staff, problems will be fewer. But so long as Achimota has to follow the Government method of having a Senior and Junior Staff (the Junior Staff are always all Africans) it is obvious that misunderstandings are more likely to arise between the races.

And in this question of Senior and Junior staffs, there is also a real danger of discord between African and African; the difference between the two salaries is, I think, too large. But it is complicated because Europeans can hardly accept less.

## II.

Secondly in order to accomplish our great purpose the atmosphere in the College must everywhere be Christian. This has been quite fully discussed under the staff and the staff are undoubtedly the key here; but students come to us at every stage in the College, and not only as small children in the Kindergarten and the Lower Primary, but as adolescents, and in the University Classes as young men and women; undoubtedly the attitude of these will affect the atmosphere of our life.

Almost all are Christians and they have come to us from Mission Schools. (This does not mean, of course, that we refuse Animists or Mehommedans who wish to worship in their own way.) But just because these students have come from Christian schools it does not mean necessarily that all are growing strongly in the Christian faith, but it does mean that most will accept certain standards of Christianity as an ideal towards which they can strive. But there is a complication which might easily ruin the Christian atmosphere of Achimote: it is the same complication which is weakening the Christian witness in so-called Christian England. There are at least four major Christian denominations in the Gold Coast - Methodist, Anglican, Presbyterian and Roman Catholic. It is impossible for the Roman Catholics to unite with the other denominations, and the Anglican denomination is so extremely Anglo-Catholic that it finds it hard to have close communion with the Methodists and Presbyterians who are more and more working together. Well we have to accept this situation, and it could wreck our Christian life, but it doesn't because

a) Each denomination has its own chaplain (the Methodists and Presbyterians share one) and each has ample opportunity to practise its own particular rites and ceremonies. But each of the chaplains of the different denominations, however firmly he may hold to certain deposits of faith, must also be able to appraise and thank God for the Christian fruits he finds in members of other denominations.

And b) any fully confirmed member of one body can attend and partake equally with others in any Communion Service of another denomination. (This does not refer to the Roman Catholics. The line of cleavage is still too great between Protestant and Roman Catholic for that gulf yet to be bridged at Achimote. Though it is good to say that on certain occasions the Roman Catholics do meet for a religious ceremony with the Protestants and there is no bar to attendance at Catholic services by Protestants.)

c) There are voluntary prayers every day and a large voluntary service every Sunday night at which at least ninety per cent of the Protestants attend regularly, which helps to unite all.

d) Many of the Staff, because of the spirit of Christ which dwells in them, whether in religious teaching, house prayers or private exhortations, always emphasise those great and glorious truths which unite Christians, and are not greatly concerned (though they are not ignored) with those that tend to disrupt Christians.

The result is a great and growing Catholic spirit at Achimote, which is bound to have a far-reaching influence when those of her old students who grown stronger and stronger in the Christian faith, come to positions of influence in their country. They will

have learnt that it is more heretical to refuse to work with your fellow Christians in love, than it is to disbelieve the doctrines of Apostolic Succession, the Infallibility of the Pope or of the Bible.

But it need not be thought that in this Christian temperature Achimota is speedily reaching perfection; the students, I am sure, no less than the staff, would not claim to be paragon saints and know they are prone to fall in all the temptations which beset man from the world, the flesh and the devil. In one direction, in comparison with the Baganda, the students have an even greater fear of the fetish, which is a terror which walketh at noonday. I have often wondered why this should be so. It is possible that the burning of the tribal fetishes (often before the King of the tribe) in Uganda, after the persecutions of the Christians had ceased, broke this entail of fear in many parts.

### III.

And thirdly, our attitude to and methods of discipline are of the utmost importance. I think I can say with truth that the discipline at Achimota - for a college that recruits from every kind of school in the Gold Coast at all ages and from various tribes and social groups, losing annually seventy or eighty old stalwarts and gaining another eighty or so new students - is very good. Admittedly it would not suit the "sergeant major" discipline of which there was a great deal in the past in the Gold Coast; we still have criticisms that our students have too much freedom both in classroom and house, and that some of them seem too familiar (just a few are at the awkward age, but they soon get over it). I was interested to hear what the Inspectors thought of our discipline - they were with us for a month roaming anywhere and everywhere at will - and so I asked some of them. The answers were in every case highly satisfactory; in fact if you read their report you will find very little reference to discipline, which I consider a very great compliment, for if it had been bad it certainly would have been mentioned.

Though there are small crises in Houses or in College life which call for some form of disciplinary action which is perfectly healthy and natural amongst high spirited boys and girls, yet underneath everything there is a happy family life which is not controlled by the rigour of a code.

There are two laws which govern all matters that require disciplinary action, and further a way of appeal that makes an unwitting injustice very rare.

If the culprit really repents of wrong-doing, he or she is forgiven after making any retribution that is necessary; if there is no understanding of Christian repentance, then the full consequences are taken, and a punishment which will be fitting to the crime and the perpetrator of it, is given; and it is got over as soon as possible, the person feeling free from guilt, having made expiation.

Now a discipline that attempts to use the power of forgiveness throws a great responsibility on the staff, for unless the Christian doctrine of forgiveness is fully understood and accepted, the whole procedure becomes immoral. But I think it is true to say that there is a growing response to this "way of salvation", and where it is used with success the power of the Love of God finds its way into the life of Achimota making all discipline easier and happier.

In 1939 one House went through the whole of a term without any need of proscribing any disciplinary measure other than

small fatigues for very minor offences. This is a remarkable achievement.

I can see no reason why Achimota should ever have - in spite of its size - any of the disciplinary troubles that have spoilt the record of so many good schools in Africa. If all students know that punishment will inevitably follow breaking of College rules, that the punishment will be just (and to ensure this there is an appeal right up to the Principal and beyond if necessary) and even stern, but that when the punishment has been given there is an end to the matter, and also that a higher law than justice is possible for those who can accept it - forgiveness in Christ Jesus, then the atmosphere will always remain sweet and reasonable.

#### IV.

Fourthly, Achimota must stand in the right relationship with the outside world. I think it was Sanderson of Oundle or possibly Thring of Uppingham - I cannot verify which at the moment - who was the first to emphasise the need for school life to be in living contact with the world outside, and as much as possible to shape its life inside the school to that end. But the emphasis was more on making the school life into a little world of its own conforming as much as possible to the outside world.

Achimota has established a further emphasis with relation to the world around it. It is that the school must have the ability to train some of its students for a life beyond the vision of the ordinary life of the outside world as Africa has to advance by great leaps - unfortunately. That is why I value schools like Deantseys in Wiltshire in England - it sees that more and more civilization will spread out into the country both because of speed of travel, and because of man's growing hatred of the rush of town life and his desire of opportunity for more leisure. Deantseys has plans and a curriculum to try and bend the minds of some of her students that way. Now Achimota has quite certainly a job to do - mentioned in the beginning of this report - which is only vaguely apprehended by the outside world of the Gold Coast or of Africa as a whole, and I am writing what I think are the eight fundamentals needed for that purpose; the fourth of these is that Achimota must not cut herself off from all the various leading streams of life in the Gold Coast but explain herself to them. This I consider of very great importance. She must maintain living sympathy and contact with Government, Church, Native State, Press and Parents, or she will fail - or go through very hard days. She must explain again and again her aims to the public; she must enlist their sympathy; she must always be open to their questions and offer facilities for inspection in order to reveal more effectively her purpose. She will even need to explain to some why she is not merely an academy for passing her students through examinations. They will pass these, even though some may require two shots because they are also learning other things at Achimota of tremendous import. Now I will take each of these outside bodies one by one, and state what I consider to be Achimota's connection at present with them, and where there might be improvement.

(a) Government. I can't think of any time that we have not been helped by Government from His Excellency the Governor downwards when help has been asked for. His Excellency has gone out of his way to help us not once but many times. And almost every department of Government has been of great service to us, one way or another. We, too, when we have been asked for help have given as we could. I would not say that I have always quite agreed, shall we say, with all Heads of a Department, or they with me, in certain matters of policy that affect equally Achimota and a

certain Department, but I think a modus vivendi has always been found without a breach of the peace. Now all this is excellent. It shows goodwill. But it need not necessarily mean that all Heads of Departments are in agreement with our great aims or even understand what a revolution Achimota's work will eventually cause in the country. I will touch upon this later. But there is one Department, I consider, which ought to know more of Achimota and that is the Administrative Department. It is the one Department which has little contact with Achimota, except for occasional visits of the Provincial Commissioner, and of course often visits from friends of the Administration who stay with their friends on the staff. But something further is needed on the official side. The Chief Commissioner of the Northern Territories has suggested that members of Achimota Staff should be seconded for service in the administration for a while to understand more of the country. This might be managed, though I think just as valuable and effective would be visits organised for members of staff to districts such as one organised for me and a member of staff and students by the Chief Commissioner Northern Territories. But as well as this senior D.C's and Cadets should stay at Achimota to learn exactly what we are after and what the results may be. They will thus get in touch with a problem that is going to make their own work either much easier or much more difficult in the years to come. Their understanding and sympathy with it now will enable them to tackle it rightly in the future.

Then there is our contact with the world of Commerce. I think it is true to say that the business firms are wanting the best type of students we can turn out, (though they won't get many until they will offer them as good terms as the Government does). Some firms are now doing this. But I don't think the business world realises that we are expecting some of our best students to work towards European posts. I had to advise one of our best students to remove from a shipping company who gave him no prospects of advancement to a post equal with that of a European, to go to another firm which put him at once on to the District Manager's grade in order to work his way up.

And here I will now discuss this question of Achimota's students aiming at equal status with Europeans. It is neither understood nor appreciated in some departments of Government or in the world of Commerce. There is even a deep-seated mistrust and dislike of any institution that trains Africans for higher services. There is to a minor extent fear that Africans will cut out the chances of young Englishmen, but there is an even deeper sentiment that the African has not the ability. The old story is trotted out - it took Britain over a thousand years to find her feet and Africa must go the same length of years first. I believed that until I met Aggrey, even though before that I had learnt of the many fine traits in the African character. And I still know that the African has a hard, hard road to climb - and God knows so has Europe! But all those usual hindrances brought forward to try to prove British Africa's inability to take her place in the next generation or two or three (but not a thousand years) as a Self-Governing Dominion of the British Commonwealth of Nations (or perhaps by then an even wider International body), I do not agree with, nor does Achimota. Lying and petty thieving are held up as a complete bar to Africans being trusted. Few seem to realise that it is hard to change from a communalistic form of society to a more individualistic without some temporary breakdown somewhere; and fewer still seem to have met the educated African who has got through and can be as completely trusted as some Europeans. I had an Assistant African Bursar in Uganda who handled thousands of pounds a year. An African Chief controlled a Native Treasury probably dealing with some £100,000 per annum and he never was convicted of dishonesty. An African market-keeper for all the markets in the Buganda Kingdom never

had a cent out in his balance sheets. And there are many such in the Gold Coast and everywhere in Africa, and the number is growing year by year. To judge the African character by a half-educated schoolboy-form of culture which is only temporary, is to show a complete lack of the trend of events. I would mention many more tendencies in the African character which to many would seem to point to his inability to rule under modern conditions or be able to hold responsible positions and I could refute them but this cannot be done here. I merely affirm what I believe to be the truth - given enough Africans getting the very best education, of the very best sort, in the very best atmosphere, I am certain the African will, in the next fifteen or thirty years surprise the world - so long as the peasant children and youth is being educated at the same time on the right lines.

And to this end those who are now considered worthy of the training they have had, ought to be given the chance to prove themselves. It is true that some few have been, and an increasing number in Government are, being tried out. It is true that one or two business firms are successfully adopting this practice, but I want to feel quite certain that there is a growing and more widespread appreciation of one of Achimote's aims, which is that we are training some Africans to be leaders, leaders in business, leaders in state, leaders in the Church, and that those whose qualifications, both in character and wisdom would recommend them for positions of responsibility, should be warmly welcomed. And nor ought they to be put necessarily into an Intermediate grade which no European ever has to enter. This is important. I am not quite sure what the suggestion for Intermediate posts in Lord Hailey's report means. I can quite recognise that there are conditions where an Intermediate post is essential for those working up from the bottom; for others, possibly, even with degrees, but with not enough background or seeming ability to make it possible to risk putting them straight on to the top line; but there is no reason whatever why an African with the same qualifications as an Englishman, and with the same strict inspection into his past life, should not enter straight away to a Senior post, on probation, as his European colleague does. We have proved this at Achimote.

Nor again, if after education in England, a young African expresses himself a little too vigorously shall we say in "West Africa" or some other paper, should he be treated as a suspect or an agitator to be banned. It would be the quickest way to make him such. At least if he is blackballed from any good post in Africa for this reason, let his pro-labour, or pacifist or 'liberal' young Englishman who can say or write what he likes, be also driven from society. In fact I would plead that all prejudices which have arisen between white and black on the Coast, should be laid low.

The question of salaries is always a difficulty when this matter of responsible appointments for Africans is brought up. There can be no doubt in my mind that Africans must be led to see that generally speaking their salaries in comparison with those of Europeans, ought to be appreciably less. The European has continual leaves, the problems of two homes, and other home expenses and risks which the African will never have; these all make the European's life more expensive.

But it is equally important that Achimote's ideals and aims should be understood by the Native States and the inhabitants of the Coast towns and detribalised areas. A great deal was done to further this understanding by my predecessor and Dr. Aggrey. Mr. Ateko has carried on that work and very few realise what a great work he has done. The students of course help too, and when parents do not understand us, we meet them on Parents Day and by visiting, and get their difficulties cleared up. In fact it is not so difficult to get out of touch with African opinion, but it

can be done as some of the flagrant allegations against us in the Press sometimes portend, though these attacks are becoming rarer and rarer. Fortunately the Press is always willing to state both sides. I think possibly that all staff, and not just some, should, when travelling, find out where parents live or chiefs on their line of passage, and that they should do their best to pay calls whereby undoubtedly a closer contact will be ensured.

The question of our students going on to work in their own tribal governments or as leaders in co-operative business concerns or as private doctors, schoolmasters, surveyors, farmers or ministers, is, as Dr. Danquah truly says, of the utmost importance and can only be accomplished by a very close contact with Achimote and the African community. The Careers Master at Achimote ought to be more and more not a man who merely finds jobs for the right students in the right posts, but he ought to be attached to the proposed group of social studies (of which more later). A wise study of the social, economic and political life of the Gold Coast as it grows towards a fuller and fuller life, will make it possible for Chiefs and people to be led to see where they must place their more highly trained sons and daughters, to ensure that they will lead the 'new Africa' along the right road. And nowhere will leadership be more needed than in the intricate and complicated economic and social problems which have developed through the growth of the cocoa industry.

And this line of country will be even more satisfactorily developed as Achimotens are chosen to be Paramount Chiefs. It was a real honour to Achimote when Fred Mate Kole was chosen to succeed his father. I am away from the Gold Coast now, and cannot verify my facts, but it is surely quite unusual for a son to succeed by patrilineal descent to a stool in the Gold Coast? If this is so, it is a remarkable appreciation by the people of their confidence and trust in Achimote. Long and well may Nene, Azu Mate Kole reign!

There is a further contact that it is essential Achimote should keep firm and strong - her contact with the Missions - shall I say rather, the Christian Churches, as more and more are the Church Synods under a Bishop or a Presbyter or a Superintendent directing affairs, and less and less the Missions. I don't think I need say much more about this than I have already said above, except that I feel there is a very live and growing contact with the Christian Churches. I was surprised when I went first to Achimote, as I was when I went to Budo in Uganda, that when I asked the Sixth Form in a Scripture lesson how many hoped to be Ministers or Clergymen some day, I was greeted by smiles and laughter. It did not seem to be within the purview of the students at all that Old Achimotens should ever be ordained to the Ministry. There were quite good reasons why they had adopted this attitude, but I hope it has changed now. If Achimote does not keep in such close touch with the Christian Church of the Gold Coast, and send out, not only Christian laymen, but Christian Priests, she will have failed in her high purpose. The most excellent Retreat for Ministers of all denominations held one vacation at Achimote, was a great link in this direction.

We have looked at this question of keeping our aims as clearly as possible before the people amongst whom we dwell and from whom our students come. But we must for a moment consider the students in this connection. They know, as they get higher and higher in the College what many of them are being trained for; but the spirit with which they fulfil their duties in the future is of the utmost importance. Many come to us just in order to be trained to get good jobs - it pays a parent to send his child to Achimote. This is the point of view of many parents in England, and it is reasonable if it is not the only object in view. We shall be doing Africa a cruel injustice if we train leaders who will be merely

concerned with themselves and their own families; to serve God and the country must be the ideal to be set before all. The Social Service Society - or as it is now called the Junior Red Cross Link - does set a high ideal before the students, and it is really flourishing. It is considered a great honour to belong to this society; not all can get in, and those who do are on probation for some considerable time. I have often been amazed to find out how much of their precious spare time the students give to works of mercy, or kindness or utility in one of the many groups in the surrounding villages and Accra. The Inspectors think that possibly too much time is spent - maybe, but let the quality and the spirit be no less. Later, as more research is done, it will be possible to have more ambitious schemes for the betterment of the life in the villages around us.

But it is good to know of many of the students who leave us desiring to serve the community and not merely to earn a salary. They have been responsible for the formation of many new Junior Red Cross Groups throughout the country. As a result of this great work Scouts do not prosper very well at Achimote; and because we could only manage a small Troop, it was considered by the Chief Scout Commissioner that it was better to have none at all. But why the flourishing Wolf Cubs were suppressed at the same time is still not understood by me. At least I am happy to know that our students who have learnt to serve in the Social Service Groups, will not be backward in helping forward the Scout Movement in other parts of the country, if they are needed. "Ich Dien". May this be the motto of large numbers of the alumni of Achimote - the service of God and man.

## V.

Fifthly. Beautiful and clean and tidy buildings and surroundings are of the utmost importance to assist our purpose.

There is no one who can say the buildings are not good or clean and easy to keep clean. They do not give adequate shelter from the sun in some parts, and the architecture may not be appreciated by all; though the white walls clothed with flowering creepers are becoming more and more beautiful as the years go by. And here I might add I do not quite understand the Inspectors' remarks about a need for a good architect whenever any new buildings are put up. There have been no big buildings put up since the college was built, and those small ones that have been put up by our Maintenance Officer compare very favourably with the original ones. The new Classrooms, the Music School, the Girls' Houses are probably better looking buildings than any of the old ones. The Art School it is true is not spacious enough, and rather squat, but there was little money with which to build it. The Gymnasium is not beautiful, but is seemed impossible to get the necessary air and yet a multitude of shutters in case of tornados, and at the same time make it beautiful, with the money at our command. But the building is not ugly and stands well back on purpose so that it can be clothed with creepers and trees around it. When any important building is considered such as a Chapel, an architect is of course employed. The need for more buildings is amply covered by the Inspectors.

The grounds become more beautiful year by year. The trees are growing up and more creepers and flowering shrubs are being added continually; and in the rains the grounds are often a blaze of beauty. And now that more shrubs and trees have been planted which flower in the dry season Achimote will be surrounded all the year round in beauty, and all will be able continually to praise God, the Creator. "O Lord God. Behold thou hast made the heaven and the earth by thy great power and stretched out thine arm; and there is nothing too hard for Thee."

And the sixth essential is the right kind of teaching in the classroom, workshop, gymnasium, lecture room and laboratory. As this was the chief part of Achimota which was so carefully and wisely inspected by Dr. Pickard-Cambridge and his colleagues, I do not intend to report so much on particular elements as to discuss general questions, though at times I shall criticise some of the inspectorates findings.

I will begin at the bottom. (a) The Kindergarten. It is one of the really good kindergartens whether judged by European or African standards. A certain number of the younger educated Africans would like to see this department shut if it is a question of the money being needed for University extension. There are, however, very few, whether African or European who want it shut if the money can be found to maintain it. The chief reason why a few individuals want the Kindergarten shut, is that they think the children are not brought up in an African home environment. I would counter this by saying that the influence is chiefly African in the Kindergarten. All the teachers and matrons are Africans. And if the children don't get an entirely African home environment they get just that touch of European discipline and scrupulous care in every side of their lives which probably compensates for the real home (from which after all they are not cut off, but rejoice to return to each holiday); the school provides certain aspects of the home, which the African is seeking and is needing; and which he has not in his own home life. But the essential point to me is that if you want to train a bi-cultural African leader - and that is Achimota's main concern - you must begin quite young with some who can in childhood absorb the love and affection of elders, both black and white, and who will all their Achimota days, and after, have a knowledge of, and a trust in, all that is good in African life and all that is good in European. The Jesuit is possibly a good psychologist when he says: "Give me the child until seven years and I don't mind what happens to him after". It is quite beside the point for the Inspectors to say that so far there are very few Kindergarten children to get to the top. (Though it may be said here that the slump hit the Kindergarten harder than any part of Achimota and so there are big gaps. Also now that the Kindergarten is becoming really popular, it will be possible to enter new pupils on intelligence tests.) Even if only one of each year gets to the top this has a tremendous influence on the College; they are usually leaders all the way up, and they are interpreters of the very special "culture" - awful word - which Achimota is making peculiarly her own. It is not possible for Inspectors from England to measure this tremendous power. I have seen this influence at work in Achimota time and time again, because I have known how to look for it and to expect it from experience in East Africa. I often asked myself in Uganda why certain leading Baganda had the ability to understand the European as well as the African point of view, and not merely acquiesce in the European point of view as did so many of the older men, or merely rebel as so many of the younger uneducated men. Almost always these few balanced leaders had been brought up from childhood in missionaries' homes as their own children. And one of this kind is worth his weight in gold. I would prophecy that if Achimota shuts her Kindergarten now before the College is entirely permeated - it takes time - with real give and take and fundamental sympathy between the two races, and before Achimota-trained teachers have spread this spirit in numbers of Infant schools all over the country, the authorities will be weakening to a very serious extent Achimota's great purpose, because of some anthropological and psychological ideas which are not true in the light of real experience; or because of an inspector's report which cannot, on this question, carry much weight; or, it may be, because the saving of a few hundreds now

is more important than spending positively thousands in the sort of propoganda and repressive measures which had to be used in India, because Young India did not understand Old England.

I have not mentioned other subsidiary but obvious reasons why the Kindergarten close at hand is of great value to a College which not only trains teachers, but does do some real research into educational problems.

If because of the war there has to be a temporary cut may the third year at any rate of the Kindergarten be allowed to remain and be added to the L.P. But I can see no reason why there should be a cut: (a) The Gold Coast will probably be quite well off during the war; (b) The Secretary of State's fine lead ought to be followed. There is a case to be made for taking the Kindergarten house for a girls' house - as it is true that girls' education is of the utmost importance; but I would plead here rather for the extra two or three thousand pounds from Government as a capital grant to build more houses on the new plan for the girls. Or if that is quite impossible use one of the houses on the boys' side for the girls and cut down the boys' numbers. This would mean the girls might have to go over for their meals to the School Dining Hall (though even this is not essential) and they certainly would have to go to the School side for their Domestic Science work; but life would even then be no more strenuous than if they lived on the girls' side.

And here it seems a good place to discuss my view of the possible development of Achimota which I put before the Chapel Committee when it was considering the best site for a Chapel.

Achimota now is neither a School nor a University. Originally Achimota was meant to be a good secondary school, and then later there was visualised the need for higher education still, leading to external degrees at first. Then it was found that in order to train the right sort of leaders it was essential to begin lower down, so a peculiar institution was evolved which ranges now from Kindergarten to B.Sc. Engineering (External London). An unwieldy and difficult organisation to administer. Yet I am convinced Achimota has developed rightly and that her influence on the education of the Gold Coast - and elsewhere - has been very great. But more and more, as the years go by, she must cut off her tail, and even some of her body, while she attends to the Head - the university part. It is impossible to see exactly when these operations should take place. I have stated what I consider necessary to establish before the Kindergarten is closed; probably another ten or fifteen years would be a minimum. The Lower Primary might follow five or ten years later. Any further I cannot see. Achimota ought always to have a Teacher Training Department, and unless the Government were becoming financially poorer, which seems unlikely, I cannot visualise Achimota without a Secondary Department.

There are, of course, those who wish to keep Achimota as she is now without her University classes, and ask Government for a large grant to build a University College. This is a possibility and quite a good possibility if Government - upon whom most of the expense must finally fall - can both find the capital for the buildings of the new College, and also a further large endowment, when we all know she must increase her help to elementary and vocational education. No decision is possible now between these two views, but this matter will doubtless come up for further serious consideration at the time of the next Inspectorate. Though personally I cannot see that the latter will be possible unless the Gold Coast revenue is at least double what it is at present.

(b) The Lower Primary. Here we find the same happiness of spirit and joy in the life which is so marked a feature of the

Kindergarten. Anyone who visits either the girls' or the boys' Lower Primary Houses about bedtime will go away rejoicing in the gaiety and superb spirits of these children. The same happiness and efficiency is to be found in the classroom too. But it is a full-time work for a Headmistress; and at present it has only been possible with some decentralization (not a bad thing either). The Inspectors suggest a full time Headmistress - as "the Headmistress" has many other duties. I don't favour this personally; but now that the Lower Middle (or Upper Primary) has been moved across to the Lower Primary School, it is possible that the Supervisor of the present Middle could be spared to act under the Headmistress as Supervisor of the whole Primary School.

(c) The Upper Primary. This was attached to the two bottom forms of the Secondary and called the Middle School, a form of division of which I never approved. Now these two forms are to be moved over to the School side and to be joined to the Lower Primary, giving a complete Primary course. Achimote will then make the best of two worlds, and obviate the weaknesses in the Prep-School-cum-Public-School system which makes it difficult for a really clever boy to begin his Secondary work until he goes to his Public School, and the Government free system which caters only for the clever boy and the ordinary boy who can pass examinations and not much else, but entirely loses to the Secondary and University world the slow developer and the brilliant slacker at eleven plus years. It now ought to be possible for clever boys to go straight from Upper Primary at 11 or 12 into what was called S.III; also into what was called M.III and IV can go the clever slackers who will wake up later, and slow growers and those who come from outside with weak English.

This scheme will also benefit the Primary girls who will not have to suffer the long walk over to the College twice a day; it will also benefit the boys of this age who will be able to work off some of their superfluous energy walking over to the School side. House VI may be a little quieter in consequence.

Also the classrooms that were to spare on the School side which could not be moved over to the College side where they were needed, will be used, leaving free two classrooms so much needed on the College side.

The suggestion of the Inspectors that the staff might be cut down in the Primary department is of great difficulty when so many vernaculars have to be catered for. Perhaps the Fantes and Twis will agree to be taught together.

(d) Secondary. There is a great deal I should like to write about the secondary school on ideas which have been developing in my mind for years: discussion on points in the Inspectors' findings: examination of certain proposals in the Spens report: criticisms of some of the cherished ideals of secondary education. But I will be as short as I can.

A. The lack of English in the pupils is the answer to many of the Inspectors criticisms of the Secondary, whether on cramming, little use of the library, private reading, too high age limit and so on. But I am not greatly perturbed by this; whether in East or West Africa the improvement in English in Secondary Schools is excellent during the last ten years. Few realise that African boys are being educated in a foreign language in their own country where an entirely different language is the vernacular. Special problems need special treatment and I think this special treatment is beginning to bear abundant fruit.

1. Simplified English in the early years is now widespread in all the Primary Schools. (Though this ought to stop after the first or second year in the Secondary.)

II. The teachers now being trained are usually good at English.

III. Children are going much younger to school and are approximating to English age groups. Then these points mean that those who enter Achimota from outside are getting better and better at English in the Primary grade. The boys and girls coming up from Achimota Primary - if they are any good at languages at all - are usually quite good at English.

IV. It will be possible for those who are backward in English to spend longer in what were MIII and IV (and presumably are now S.I and S.II or a Remove and S.II) and perfect their English conversation and reading.

V. The Cambridge Syndicate are more and more willing to adapt syllabuses to our needs whether in Science and Agriculture or History. Also it is not necessary now to take the English set books in the School Certificate which are such a drawback.

VI. Staff teaching other subjects than English now correct bad English.

For these reasons I have little fear that the next five years will make a great change in the mastering of English. There has been a splendid improvement in the last five years.

B. I have never been able to understand why our examination boards have been pushed into making so many subjects necessary for a pass in a School Certificate. Admittedly matters are better than they were, but why a boy or girl has to take five of the following: English, one other language, Arithmetic, Algebra and Geometry, History, Geography, a Science subject, some Art and Craft, in order to get a Certificate I can't imagine. What are the poor creatures being educated for? To be walking encyclopaedias - most objectionable people. Must a boy who hates with all his soul anything to do with Science be compelled to study it? Or a girl who loves music and languages be forced to know how to work out a mathematical problem? Why must a boy who loves gadgets and has a mechanical mind be driven to swelter in History or Geography? If a boy (or girl) can read and write and he can think straight and has a sound judgement in those things in which he is interested, and his imagination is so kindled by inspired teaching that initiative and daring are his, he can continue on his own to grow when he leaves his secondary course because his creative instincts have been set on fire; and surely we don't want much more than that from our teaching. This is not being obtained either in Africa or in England, as it should be, with our overfull syllabuses. I would even cut down the number of subjects put down as a minimum in the Spens Report, for some students. I hope Achimota will continue to battle with this problem.

C. There is the problem of the slow developer and the non-literary type. Achimota has not really catered for these folk as well as she might. But at least they do wander up the school and are not driven out, as they are in some systems. They grow up as equals with their cleverer (in some ways) friends. But I don't think our curriculum is well enough suited for them. This is particularly true of the latter type mentioned. The slow developer will arrive sooner or later with the more ordinary curriculum, but the boy or girl who is what is called practical, and is not interested in sitting at a desk reading and studying so much as making things, has not enough care taken of him at Achimota in the secondary course (nor has he in English Public Schools). I hope the Supervisor of the Secondary school will work out for these a

special syllabus on some such lines as the proposed Technical High Schools in England. There is plenty of opportunity for this with our Domestic Science staff and equipment, the music school, and the many activities of the Arts and Crafts department, the farms and workshops.

D. How far should our secondary education be vocational?

Over and over again in a long series of sittings in Committee with the Director of Education, to discuss the development and improvement of the primary education of the Gold Coast, some argued that we must make this education so practical that the boys and girls on leaving should be able to earn their living at once, whether in a township or the country-side. In other words the Primary course was to be vocational. We were told that education was to fit children for the life they were going to live and that meant a vocational type of education. In fact the old question - ought children to be given a general all-round education or a vocational one?

I don't want to discuss this problem at any length here important as it is. I don't give my unstinted approval either to what is known as a "liberal education" or the semi-vocational idea. I would merely plead for the curriculum to be evolved and used in the way I tried to put forward in B. and C. and then some would have a semi-vocational education, the others not. But as well as this I would add that I am a great believer in Hobbies, and I am grateful that they are so well organised and catered for and that there are so many of them at Achimote. They undoubtedly help very greatly to guide the student towards his life-work, and he, with his Form Master to help, often shapes his course accordingly.

E. We have attempted a Commercial Course at Achimote and at first very largely because it was thought that the English syllabus of the London Chamber of Commerce examination was better than the School Certificate one. It did not really prove to be so nor did we succeed in turning out many well-trained Commercial people. This was partly because the best students preferred the School Certificate Course and the less able took the Commercial Course as a second best. We had just decided that only those who had passed School Certificate should take this course when it was found that certain commercial subjects could be taken in the School Certificate.

It was then decided that those who wished to consider a business career could take the special subjects in the School Certificate. So ended the attempt at a purely vocational training for commerce; and I would say "a good thing too", for the best place to learn a business career is by serving an apprenticeship; though doubtless a boy or girl is helped appreciably by the ability to type, keep accounts and write shorthand.

For the girls there is an excellent training in Housecraft which is taken as a subject in the School Certificate. Other girls and young women who don't want the School Certificate or are unable to reach it take a good all-round course in House and Home craft. I don't write more about this subject not because it is not important nor because it is not well done, but because it has been so fully reported on in the Inspectors Report.

F. I ought to write more about the teaching of the different subjects - but our Inspectors Report and the Spens report will stimulate thinking about these. But I want to say a few words about the teaching of Scripture. The "Times" has lately in England been writing about the decay of Christianity in England, and on the whole it seems to emphasise that this is largely

because of the lack of Christian teaching in our Schools. I don't agree entirely. (a) For much more important first is that the Staff should be Christian and that the whole atmosphere of the school should be inspired by the Christianlike spirit of love, service and self-sacrifice, and (b) it is not true that the teaching of Christian truth in the classroom necessarily makes good Christians even if there is a good chaplain and chapel services. A small percentage of our Public School boys who have all these benefits at school are active Christians whether in East or West Africa. That they are good fellows - honest and courageous, I would admit freely, but they are not inspired with any deep Christian devotion which must necessarily take them to worship with other Christians, where public prayer is a delight and an essential activity in fighting the world, the flesh and the devil. Therefore I do not for one moment consider that the teaching of Scripture in the class-room will necessarily make Christians. But I do believe that if the staff is really Christian and is as well trained to teach our religion as maths., that the right curriculum is very important for we receive Christ by faith not only through the action of our hearts, and our wills, but also our minds. I am neither satisfied that the staff has enough guidance in the teaching of Scripture, nor that the syllabus is as good as it might be. This need not be so in these days with such excellent syllabuses as the Cambridgeshire Religious Syllabus, with the Institute of Christian Education to help the staff in the choice of text books both for their own study and for that of the students. And also Dr. Edwin Smith's approach is before them to use and expound.

E. Teacher Training. I do not intend to write much about this; not because it is unimportant, It is one of the most important departments at Achimota and it gains tremendously for being set in such a rich community life as Achimote - the Teachers' College that lives alone by itself can never have such an all-round influence on her students.

But I wish to mention two points with regard to teacher training. The first is that I am sure the time must soon come when a two-year course is visualised for all after the School Certificate. This course is already in practice and students who have their School Certificate take the two years course for teaching. There are three reasons why it is not easy to make it a general policy. First, the two first years of the Teacher-training four-year course is a specially designed course preparatory to the two years vocational. Those who were largely responsible for the curriculum, think the course is a better one than the first two years of the School Certificate course. This I think is debatable now that the Cambridge Syndicate is so open to adaptation. The second difficulty is one of finance as the Government scholarships would have to be increased for another two years. This again need not be impossible of solution if the Government follows Achimota's plan and does not give almost a full scholarship to all for the whole course. The third difficulty is that if the Teachers all take the School Certificate, then there will be (with double forms as we have at present in the Teacher Training and the School Certificate classes) four forms in each year of the school certificate classes. There are some who think already we have too many in both the Teacher Training Department and the Secondary; the Inspectors give this impression in one part of their report, though not in another where they urge an expansion of the Secondary Department. If something more is done on the lines of a tutorial system which I will mention later I do not think this is an insuperable difficulty.

What I think is essential is that everything should be done to see that all teachers have their School Certificate and as

well two years vocational training. Their responsibility is so great and their influence will be so far-reaching that we must not hurry the training of the teacher.

And so I get to a second matter I want to mention with regard to teachers. I want to emphasise again the need of Christian training, for at least we are waking up in England to the fact that our own country is largely pagan - in fact not even pagan for we have no gods except mascots on our cars and pieces of wood to touch at the critical moment. Our leaders of the last half century who have been responsible for our educational system and who are products of our largely secular Universities, have made our schools what they are, increasingly efficient but increasingly materialistic, and so the masses are infidel; and the Churches look on and are almost helpless by reason of their unhappy divisions; in fact it is probably true to say that the Churches have sometimes hindered the State from giving Christian education.

It is essential for the welfare of Africa that the teachers trained shall be highly trained in all the skill and wisdom known in the educational world, but that also they shall be Christian in the best and real sense of that word. Then these teachers will go out - and are even now going out, many of them - with a high sense of their vocation recognising that on them depends very largely the future welfare of their country and whether it shall be Christian or infidel and so lost. General Guggisberg was right when he insisted on providing for a good Christian education for the leaders first - and particularly for teachers - before he embarked on large-scale education of the masses. May the importance of this training of teachers at Achimota never be lost sight of, and may the very highest Christian standards always be maintained.

In this report I am not at liberty to pronounce views on Primary education and Bush Schools, and a more widespread system of education for the masses. I recognise its urgency and its necessity, but always first there must be the right training for the teachers in whatever grade the work must be done - for grades in society there will always be, though let us hope Africa will be wise enough to escape our class system and give a fairer equality of opportunity for all, which is so wonderful in the African family system but which is being thrown over in copying English tradition. I am not however a fervid admirer of the pyramid metaphor of representing the work of education in Africa - a very broad basis out of which gradually rise higher grades growing smaller and smaller to the peak. I think it was some South African anthropologist missionary who said that African society must be leavened from the top downwards - from the semi-divine chief to his lowliest subject. There is no more remarkable example of this method being put into practice than in the work of Bishop Tucker in Uganda where he and his missionaries went for the conversion of the chiefs, and then built boarding schools for their sons and then gradually developed day and bush schools everywhere.

I think it is true to say there is - in spite of its problems - no more stable county in tropical Africa today than Uganda and it is largely, in my view, because the Church and the Government developed their work by beginning at the chief and working downwards. Though of course now is a dangerous time in Uganda; selfishness may come in and try to perpetuate privileges in a ruling caste. If your ideal of Christian leadership is high enough, and you are able to make it real by producing highly skilled leaders in every grade of society, then you can educate the masses satisfactorily. In fact a lot of time has been wasted in Africa in my view by trying to develop rural education and rural economics and community education when no leaders are trained in sufficient number or of satisfactory quality to be able to cope with the great problems.

In case my African friends may consider me a reactionary and my European friends a blue-blooded Tory, I hasten to state that I hope many more African leaders will emerge from the masses - they often have especially where the paramount chief's office is not hereditary. But I hope when the time comes and a new Africa emerges it will keep all that is good in the old and not necessarily scream for our British form of democracy which is far from ideal.

F. University Classes. I am not going to write anything about the work of these classes except to say how excellent have been the results this year in the examinations both in Inter Science and Arts, the first Medical, and also in degree Engineering.

What I wish to discuss is the future of the University Classes and I will proceed to what I consider the right policy. There are those who say that Achimota ought not to be doing degree work at all; but that any who are really worthy of a university course ought to be sent to England on the money that would be saved by shutting the University classes. They state that Achimota cannot give for many years anything approaching the opportunity of an English University life. This is quite explicit and might be a sound policy. I would however answer this. Until Achimota takes the Higher Certificate we cannot really tell who are worthy of a university training in England except through our Intermediate Classes. These must stay anyhow and if they are replaced later by a Higher Certificate course we shall need the same staff - so it is really merely a question at this point of cutting out the last two years of the degree Engineering which would mean probably only a cut of one, or the most two, members of staff. But say those who still would wish to send all to England. Let us grant you that the Inter classes should be left for the reason you give above, but it cannot be worth it for so few - after all you have not more than twenty-five in a two year course taking Inter-Arts, Science, Agriculture or Engineering - about two or three to a class, surely this is not worth while?

The reason for these small numbers is that the material to fill them is only just beginning to come from our secondary schools. I am entirely in disagreement with the strongly expressed opinion of the Inspectors that the possible numbers in the near future were an exaggeration. The Inspectors have little idea how quickly, if the foundations are good, the numbers increase. With double classes all the way up in the Secondary Course having been achieved both at Achimota and Mfantsipim: with Adisadel and St. Augustines rapidly growing: with some excellent private secondary schools and the new Presbyterian school at Odumasi, within a year or two now there will be 200 or more who will pass the Certificate (there were over 130 this year), and of these about 35% will matriculate and at least half of these matriculants will be worthy, by reason of scholarship and character, of University training; and year by year these numbers will increase.

We turn for a moment to another reason why there is pressure that University classes should not be extended and that is a quite different one. - The fear of the African graduate; either because he may compete with Europeans, or because of his nuisance value or because jobs will not be found for him. Though this is one real reason for objection to University Classes, I do not intend to answer it except by saying that it cannot be right to prevent Africans of fine character and with good brains from going as high as they can. Any policy of trying to repress the African will sooner or later bring its just reward. As for employment there is little imagination needed to solve this problem provided there is good will.

Well so far then there is no reason for shutting up our University Classes with the possible exception of the finals for B.Sc. engineering. And I would agree that there is a case for stopping at the Inter and then sending the best of these to England; but could Government afford this? If there are at least twenty good candidates well trained and fit for further education, and probably another twenty of good all-round calibre each year, is it possible that Government could provide a three years course for all of these in England - or even for the twenty which would mean about sixty away at one time? A very large sum would be needed even if the scholarships did not cover all expenses.

It seems to me much more reasonable to expect that Government could find money for a few exceptionally good students for education overseas - possibly post graduate for some, and enough to extend University classes at Achimota for the rest. I have personally been impressed with the characters and ability of those who have taken their degree in Engineering at Achimota, and I can see no reason why others taking other schools, should not be of inestimable value to their country as Ministers, secondary Schoolmasters, Educational inspectors, Tribunal treasurers, Secretaries of co-operative societies, Cocoa merchants, Traders, Engineers, etc., etc. Some might have to work their way up in business in a special grade, some may have to enter an intermediate grade in Government. (Though there should be no bar to their going straight into a senior post on probation as a European, if their credentials for any post are as good as a European's for that post.) There seems no reason, therefore, why the University classes should not be extended at Achimota, and every reason why they should. The more so as it is hoped Yaba and Fourah Bay will give other courses. I would suggest for Achimota at least a General Arts Course added to the Engineering course external on London; and for Yaba, Medicine and Agriculture, and Fourah Bay, Theology. (It is true more labs would be needed at Achimota and some other buildings. Also adaptation of Dormitories and probably at least six more members of staff.)

So gradually would emerge three University Colleges which would in the years to come, have some of the more brilliant alumni back from degree work in England as tutors and lecturers. There would follow in due course the University of West Africa with sister Colleges at Yaba, Achimota and Fourah Bay.

Is this an idle dream? Surely this is the best way towards University status; a gradual steady growth step by step, and stage by stage, seems a more natural and normal way than to begin out of nothing a University College in twenty years time. It must be acknowledged that these University Classes set in residential Houses with a common life at Achimota would not be the same as a fully fledged University, but they would grow into that; meanwhile supplying a real need adequately.

And closely allied with the University Classes there must be a small staff for research. While our civilization has gradually grown over the centuries, Africa today is being forced into the orb of European civilization willy nilly. She must partake in some measure of its life, and she can't do it slowly over the centuries - she must have leaders who understand the situation and can apply knowledge to the whole problem. It is quite true that Achimota is trying to train leaders who will have high ideals and a great passion for uniting the two in one, with Africa absorbing all that is good in European life, and with some super-human efforts trying to keep out a lot of the evil. I am sure Achimota students, many of them, will be possessed with this spirit and will be able to bring high ideals of honour, courage and perseverance into the field, and also will understand fairly

adequately the European point of view and will patiently attempt to absorb the best and encourage their countrymen to ignore some of the less attractive elements of European life. And their understanding and knowledge of the European temperament and character will be a great asset. It may make all the difference between "civil disobedience" and chaos, or ordered revolution and advance in the future - but it is not enough. Only the expert research worker can tell what certain customs really mean in African life, whether in the social, political or economic life of the people, and so whether they are worth preserving: only the able historian, and probably one who is a specialist in mediaeval and economic history can advise young Africa how to solve the many acute problems which will arise both in state and social activities when the facts revealed by the anthropologist and sociologist are before him. He alone will probably restrain the anthropological researcher, who learns to love the people and their civilization so much that he might attempt to preserve an anachronism and try to make of tropical Africa a vast museum piece. But the anthropologists pull in this direction will be most valuable, for it is more than likely that the intricate yet simpler forms of African family life may be - and perhaps must be - the basis on which the new African civilization will be founded. In fact Africa may as a little child lead the Nations of Europe back to a simpler and saner life based on the village and the land and all that is so good in the family system of service to all in the family, and which could be extended to society.

And round these few sociologists, anthropologists and historians (with I hope able African assistants) will be gathered the artists and the craft workers using and keeping all that was strong and beautiful and useful in the old forms of house building, pottery, weaving, leather work and iron work, but at the same time improving technique and materials. And as this changing life in Africa must largely find its home in the country and on the farm lands, the new estate at Bunso can be a laboratory with its four square miles of land, (I hope there will be no talk of giving a part of it up to the Agricultural Department for their research: this I feel should be done at Tafo while advising the Manager of Bunso on agricultural matters, as would the other experts at Achimota on social and economic matters) where a village or group of villages will grow up testing out sociological experiment: adapting political measures in the village court which might seem an advance on native practice and yet based on the old tribal laws: adopting all the latest and tested findings of agricultural science on the retention of soil fertility, prevention of erosion: using all the skill of the dietician to see that the right foods are grown for a balanced diet: obeying the injunctions of the sanitary experts for the prevention of disease and the building of hygienic houses: housing the skilled craftsmen with their improved looms, their beautiful furniture, the pottery which can compete in usefulness with the ugly enamel ware and yet be cheaper and more beautiful, the red tiles instead of iron sheeting for the roofs; all inspired from the Art School at Achimota. I don't think this is an idle dream for Bunso. The more so if it keeps its body of Directors under Achimota. The D.C., the district Medical Officer, the Assistant Director of Agriculture, the Paramount Chief, some local farmers, the Bursar of Achimota, the Forestry Officer of the district, the Maintenance Officer of Achimota as well as the Manager.

Here would come the young students, chiefly to be trained as good farmers and agriculturalists and probably some of the teachers to be trained for part of their teaching course. Also the University Classes would use it for their practical work; the more advanced part of their agricultural studies may be at Ibadan (West Africa cannot afford two higher Agricultural Colleges) and most certainly they ought to finish at Trinidad. Later it

might become a place of field exercises for the economist or sociologist ( a faculty for which might be set up in the years to come at Achimota, based on the research and testing of the next ten years). And last, but not least, the whole life of this model settlement, should be based on the Gospel of Jesus. Here of all places would be absorbed some of the ancient ceremonies and rituals of an animist's faith into the fuller freer life of Christian worship. Here, perhaps, without any terrible fanatisms or persecution would be fulfilled all that is of God in the stool religions, into the law of love revealed in Christ. Let there be in the midst of this settlement not only a Market, a Court House, and a Village Institute, but a glorious Church to the Glory of God the Father, the Son and the Holy Ghost that it may spread over all the activities of Bunso the blessing of Love, peace and joy.

There are numbers of memoranda now on this subject of an 'Institute of West African Culture' - a name which I hope will be changed - at Achimota and it is also warmly sponsored by our Inspectors, who point out that it will be also of great value in formulating and giving content to our curriculum. A Committee has been formed in England to get interest and funds for this I.W.A.C. which unfortunately had to postpone its activities because of the war. I sincerely hope they and the authorities on the Coast will reconsider this postponement now that the Secretary of State has issued his great policy of £5,000,000 grants per annum for ten years for improving and extending social and educational services in Africa and the West Indies, with as well, £500,000 for research each year. Surely some of this latter could not be spent to better purpose than on the I.W.A.C. at Achimota which, if the right staff is got together (and this is vital) ought not only to be an inestimable boon to the Gold Coast but probably all Africa.

G. Music. There have been no innovations this year. The Choral Society thrives as does the Orchestra. The work of the past years in the lower parts of Achimota is beginning to be felt higher up, thus making the work easier and better in the more senior grades. Mr. Amu's return from England in September 1940 will be a great event and enable the further development of African music.

H. Arts and Crafts. Here there has been quite a phenomenal development which has I think been sufficiently emphasised by the Inspectors.

But there has been during the year much further advance in the ceramic section. The tile industry is now well established and a really good tile made and it is possible that large parts of Accra, demolished by the earthquake, may be roofed with these beautiful tiles, instead of the ugly corrugated iron; there is no reason on earth why this should not be so unless by reason of man's cupidity or stupidity. Further, Government and business firms are buying their water coolers from the pottery establishment. This is now quite a flourishing business. Some of the beautiful glazed pottery has to be seen to be believed, and further developments are on the way. The Ceramist and his wife are to be congratulated on a very wonderful beginning to an industry which will grow from strength to strength. The Art Supervisor too must have his share of the praise for the vision he displayed. Personally I am grateful to the Council above all, as so easily might they have described this as a wild-cat scheme - as it was by some staff and outsiders alike. I hope they will always have the boldness to experiment and even if necessary make some mistakes. (The Council sponsored a good piece of work by the College in preliminary research on the fishing industry and I hope

the authorities have continued; but this is digressing.)

I. The Farms. Both the dry farm at Achimota and the wet farm at Bunso have done excellent work. The dry farm is well found and flourishing and should be an excellent practice farm for farm students to learn dry crops, cattle, poultry and pigs when they come down from the Bunso farm for these subjects. The farm is now nearly self-supporting and, with the help of the students digging food crops as a result of the war, ought soon to be entirely self-supporting.

I hope the Inspectors advice about agriculture as a school subject will be followed. I had never been really in favour of the small practice farm being run by the students who took agriculture; they were too busy otherwise to run it properly, and the digging they did was really demoralising as they were never able to complete their work and had to leave this work entirely in the holidays. I was responsible for allowing this experiment to be tried and it has failed in its purpose. The dignity of labour is learnt in many parts of Achimota; the growth of plants, plant diseases and agricultural biology can be learnt in the lab and in flower pots and the farm can be used for demonstration purposes.

If the boys want to be farmers after they can go to Bunso and learn to be farmers

The wet farm at Bunso is now, I should imagine, nearly ready to take farm students. The Manager has had a hard task getting this derelict estate into order. Now is the time for action and I hope the courses are ready and the students too. The new students there already have done excellent work and pioneered the way for future generations.

The Manager has had a hard task and done a splendid piece of work. I hope he will be continually supported by the Agricultural department. The experts have had their say, and I hope their advice will be of great value in encouraging the Manager, and I also hope that the Council and Acting Principal will no longer delay in allowing advance. There has been quite enough talking now and the advice of the Director of Agriculture of Nigeria in our Inspectors report will provide further suggestions; though I hope Bunso will not only be a place for training teachers valuable as this will be.

J. College Societies. The numerous societies in the College are on the whole fulfilling the purposes for which they are intended. There is a tendency for societies to multiply - this is an African trait which may have its root in the love of secret societies which have been, and still are, so much part of African life. It is not a bad trait at all, but those members of staff who are invited to be officers of these societies must continue to watch that they do not develop into talking shops.

I am in general agreement with the society which is allied to the Alliance of Honour, but one meeting a term would probably be enough. All for which the Alliance stands is cared for by the College by various means; it remains to carry out all that is taught in this matter of personal purity.

The School Shop though not exactly like other Societies is a Society teaching the value of co-operative enterprise. Not only is it now a flourishing business, but it may have in it the germ which will inspire future leaders to develop out of tribal custom/ large/ community co-operative enterprises.

Further a branch of the Student Christian Movement has been started amongst Senior Students. Again I hope this Movement will grow, and do as much for Africa as it has for Europe, America, Asia and Australasia.

## VII.

The seventh essential is health. Health of body. We have discussed fully the health of spirit and mind. I am happy that the food the students get is not only ample but well balanced and well cooked. I think it is true to say that the Matron's department (I hope the term 'matron' may be altered) has always been from the early days of Achimote one of the first class. And certainly today the standard could hardly be bettered. Medical care and attention is also of a high standard. And now that the Medical Officer has got all his teaching, Medical Officer of Health and clinical work well arranged, there will be time for a more complete record to be kept of each student.

The development of a really satisfactory system of controlling the sanitary needs, not so much of Achimote compound itself which is comparatively simple, but round Achimote for a radius of three miles in order to control breeding places of the stegomyia and anopholine, has been a very great work for our succeeding M.O's, but it is now I think successfully accomplished with the always ready aid of the D.M.S. and his Staff.

The Physical training by the two trained Instructors I do not intend to enlarge on; the Inspectors have said a good deal. But I would just like to say this. The change in the mien and bearing of the girls is quite miraculous in the last four years. In 1935 there was no Physical Training mistress, but since there has been the girls have changed out of all knowledge; the Sports Day has changed from a distressing ceremony to an event of joy and pleasure when the girls have not only thrown off that heavy and unbecoming waddle, but also that adipose tissue which makes possible the graceful and speedy racing which can be witnessed today. Somehow or other the physical training seems to have quite altered the temperaments of many of the older girls for the better. But though the girls have improved, the boys have to some small extent gone back. At least they have not quite that smart alertness which seemed to emanate from the more rigid form of squad drill they used to have. It may be I am mistaken and I do not underestimate the fact that the whole body is being developed in a way not before possible. Perhaps the cause is not to be found in the dropping of squad drill, but in the fact that the boys follow in the wake of certain members of staff of a certain Senior University to adopt a method of walking with the hands in the pockets which throws the head forward - a head doubtless heavy with brains - which does not lend itself to an easy and attractive stance.

The doctor's teaching of the facts of life to different age groups, sometimes boys and girls together and sometimes boys and girls alone, has helped and will continue to help the growing African to keep pure and beautiful the temple of the Spirit. There are few who have not had the very closest touch with African boys - and with African girls - who can realise the tempest of emotions that surge at the time of puberty. This time is turbulent enough in a temperate climate, but I am certain it is much more so in tropical Africa. When this is understood, there will be not merely the very greatest sympathy shown so that what might be tragedy can be turned into glorious regeneration, but also every means will be used to carry African youth through their most critical years - years when some boys and girls seem utterly to fail and early promise is belied - when in the struggle to maintain their posi -

tion nervous troubles assert themselves which sometimes are permanent. The gallant fights put up by so many are often entirely misinterpreted by those who should know better.

Digressing a little. As well as co-education in a decent Christian atmosphere, as well as the right kind of teaching by the M.O. at the right stages, I would call into being an even closer personal contact of staff with all students. I attempted to do this before I left Budo in Uganda, but it was not there long enough after a lot of reconstruction to get the scheme well started. In fact I had only just begun. I had mooted such a thing at Achimota in certain quarters, but there were so many other movements just then that it was left till "after the Inspectors had gone" as the saying went. Now it is too late for me to do but I earnestly commend it to my successor.

I would like to see established a form of tutorial system for all boys and girls of 11-12 or 13 years upwards to 18; when, as well as the Housemaster or Housemistress, the student has another friend who watches over his or her career up at the school and helps to guide the studies and other activities as well as to help in the rough and stormy days of adolescence. I am aware of the very great difficulties in the way, and not least the fact that not all staff would be available, and those who were might have to have a good deal of sympathetic guidance; for to gain the confidence of a boy or girl without any sloppy sentimentality and yet with an intimate friendship, (it is uncommon in the rather 'hardy' discipline of a public school in England) is very difficult, though when it is learnt it is one of the most joyous of services and the most profitable. Some opposition to a scheme of this sort might come from the Housemasters and Housemistresses particularly those who are themselves efficient in this personal work. But I think this ought to be over-ruled. I have been much struck as a headmaster of four big schools in Africa that many of the most difficult appeals that have come up to me to settle from a student have been concerning the action of some of the very best housemasters. All of us have blind spots and none of us has complete infallibility in the judgement of a boy's character and some of the most promising and difficult boys need not one but at least two persons to guide them. Personally if I were a housemaster I should rejoice to feel that those other members of staff who had no houses were helping me to guide, inspire and sometimes save the glorious young personalities committed to my charge; and these same people might prevent me from making serious mistakes which might wreck - at any rate temporarily - the life of a precious son of God. It is time too to have one member of the staff a sound practical psychologist.

#### VIII.

And now the last and eighth fundamental - Christian worship at Achimota.

If man's greatest privilege and final service is to serve and worship God in the beauty of holiness, then this is the most important part of Achimota's life, for it includes everything. If we love and worship God in sincerity and truth, then we teach well, we play well, we serve our fellows well, we obey with joy, we suffer reverses with courage and fortitude. We respect others of different opinions than ourselves and so on and on through all the activities of our daily life. Our work becomes worship as well as our worship being our greatest work.

No College can ever be satisfied with the outward forms of its corporate worship of God, but it is certainly true to say that God is truly present in the glorious Sunday evening services at

Achimota which most of the staff and students attend. Why is this? Because many of the staff and students seek God's grace and power for themselves and their fellows before the day begins in the silence of their own rooms or dormitories: because many of the staff and students meet for family prayers each morning before the day begins: because many of the staff each Thursday meet in the Friends Meeting House for prayer and meditation, and once a month on a Sunday in the Chapel for common worship and prayer: because on Saints Days and Sundays many meet round our Lord's Table to receive His blessing: because the Housemasters and mistresses pray together with their Houses before bedtime: because the religious dogmas and doctrines expounded in the Scripture lesson and house prayers often come to life in the corporate worship of a large assembly. This corporate worship on Sunday is a tremendous power which inspires all the life of the service of God and men in Achimota. But all will agree that glorious as is so much of the life at Achimota, there are sad relapses, there are still such large fields to be explored and cultivated before Achimota can call herself a truly Christian society. More devotion in silent prayer, more self-surrender to a redeeming Lord, more practising of His Presence in every activity by all those in authority amongst staff and students will make even more amazing the great act of public worship on Sunday. It will be a climax of glorious corporate devotion which will strengthen and purify all for greater and truer service and sacrifice during the week that follows.

The Services themselves on Sundays have had much thought, prayer and hard work put into all the externals of ritual and procedure. The new College Prayer Book is of great value in leading the worship and the services are beautiful and true. The singing of the hymns is an inspiration which would not be possible without much care and training in the singing of them. But we still have no Chapel. I do hope that all the work and thought that has been put into this great need - a place of beauty in our midst dedicated to the Common Worship of God - will not be wasted. Even though it may not be possible during the war - and for some time after - to get much from overseas from those who loved and admired Aggrey and to whose memory the Chapel will be, yet I think the Gold Coast over the years could raise much of the large sum required even in these days of war.

I have reviewed for Achimota what I consider to be the most important influences and activities in her life. All of them in their different ways mould - in often unseen ways - the personalities of the students; characters are being shaped to the desired end. Does this savour of Nazism? Isn't there a great deal too much said, and done, about allowing children freedom for self expression and letting them do exactly as they like? At least I am satisfied that at Achimota in the time outside the classroom there is room for a great deal of freedom when the boy or the girl can be tempted and tried in his freedom. In the classroom too there is no rigid oversightship so that there is little or no chance of making a mistake, or spoiling a tool or destroying a valuable seedling. Rarely are repressive measures resorted to and there is no 'sergeant major' discipline. In fact frustration and repression are not dangers to be feared at Achimota. The students are free in the best sense to develop as they can and will, but they are being inspired to a certain end - to lead their fellow countrymen along the path of ordered freedom, which means they must have wisdom, vision, self-sacrifice, sound judgement, caution and prudence, courage and initiative. And above all that redemption of the personality which alone can be found in the person of Jesus, the Son of Man and Son of God.

I am happy to know that Achimota is inspiring some to this great end, and she cannot go 'easy' at this critical time of her

history - for more and better prayer, more and deeper consecration, more and greater wisdom must be the cry of those who direct this great College.

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And now for a few remarks on certain important aspects of the work at Achimota.

FINANCE. I was sorry that the Inspectors in their criticism of our method of keeping our books and of presenting a budget, did not realise that we were merely following the advice of an external auditor. Also I think it is not sufficiently understood outside that there is constantly a re-examination of our funds to see how we can save and be economical without being mean; it is not easy with such a vast organisation and such huge buildings and grounds to keep up. Also our funds are always carefully checked by the Council, on which usually sits the Government Treasurer or someone particularly appointed by the Governor who has experience in finance, and a copy of our balance sheet is annually presented to Government. I state this as the Inspectors Report does not quite seem to realise it. Also I have often had criticisms from friends on the Coast about our extravagance and when I pin them down they cannot be specific or mention things which they consider extravagance, but which they would insist on for their own children.

Personally I think our method of keeping our books is better than that of Government, and there is less chance of extravagance too. With a Scotch Bursar we don't often go far astray.

I agree with certain of the Inspectors suggestions about finance. The girls ought to pay the same fees as the boys. The Principal's scholarships might be cut a little, but only because a good many other scholarships are given by University and University and business firms and because Government has other scholarships for Standard VII and for teachers. But no poor boy or girl of brains and character ought to be refused admission to Achimota. Achimota is not a charitable institution but is subsidised by money raised from taxes.

The country at present cannot pay higher fees. If you work out the average cost of living for the African on the Coast in comparison with England, you will find that it costs four or five times as much to live in England as for an African (in any but the most expensive parts of the Coast towns) on the West Coast. The Kindergarten might pay a little more in fees.

I am not sympathetic with the Inspectors suggestion that some of the European staff should start at £350. Living is much more expensive on the Gold Coast for Europeans with continual leaves than for a person in a similar post in England; where often board as well as lodgings is provided - incidentally it is much more unhealthy. Nor would I grade the staff on different salaries: more for a 1st or 2nd class degree and less for a 3rd or a pass. Those with lower degrees are recruited for a purpose that probably a first or second class person couldn't fulfil. A first class degree is not the only essential in certain parts of a large establishment as Achimota.

I hope - at least when the war is over - Government will consider carefully the proposals of the Inspectors with regard to finance. I much appreciated the Inspectors summing up of our

financial requirements which was that in spite of their proposals for certain economies Achimota must have a larger annual grant even in order to fulfil her present work, as well as a non-recurring grant for more buildings. This is quite in accordance with the intentions of the Founder. It is quite obvious that Government subsidised institutions with four hundred students of six years ago and with classes, activities and courses not fully developed, must cost less than Achimota does today; and yet the grant then was £60,000 and is today only £50,000. I would also particularly urge that the £15,000 of reserve which Achimota handed back to Government should be returned. It seems it was never needed then by Government as each year of the slump the Government showed a handsome credit. This sum would help in building up a reserve which the Inspectors point out is of absolute necessity for a place like Achimota.

I hope too that the gratuities of staff who leave at seven years will be paid by Government. This saves eventually the Government a long pension and is a continual nightmare for the College. I don't think a five years agreement would really solve this problem as suggested by the Inspectors. Five years is not long enough, except perhaps for a certain kind of specialist. It takes time to get acclimatized and continuity of staff must be considered.

It is truly significant that our last Inspectors reversed the proposal of the first Inspectorate which was that Achimota must look more and more to other sources than Government for their endowment. It is quite reasonable and we have the precedent of the University Grants Committee's activities in England, for Government to pay an endowment and yet allow that freedom which a privately endowed institution would expect. It is also in line with the whole spirit of the Founder of Achimota that within certain prescribed limits Achimota should be free to grow under the direction of her Council. It may also be pointed out that there are very few who might be public benefactors amongst the Africans. There may be one or two rich men who have shares in mining companies or large cocoa farm holdings, but even with them the family system makes a fortune seem small when all family responsibilities are met. The only hope of large endowments within sight at present is some benefaction from some big business, shipping or mining companies who have made really good profits over a term of years. For them to give an endowment would not only be a gesture of goodwill to the Africa in which they have made their money, but perhaps in the light of the revolution that is coming over our ideas on big interest on capital - and which will be intensified after the war - it would be not only kind but just to do so.

And lastly on the question of finance. I know that Achimota is expensive and all higher education is expensive and what Achimota is setting out to do will be expensive for many years yet. But nevertheless Achimota must not profit at the expense of primary education. I can see quite clearly that the cinderella of the departments must still have a larger percentage of Government grants. We can never say we have civilized Africa when we spend more on Police and Soldiers - in normal times - than we do on the Education Department. But beside further Government grants, the Native States must provide more for primary education. It is a strange thing that the richest county in tropical Africa under British protection should have no direct taxation, either towards the funds of Central Government or for the Local Governments.

STAFF. Here are a few suggestions about staff. Leave. I think at least, after many different schemes were tried, we have hit upon the best system for leaves and that is a tour of four

terms, which means about fifteen or sixteen months tour with about twenty weeks away on leave counting passages. This seems to suit best for medical reasons as well; any longer tour lived at high pressure seems uneconomical. Though the war makes it imperative to go back temporarily, to the twenty months' tour. Also, where the special-subject staff is considered, it is satisfactory to have two always of one special subject on the compound and one on leave. I don't think the Inspectors had enough facts in their hands when they reported that our leave system was unsatisfactory. We were only just getting to our final position and perhaps our records showed for a year or two previously some difficulties which were inevitable in a time of transition.

But our leave problem will become more and more satisfactory as more Africans are taken on to the Senior Staff. Here, however, I hope, in view of all I have said about the ideals of the College which are represented in our College badge and motto, that the proportion of fifty Europeans to fifty Africans will be kept - when once it is reached - for many years.

There is always the need of seeing that the staff keep up to date of their profession. There is the suggestion that more use might be made of courses at home when on leave. It is probably not known that many of the Staff do take courses of one sort or another, or attend Conferences; and more would be done if physical recuperation was not of first necessity. But probably even more could be done in this direction.

And as regards the African senior staff. I am sure they ought to have a sabbatical year after six years service for research or refreshment in one of the Universities of Great Britain. They must at all costs be kept up to the highest standard for obvious reasons; also inevitably would come the criticism that the African staff are not as good as the European Staff who do have the chance of further study on their leaves.

There is a slight tendency to discriminate between the teaching staff and the administration staff in certain quarters; it is to be found in the Inspectors' report too. Though I am not such a democrat in a College as Achimota to want let us say the headmen on the farm, or the telephone operator to vote for the Staff Members of Council (for they cannot know either what is required or what member of Staff meets those requirements), yet I consider that most of the clerks - many of whom are old Achimotans, are as well fitted as the Junior Teaching Staff to vote for one who, in their opinion, should sit on the Council. It is not always realised the loyalty and interest shown by the clerical department in the College, or the long hours of overtime they do in times of rush without any thought of asking for overtime pay. It is well to remember too that the clerical staff do not get so much in the way of vacation as the teaching staff.

In matters of promotion in the College to certain specific duties, I have never considered seniority but I have always chosen the best person for the job in question. This is very important. Particularly as some would have the government procedure followed which is in general by seniority. It cannot be so in a place like Achimota where for instance, let us say, you may be choosing a Senior House Master. The next senior on the list may be a good specialist in History but with no gifts whatever for directing a body of Housemasters. Even the post of Vice Principal might be offered to quite a junior person - or perhaps it might be necessary to go outside for such a person. I put in this as I found that some of the Staff expected promotion by seniority, and I should like my successor to consider my policy before he makes up his mind on any change.

I think it good to refer here to a charge that is still sometimes made against the Achimota Staff by those who cannot appreciate the fact that a College is not the same as a Government Department, and that during term time the Staff is not at liberty to enter into all of the social activities of Accra, which in general ends its work day at 4 or 4.30. The Schoolmaster cannot enter into Accra's social life as some would wish, and often a moment's thought would tell them that this sort of thing is not expected of a staff in any school in England. If I have a criticism of some Government Colleges and schools I have visited in different parts of Africa, it is that some of the staff try to fit in their way of life with that of other Government Departments and the result is they are just paid teachers by the hour, and not are not schoolmasters in the real sense at all.

The Principal's Secretary holds a peculiar position at Achimota. The Inspectors in 1932 thought no Secretary was needed by the Principal; my predecessor therefore had to get an honorary secretary from England and pay certain expenses himself; later was appointed one of the Senior Staff who did part time elsewhere. I appointed an African. His position has not been easy for apart from the fact that no member of staff who has to exercise complete silence in connection with confidential affairs and knows more than the rest of the staff in certain matters, can be quite so easily absorbed into the common society in a fellowship that does not yet claim perfection, he has also been pushed from pillar to post in a process of trying to find out how best to use his spare time from Principal's work. This has undoubtedly caused some friction between the Principal's office, the Vice Principal's and the Bursar's.

Now that it would seem the Vice Principal has two clerks who are doing full time work (both had been off in turn for long spells owing to sickness) and the Bursar has, and I hope still has, an extra clerk; it ought to be possible to define the duties of the Principal's Secretary outside his work for the Principal - though with the growth of the College and the inevitable process of decentralization the work of the Secretary has grown very much. I have gone into this matter at some length. There would not have been any difficulty if the Vice Principal, the Bursar and myself had not been so keen to do with as small a staff as possible in accordance with the suggestion of the first Inspectors. But we have found we could not meet their wishes, the more so as owing to the College increasing from 430 to 730 there is much more office work. (It is not going to be a wise policy to overwork our Administrative Staff. As it is I am often anxious about them working as they do so often long overtime.) As for the Principal's Secretary when his work is defined, I think he ought to be on a Senior post - or some special post. It is well to remember his is an office of peculiar responsibility. A European and an Indian held the position in my predecessor's time and they were certainly not on the Junior Staff. I can say with quiet approval that I had no reason to be dissatisfied with my African Secretary and I think very few others had either, except when he had to bear the criticisms mentioned above, which ought perhaps to have been vented on the Principal who was trying to practise economies along with his colleagues the Vice Principal and the Bursar.

TRANSFERS. I found the question of the possibility or advisability of transfers of Staff between Achimota and Government was rather an acute problem both in the Gold Coast and the Colonial Office when I was appointed Principal in 1935. Achimota was an ugly duckling at one time and no one quite knew where she belonged. The College would be apt to be Government when it profited them and not when it didn't. The Government might be prone to treat us as Government when it was to their advantage and when not, to do the other thing. And this poor ugly duckling found

he was in a particularly difficult position when there was a question of a transfer to Government of a member of Staff. It says much for the Englishman's and the African's wisdom in compromise and ability to get round awkward legal corners that this whole question has been amicably and satisfactorily settled. There is now a clear way for a transfer from Achimota to Government, or from Government to Achimota. And there have been several transfers already. The latest is that one of the staff of Achimota has been chosen to be Director of Education in Mauritius. I am not quite happy however that all departments on the Gold Coast have understood the exact meaning of this transfer. One of our staff transferred to a department and found seniority had been lost; two others wanted by this department for particular reasons were willing to go, but not if they had to lose seniority; and they did not go. It is obvious that there must be no loss of seniority in a transfer one way or the other.

I would like to thank all those who took part in this affair and which in its final processes (two years were spent in negotiations) owed so much to the Acting Colonial Secretary and the Acting Attorney General. It was a triumph of good sense and a facing of facts without prejudice. During my regime at Achimote I had to face a good many minor needs of adjustments with Government, and I found, quite apart from goodwill, and that was not lacking, if - to lapse into modern jargon - the question at issue was faced objectively taking into consideration all the facts, the final sensible and successful issue was assured. Admittedly there were sometimes people filled with prejudices on either side in certain of these episodes, but if they were surrounded with unsurmountable facts they had either to bow down to them or be smothered by them - so long as the pressure was persistent!.

BUILDINGS. The Inspectors enumerated the needs here, so I will not do more than add to this list; and the items are small ones in comparison with an Assembly Hall, new laboratories, etc. Owing to increase in students there are not enough houses for Junior teaching staff and clerks. They have inadequate housing accommodation now in the Village, and the houses are not as good as those of their colleagues who live on the compound. A few more ought to be built to accommodate these between the village and the College if there is no room on the compound. The Maintenance department too badly needs a store, and House IX needs that part of their house now used as this store. I would make further suggestions too for the future. I am sure a serious mistake was made in building the European Houses without verandahs and without some part mosquito proofed. I cannot but consider there was a retrograde movement in building on the Gold Coast at one time; the Old Mission Houses and the new house put up at Bunso by our Maintenance Officer, both of which all appraise when they have stayed in them with their wide verandahs which keep out glare and heat off the walls, are much more healthy to live in than the newer houses, whether in Accra or Achimota with the sun baking on the walls all day. I hope, as well as the Inspectors' suggestion that another room should be added to the bungalows, that this question of verandahs will be considered - when funds are available. Also a further suggestion to bear in mind if the University College side expands at Achimote. The dormitories as they are are not suitable for older students. We have done something by putting in cubicles into the senior Houses, but if any large-scale operations are contemplated the houses could have verandahs put round them on the ground and first floors, and small rooms could be made opening to on to the verandahs - this would mean cooler rooms and a larger room for each student, as the passage between the cubicles takes up so much room at present.

I also add here the need for extension for the Printing Press

as this is not mentioned specifically by the Inspectors. Of course it depends on the continued growth of the Press. I think this would be assured if more time could be given to the present Supervisor of the Press and the Manager had some more technical training probably in England. I hope this Press which has grown so much in the last few years will become a growing power as the years go by. It is not difficult for one with imagination, despite the large publishing firms in England, to see that there is a peculiar place for such a power to grow in the free and untrammelled influence of Achimota.

THE COUNCIL. The Council, as it seems to me, is now an experienced and effective body. My predecessor had to play a large part in guiding its policy as he alone had a full vision of the goal; to a lesser extent, I too had at first to take a prominent part in leading the counsels of both the Standing Committee and the Council itself, and I was elected Chairman for over three years. But 1939 was a great year. The Council consented to elect another than the Principal as President and Chairman of the Council - and the real triumph was that an African was elected - Mr. L. E. V. M'Carthy, the Solicitor General - (now Mr Justice M'Carthy). Further, of the sixteen members of the Council, eight were Africans. I am now satisfied that the Achimota Council is truly representative of both races - as I hope the Staff will be in the not distant future.

I have sat on many Committees - and the Council is a glorified Committee - but I don't think I have ever sat on a Committee that has given me greater joy and satisfaction. Absolute frankness and perfect manners inspired by goodwill, have always made these meetings no strain but a joy. And I don't think this tradition will easily be broken.

The responsibilities of this Committee, of course, are very great. But again I don't think the Secretary of State, whose decision it was in the final resort, will ever regret his boldness. The trust imposed upon the Council has made them acutely conscious of their great burden, which can only be carried with a full desire to co-operate with all who are partners in the great adventure of Achimota - the Colonial Office, the Governor, the Government, the General public, the African States, the Churches, the Parents, the Staff and the Students. I hope this spirit will continue year after year.

Some of the general public in the Gold Coast felt they did not know quite enough of what went on in the Council. This is understandable as Achimota is not quite like an ordinary Public School or budding University College in England, but is looked upon in the Gold Coast as a National pride and responsibility. This spirit will grow. And though it would not probably be possible for the Press to send reporters as the business must of necessity, so often, be of a semi-confidential nature yet I think an even wider circulation should be given to certain of the decisions of Council.

THE INSPECTORS. We all enjoyed their visit and the Report is a witness to the wisdom and thoroughness with which they did their work. We could hardly have had a kindlier or more competent team and they certainly did not fulfil the fears some had about them, which was that because only one had African experience, therefore their efforts would be largely useless. It is necessary, I think, to refute pretty strongly this theory, that only the person who has worked long years in Africa can possibly help Africa - whether as Inspectors, Principals, experts of different sorts, etc. Admittedly African experience is of great value, but it is possible to get people who have such a wide sympathy and an

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not easily be replaced. We rejoice to think of his seeing God in the place of pure delight.

THE COLONIAL OFFICE AND GOVERNMENT. I have mentioned this contact in our work above. But as I am leaving I want to add how grateful I have been for the real freedom to grow which the Government has given to Achimota. So often have I heard from underlings the ditty "Those who pay the piper call the tune" - yes in a Nazi-ridden world, but not where there is trust and justice, nor where Government have recognised that real Christian education is the only salvation for a sinful world. This they did in Guggisberg's time and this they do still.

I shall look back with the greatest pleasure to the contact I have had with most officials on the Coast and to him who is their Head Sir Arnold Hodson, and I thank them for their courtesy and kindness.

If possible there has been an ever greater friendliness and sympathy with our problems and difficulties in the Colonial Office.

I am sure Achimota will never forget from whence her material benefits come and that Government will never regret the freedom they bestowed upon her.

MISSIONARY SOCIETIES. Achimota at times has been in danger of forgetting that her work would have been impossible if it had not been for the great work of the Missionary Societies in the past, and if it were not for their work today. It is a great joy to me that this debt is recognised and of the happy cooperation there is between Achimota and the Societies.

AFRICAN SOCIETY. There is no doubt that Achimota has been and will more and more become the pride of the Gold Coast. This is shown by selfless service from private individuals and chiefs - it is no less apparent by the criticisms that are levelled at the College from time to time in Press and Platform. I am particularly sad to leave these African supporters whom I was just beginning to know. I am sure they will enable Achimota to go from strength to strength.

THE O.A.A. I leave a few words about the Old Achimotan Society to the end. Not because it is the least important, but because it is the most important. It is one of my chief regrets on having to leave Achimota that other work was so incessant that I was not able to give the Association all the time I wanted. I had hoped to visit all the branch associations with the Secretary again as I did on my first coming to the Coast. Now I cannot, but I shall not forget the Association and its members, nor will my wife. We were greatly privileged to get to know some of you very well and because of you, and many others with whom we had not got into close intimacy, the name of Achimota will always stand in ones memories. A few may let Achimota down and these few will do much harm, but the majority of you will work "ut omnes unum sint". May I commend to you two special works. Firstly, you are now a large enough society to give a scholarship to be competed for every four years, and as you grow more numerous increase the number of your scholarships. Secondly will you see what you can do as a strong and growing Association to build up the influence of the Christian home in the Gold Coast, not only by each member having a good home of his own, but by some great piece of constructive work that will give advice and help to young husbands and wives as they start together their earthly pilgrimage. I need

ability to suck out of others with long experience of a country the necessary information, that, with their wider experience elsewhere and perhaps more expert knowledge, they have a vital and valuable contribution to make.

It is quite obvious in our Inspectors report that they did fail in certain directions through not understanding local background, and because it is so obvious to those on the spot no harm is done. But it is equally obvious that for a College that has to give of the best in the educational world of European experience and thought they were of very great value indeed to Achimota. And further, there are certain primary principles in education which are universal and of the utmost importance of which they reminded us where we needed to be reminded. For their hard and vital work I am sure all the Staff are very grateful and their Report will serve the Council and Staff to rethink and perhaps refashion some of the principles of the work, and certainly some of the curricula and classroom activities.

DEPARTURES. As well as my own retirement now in March 1940, Achimota has lost three other Senior men in the last year and a half. The Rev.C.Kingsley Williams, Assistant Vice Principal left in September 1938: the Rev.R.C.Blumer, Vice Principal in October 1939: Mr.D.G.R.Herbert, Supervisor of Teacher Training and Housemaster of Livingstone in September 1939. This is a big exodus, but so firmly is Achimota established now that she will not suffer through losing so many senior people at onetime. It is not easy for Achimota that she should have to seek another Principal after five years only, but here again there is an excellent Council to guide and help, a splendid new Vice Principal Mr. S.T.Dunstan who had been Senior Housemaster almost from the inception of Achimota - to hold the reins and a loyal and experienced staff.

A personality such as C.Kingsley Williams - a unique one - served to keep Achimota free from cant and humbug and over self-satisfaction in the early years of her life. Keen to watch for any infringement of "that service which is perfect freedom", he exercised on Achimota an influence in the early formative years which only the future will reveal in its fullness.

Blum, as he was called, was the born organiser and hard, methodical plodder who was the great Martha who served Achimota so well. Though his devotion to His Lord and his glorious bravery in the loss of his splendid wife, served to prove to all that he followed closely in the footsteps of Mary too. Both these two men were due to retire and retired. They had done their work at Achimota - any longer stay would have been not only unnecessary, but unprofitable. They were with Aggrey and Fraser the builders of Achimota. D.G.R.Herbert was different. He left Achimota in his prime. Achimota could ill spare him, and if it were not that Achimota has gained the Rev.K.Horn - for whom we have to thank the Methodist Missionary Society, Achimota would have suffered very considerably. But he has gone to East Africa, and I am sure with all his experience and ability and his splendid Christian manliness he will do a great work there at King's School Budo - and I doubt not he will also exercise a very wide influence outside that College in the educational world of East Africa.

DEATH. Mr.J.E.K.Korsah died very unexpectedly from heart trouble. We give his friends and relations our deep sympathy. He was for long a very able and painstaking member of the Teacher Training Staff; and also a Housemaster in House VI. He was the friend of many of our young hopefuls at the scatter-brain stage when only kindly patience could win their friendship, and this he was able to do. He is a great loss to the College and he will

hardly insult your intelligence by suggesting schemes by which it should be done, even if I could. And as you are doing this, it would add the spice of adventure - and perhaps a great social revolution - if you were able to solve how the Christian family could still be strong and Christian and yet be part of, and grow out of your wonderful African family system which bids fair to be swept away or demoralised with the inrush of new ideas.

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ACHIMOTA COLLEGE,  
ACHIMOTA,  
GOLD COAST COLONY.  
15th March, 1940.

Reference  
No.....293/1/40.

The Honourable,  
The Colonial Secretary,  
Victoriaborg, Accra.

Sir,

In April 1938 and at a subsequent meeting, the Achimota Council decided to recommend to the Government a scheme for the establishment of an Institute of West African Research in Arts, Industries and Social Studies, and I have the honour therefore to forward this recommendation to you.

Before the outbreak of war, this scheme had the whole - hearted support, not only of the Achimota Council, but also of the Inspectors who visited Achimota in 1938 and expressed the hope that it might be brought into being without undue delay. When the West African Governors met in Lagos in August 1939, they too approved and recommended the scheme, whilst it also has the warm support of the Colonial Office Advisory Committee on Education. Finally, it stirred the imagination and practical interest of great scientists, artists, educationalists and anthropologists in London to such an extent that for many months before the outbreak of war, they were working as a voluntary committee for the scheme and had well founded hopes of being able to raise a good deal of the capital required.

On the out break of war, this scheme was held in abeyance as it was anticipated that Colonial development would be curtailed, but now that the Imperial Government has shown that, despite the war, it intends to proceed with Colonial development, it seems essential that a scheme which will be of such inestimable value, not only to the Gold Coast, but also to the whole of West Africa, should now be considered.

I would invite your attention to the fact that with the encouragement of His Excellency, Sir Arnold Hodson, we have been able to demonstrate the practical value of one branch of the proposed Institute, namely, Ceramics. At His Excellency's request, tiles were produced for two demonstration houses erected in Accra by the Accra Rehousing Committee and further delivered to this Committee and many other private builders has only been temporarily suspended owing to difficulties in acquiring the clay field.

2. Water Coolers which were largely imported from Germany are now being supplied by Achimota Pottery to the principal trading firms, the Government and petty traders at about half the cost of the imported article.

3. The Horticulturists can obtain locally made flower pots of suitable quality, and it is hoped that both the departments of Agriculture and Forestry will soon avail themselves of these.

4. Experiments in the production of glazed-ware from local materials have been carried out and the marketing of a high grade stoneware at very low prices only awaits capitalisation.

5. These experiments and research have been financed by the College Council, but now that the experimental stage is complete they cannot attempt to finance the commercial experiment without

considerable help.

6. The present position already represents the partial completion of Stage I outlined in the Memorandum, but now capital is needed in the transition to the large scale economic experimentation. We, together with experts, fully realise that a successful technical experiment is not enough, but the economic experimentation must be carried through before it can be definitely established as a new industry.

Arising out of the above, we beg to point out the great need for the importing of artisan workers of the best type, as yet almost totally unrepresented in this country, thus setting proper standards for a people embarking on an economic life that must be adapted to world economy (see Lord Hailey's "African Survey, p.1413").

" It has been an unfortunate consequence of African contact with Europeans that instead of being modified and improved, as were, for example, the early British goods by contact with the products of the Roman Invaders, native handicrafts have been with a few exceptions, almost exterminated ".

Finally, there are just two more points we would emphasize :-

1. We know that arising out of the needs of Government, Officers have done very valuable sociological and other research work. One of the functions of the Institute would therefore be

a) to make use of this knowledge by inviting collaboration of Government Officers as lecturers and advisers, and

b) by arranging lectures for Government Officers and placing at their disposal the results of the Institute's research,

c) to collate all this two-way information for practical rather than academic purposes.

2. It is our intention not only to train apprentices, but out of the profits of the Institute to advance to some of these, the small amount of starting capital that will be necessary to set them up in the various industries.

I have the honour to be,

Sir,

Your obedient Servant,

*S. J. D. ...*

ACTING PRINCIPAL.

MEMORANDUM ON THE PROPOSED  
INSTITUTE OF WEST AFRICAN RESEARCH  
IN  
ARTS & INDUSTRIES & SOCIAL STUDIES.

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I.	The History of the Scheme ... ..	p. 1.
II.	The General Plan of the Institute	p. 3.
III.	The Need and Value of the Institute	p. 7.
IV.	The Successive Stages of the Scheme	p.13.
V.	Programme & Estimates - Stage I.	p.17.
VI.	Further Expansion ... ..	p.23.

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References are made in the above to the following Memoranda which are attached herewith:-

1. Memorandum "A": Memorandum on a Proposed Institute of West African Culture at Achimota College (London, 1937).
2. Memorandum "B": Interim Report of Committee (Achimota, 1938).
3. Memorandum "C": Preliminary Manifesto : An Institute of West African Culture (London, 1939).
4. The Report of the Achimota Inspectors 1938 (London, 1939).

THE HISTORY OF THE SCHEME.

1. Mr. Meyerowitz, Supervisor of Arts and Crafts at Achimota College since 1936, spent many years as an artist in South Africa, where he had valuable experience in teaching Arts and Crafts; and where he also made an extensive study of traditional native Arts and Crafts in various parts of the Union and the Protectorates, and of their relation to indigenous tribal life and customs. Since taking up his present appointment, he has travelled in the Gold Coast, including the Northern Territories, and in Nigeria, studying native art, and has investigated the work of the Government of French West Africa in nurturing such arts as are likely to prove valuable both artistically and economically.

2. In 1937, during his first leave in England, and at the request of the Principal of Achimota College, he discussed the formation of an Institute of West African Research (including native history and institutions as well as crafts and industries), not only with West Africans resident in London, and scientists and scholars with a personal knowledge of West or South Africa, but with other scientists, artists and educationalists, and with the Colonial Office Advisory Committee on Education; and as a result Memorandum "A" (Memorandum on a Proposed Institute of West African Culture at Achimota College) was drawn up. The Advisory Committee gave its general approval to the establishment of such an Institute, and, through a special sub-committee, contributed certain suggestions to the above Memorandum.

3. The proposal was then submitted to the Academic Committee of Achimota; and a special sub-committee was appointed by the Academic Committee, and studied the proposal very carefully for some months. This sub-committee finally produced Memorandum "B" (Interim Report of Committee on the Proposed Institute of West African Culture), and submitted this as a report to the Achimota College Council at its meeting in April 1938. The Council gave its general approval to the Scheme, and recommended it to the favourable consideration of the Committee appointed by the Governor to inspect Achimota College in 1938.

4. The Board of Inspectors, during their inspection in November and December 1938, discussed the Scheme at length with the Principal and Mr. Meyerowitz; and in their Report, published in June 1939, they recommended the Scheme very strongly to the Government.

5. After the return of the Inspectors to England in December 1938, an unofficial committee of very distinguished scholars and artists was formed in London to discuss the Scheme further, and to make preliminary plans with a view to preparing for and assisting in the establishment of the Institute. The Chairman and Secretary of this Committee, which is still meeting, are Dr. A. W. Pickard-Cambridge, and Major Hanns Vischer, who were Chairman and Secretary respectively of the Board of Inspectors; and other members are Dr. Julian S. Huxley, the noted Biologist and traveller in Africa and writer on African education; Professor G. Seligman, Emeritus Professor of Anthropology at London University; Major A. G. Church; Dr. Herbert Read, late Professor of Fine Art at Edinburgh University; Dr. John Rothenstein, Director of the Tate Gallery; Professor W. Macmillan, late Professor of History at the University of Witwatersrand,

who has recently travelled in West Africa and published "Africa Emergent"; and Mr. John Grierson, late Director of the G.P.O. Film Unit; Dr. W. B. Mumford, Head of the Colonial Department, Institute of Education, London University. That men of such note in their several branches of learning and Art should join this voluntary committee and give their time to its discussions is a sign of the extraordinary interest that the Scheme has aroused in the most distinguished educational, scientific, and artistic circles in Great Britain.

6. This Committee availed itself of the services of Mr. Meyerowitz, who was then on leave, and a preliminary manifesto (Memorandum "C") was drafted, and will be circulated among persons likely to be interested in the project. In more recent deliberations (a) they have made certain suggestions as to what is the smallest beginning that can be effectively made, suggestions on which our present request and estimates are based; and (b) they have, as a result of enquiries in various quarters, come to the conclusion that considerable financial support for the scheme will be forthcoming from private sources, including educational trust funds in America, provided the Scheme is initiated by the Government and receives Government backing. See Inspectors' Report, page 147, paragraph 340. The Committee has now completed the manifesto in a final form to be circulated amongst persons, firms, and institutions likely to be interested.

7. At the meeting of the Standing Committee of the Achimota Council, held on the 2nd of June 1939, Mr. Meyerowitz was present and spoke on the Scheme, and answered questions; and the following resolution was carried unanimously:-

"that the Standing Committee on behalf of the Council should express their appreciation of the work done to the Committee working in England on this Scheme, and inform them of the Council's support and the intention to put the scheme before the Government when estimates of cost were available".

8. As a result, the present memorandum has been drawn up, and is now submitted to the Government as expressing the views of the Achimota Council.

THE GENERAL PLAN OF THE INSTITUTE.

The Scheme as a whole can be most fully understood if Memoranda A, B, and C are studied; but it is here briefly summarised.

Chart I, at the beginning of Memorandum "A" gives a diagrammatic summary of the scheme, though in the discussions of the London Unofficial Committee in 1939 certain modifications have been made; and this Chart is now followed in our summary, these modifications being allowed for.

1. It is proposed to establish an Institute of West African Research, to investigate, on the one hand, the local arts and crafts, to teach certain selected native crafts in the light of European experience, and thence to inaugurate local craft industries; and on the other hand, to conduct a parallel investigation into local history, tribal life, customs, traditions, religion, and economic conditions (see Memorandum "A", p.15); to teach the local sociology (Memorandum "A", p.17), and selected aspects of parallel European studies, and thus to provide light and inspiration for education and social activities and for Government policy (Memorandum "A", pp.7, 8, 9, 17).

2. The Headquarters buildings should be erected on a site on the Achimota College property, but the Institute should be financially independent from Achimota, and should have its own Director, Council and administration, being connected with Achimota in much the same loose way as, for instance, the London School of Economics is connected with the University of London.

3. The Headquarter buildings should include a Museum and Library of West African Arts and Social Studies, a general office, bungalows and other quarters for staff and employees; workshops and laboratories, lecture hall, show and sales-room, etc., as the scheme develops.

4. As indicated in (1) above, there should be two main branches of the Institute -- Craft Industries and Social Studies -- and each branch should have three functions; research, teaching, and practical work for the community. The more detailed contents of each of these sections under each heading are seen clearly in Chart I, reference to above.

5. The functions of the Museum and Library are also shown on Chart I. The following quotations will give further light on their use.

- (a) "There are already at Achimota creditable library facilities and the beginnings of a museum. In addition, the Government of the Gold Coast has done much to foster collections of Africana (e.g... the collection of literature at the Accra Secretariat and the Bureau of Native Industries). All, however, would agree that these can only be regarded as beginnings. What is needed now is a re-organisation and centralisation of such activities along more generously conceived lines. To such a centre people would come not only from Africa, but from Europe, America and Asia - for nowhere else

could be found collections of West Africana of such quality and completeness and with the proper background and associations."

- (b) "The Museum must be not a gallery of dead specimens, but the tangible embodiment of the social, economic, and religious values of West African society past and present, and the medium through which the Institute could reach the public at large."

6. The experimental and teaching work in the Art Industries would be done chiefly in the Headquarters Workshops, but for most of the research in Social Studies the staff would need to travel through the country.

7. It is expected that Government, Missionary and Commercial employees would come for lectures in matters concerning the institutions and customs of the people.

8. We suggest that there should be a Council which should be the governing body of the Institute, analogous to the Achimota Council, and that the members of the Council should include the Director of the Institute, the Principal of Achimota, the Director of Education, Government nominees to represent Sociology or Anthropology, and the Political Service, the Director of Agriculture, the Director of the Geological Survey, the Government Architect, African members selected in a manner similar to those on the Achimota Council, and members to represent the Missions and Commerce.

9. It is proposed that this general Scheme should be developed in successive stages, and that the Government, while giving a general approval to the whole scheme, should be asked only to pledge itself to Stage I, an experimental or trial stage of 5 years, just as an experimental grant for 5 years was made to the Achimota Plantation at Bunso.

FURTHER REMARKS:

1. (a) Memorandum "C", p.3.

"The two main branches of activity in the Institute as thus projected are obviously related closely to one another, as the artistic and manufacturing instincts rooted in native religion and custom cannot be fostered widely apart from an intimate knowledge of these."

- (b) Memorandum "A", p.II.

"The School of Creative Arts and the School of Cultural and Social Studies which are necessarily presented here as two distinct branches are, in reality, one entity, with one side turned outwards towards creative expression, and the other turned inwards towards self understanding. One may either say that a School of Creative Arts is isolated, barren and devitalised unless a living culture is finding expression through it, or that a School of Cultural and Social Studies is a mere academic poring over a collection of records unless its subject-matter is exemplified in a living social artistry all round."

(c) Memorandum "A", p.16.

"Most of the research would naturally be conducted jointly by the School of Creative Arts and the School of Social studies. No African craft is practised for its own sake, without reference to social needs. African arts and crafts are intelligible only when viewed in relation to the social organization -- clan, family, or corporation -- by which they are maintained and passed on from generation to generation, and to the entire body of beliefs and values associated with them, and conversely."

2. It is essential that those who guide the policy of the Institute should be given a free hand in its development and be permitted to adapt this policy to requirements from time to time as they think fit. The whole Scheme is based on a policy of organic growth and expansion, and so it will be difficult to foresee at what time such growth and expansion will take place. This will depend largely on the success or failure of scientific and technical research and the changes in African society.

3. Memorandum "A", p.16.

"It would be the Director's responsibility to initiate, supervise and plan the researches. It will be evident, however, that the fulfilment of such a programme of research would also require the training of an African staff and ultimately such studies should be entirely in African hands."

4. It is not proposed to attempt to "revive" the old home crafts unchanged, but to select certain old crafts for development under European guidance.

Memorandum "B", p.2

"It is however a hopeless task to "revive" and perpetuate the old home crafts. The social order out of which they sprang and in which they flourished is passing away. Even if they could be "revived" they would still be dissociated from twentieth century African social needs; they would be Curio trades - indeed they are more and more Curio trades already, if they are not dead.

Crafts, then, we agree, cannot be "revived" or if they could, should not be.

Must the old aesthetic values, then disappear for ever? If the crafts cannot be revived they can be transformed. This transformation can be effected by the marriage of the old aesthetic, skill and power to a modern technique. E.g., if pottery is to be saved it must be in a new kind of potters craft shop where Africans with the old pottery in their blood and fingers learn the use of the wheel and the kiln from experts imported for the purpose."

5. The following quotation may be taken as summarising one aspect of our aims:

Memorandum "B", p.3.

"The purpose of Art is the improvement of the home, its structure and decoration and surroundings and of the dress and ornament of the people who live in it. Every activity in the School of Arts and Industries will be undertaken with a view to

its becoming socially valuable or economically useful or both".

6. It is definitely part of our plan that when a certain art or craft has been selected for experimentation, and it has not proved remunerative, it should be abandoned.

7. It is hoped that some of these arts and industries will prove so successful economically that although they will be created to supply home markets, it will also be possible to develop an export trade (Memorandum "C", p.2).

## III.

THE NEED AND VALUE OF THE INSTITUTE.

As we have said above (II) that the general plan and purpose of the Institute can be most perfectly understood if Memoranda "A", "B", and "C" are studied, so it is also true that the study of those memoranda will give the most complete understanding of the need for such an Institute and of the services which it would render to the community; but it may be of value to draw attention to some of the more outstanding factors in the case.

1. Some such project is urgently needed in view of the problem arising from the transition of society on African communities, owing to the impact of Western civilisation on Africa. The following quotations from Memoranda "A", "B" and "C" will make this clear:-

(a) Memorandum "A", Introduction, pp.I.II.

"The central fact to be faced is that of a society with immensely valuable cultural traditions of its own now in a state of transition. Experience elsewhere in Africa (in some of which the writer has shared) affords melancholy evidence of the disastrous consequences that may follow if such transition is allowed to proceed unexamined and uncontrolled, with no wise provision to regulate its conditions and to avert the disintegration and despairing futility which may ensue when race-contact is left free to operate unstudied and undirected. Hardly less to be feared is a premature desertion by the African of ancient practices and traditions which have not only served to give unity and cohesion to his society, but have also in them elements capable of indefinite development and of assimilation to those European ideas and usages which now exercise such a strong attraction. Moreover, the assimilation of European elements is apt to be hasty and indiscriminating, unchecked by the critical insight and the just sense of relative values which an Institute such as that here contemplated might provide."

(b) Memorandum "A", p.13.

"There is, on the one hand, the immense energy and vitality of the peoples of West Africa -- their pride of race, commercial enterprise and acumen, and their avidity for education. On the other hand there is a noticeable feeling of malaise, a sense of impending change, in the whole social system."

(c) Memorandum "A", p.14.

"The future of African civilisation depends on a solution of these problems. A satisfying cultural adjustment must be worked out; from both cultures must be selected those elements best adapted to the needs of the new society now coming into being in Africa in order to secure an integration at a new and higher level than before. This can be brought about only by conscious and purposeful planning based on organised research and study and not by leaving things to chance."

(d) Inspectors' Report, p.146.

"The fundamental questions -- What is essential in African religious, economic and social life? Can Christianity be widely introduced without destroying the tribal system along with its

religious basis? Can African organisation and customs survive the spread of Western economic influences, and with what modifications? - cannot be answered by those whose entire time is occupied with teaching and the connected duties, and yet the answers are vital for the work of Achimota, unless it is to proceed on the lines of French Colonial Education, which tries to make those to whom it gives a higher education into good Frenchmen, with little regard for the preservation of African elements in their life, whether bad or good.

Accordingly it is strongly and rightly felt by some of those who have thought most anxiously on the subject, that there ought to be at Achimota those who have studied and are studying the real native life of the African tribes from which the students come; and these must include anthropologists very highly trained in such research, and of proved ability to enter into and understand native life, ideas and customs; as well as persons intimate with African arts - not only carving, weaving, etc., but drumming, music and dances - as they enter into the religious and social life of the tribes. Such persons will not only be able to add much to the store of existing knowledge of these subjects, but being closely in touch with Achimota they will be available for constant consultation by those who are engaged in the work of education there. They may save many mistakes of policy and much misdirected effort, and may provide some foundation on which work of a constructive kind may be built."

(e) See the whole section on this subject in the Inspectors' Report; pp.145-148; p.52, last sentence in c.VIII; p.78, paragraph 159; p.111, last sentence on the page.

2. The Institute is needed also to check the rapid decay of indigenous Arts

(a) Memorandum "A", p.5

"Indigenous African arts and crafts and small industries in the Gold Coast are now in a critical state. Ten years ago, when Captain Rattray published his classic books on Ashanti, he emphasised the fact that African arts were tending to disappear and that, unless immediate steps were taken to ensure the continuance of a great tradition, they would probably be lost and the country seriously impoverished. The situation has grown much more serious during the last few years. In course of my journeys I visited places where Captain Rattray has been, and looked for work which he admired. It was gone; the last representatives had died and their craftsmanship had died with them.

The death of individual craftsmen is always a sad loss, but when a whole Craft Corporation becomes defunct the loss sustained by the whole tribe, to whose social and religious practices artistic craftsmanship is definitely related, can hardly be exaggerated. The situation which I have sketched is not peculiar to Ashanti but can be paralleled in many parts of the world."

(b) Memorandum "C", p.1.

"There is in West Africa an amount of artistic and creative talent, the existence of which has long been known to a few, but has recently been convincingly shown in the work of the School of Arts and Crafts at Achimota College, to which some of

the finest West African craftsmen are being brought both to teach and to practise their Arts. Without some such organisation as the Institute there is reason to fear that the fine craftsmanship of the African will soon disappear in the face of competition from cheap, mass-produced and frequently inferior imported goods."

3. Again, it is urgently needed in order that Achimota may be enabled to evolve the type of education that is needed in this country. See the quotation already given in 1(d) above from the Inspectors' Report.

One fundamental educational principle is that the educators should know the personalities which they are endeavouring to educate, and in general to connect all their constructive work with the background and traditions of their pupils. From the beginning we at Achimota have kept this in mind, but at best our efforts at understanding the people and the country have been occasional and unsystematic, by reason of the other demands on our time.

This Institute would make a thorough and systematic investigation of the life of the people - social, industrial, religious and would supply the College systematically with the facts which should be taken into account in planning and gradually working out the true education for our pupils; an education based not only on the principles and experience supplied by the West but on the facts of the life of the people here.

In particular the teaching of Arts and Crafts would be placed on a right foundation and would be incalculably enriched.

Memorandum "C", p.2.

"Unless Higher Education in West Africa is to be a purely European importation, planted upon an alien soil, it must be based upon a thorough understanding of the mentality, customs, religion, home-life and economic and spiritual needs of the Africans who are to be educated. With the best good-will, the teachers at Achimota and other Schools in the Colonies have small opportunities for acquiring such knowledge. An Institute for West African Culture including persons entirely engaged in sociological and anthropological study and research, would be available for consultation by teachers, and be able to give them guidance both as regards particular problems arising in the course of their work, and also as to the best use of any time which they might have for acquiring knowledge of native life. Thus it would not only be doing work of high scientific value in a field at present imperfectly explored, but would also be an invaluable addition to the educational resources of the country."

4. The question of the growth and establishment of a West African University is now beginning to be considered, and whereas there are differences of opinion as to some of the immediate steps to be taken with this in view, it is agreed among educational authorities that one line of approach and preparation which is sound and valuable beyond all question is to establish such an Institute, as we propose, which will be a living centre of research and education, and one true beginning from which a University may develop.

Memorandum "A", p.IV.

"For the wide-ranging cooperation that is demanded by such a project, the College at Achimota seems to be an appropriate centre. Indeed one may perhaps descry, among the possibilities of the scheme which is here outlined, the lineaments of a new and highly significant kind of university. It is no new thought that one of the great functions of African culture in the future may be to receive the historic institutions of Europe and, after a period of assimilation, to return them with a new and vivid light upon their significance.

A university founded upon the idea of close and fruitful co-operation between socially-inspired creative arts and artistically illuminated social studies, would be indeed a new kind of university. There is some piquancy in the thought that it may be left to Africa to demonstrate its possibility and to convince the world of its value."

5. There are further valuable results which may be expected to follow from the establishment of such an Institute. For instance, the recognition of the essential connection between African social life and arts and crafts may bring in a new era in the development of African communities.

Memorandum "A", p.12

"The psychological results that may be expected to flow from the integration of African arts and crafts with the life of the whole community are tremendous. The creative energy of West African society will be canalised along lines in harmony with the genius of African culture but adapted to the demands of that civilisation which is common heritage of Europe and Africa."

6. A similarly valuable result, may be expected from the alliance between Art and a critical study of local problems, the need for which is pointed out by Roger Fry in his chapter on Negro Sculpture in "Vision and Design"

"It is curious that a people who produced such great artists did not produce also a culture in our sense of the word. This shows that two factors are necessary to produce the cultures which distinguish civilised peoples. There must be, of course, the creative artist, but there must also be the power of conscious critical appreciation and comparison. If we imagined such an apparatus of critical appreciation as the Chinese have possessed from the earliest times applied to this Negro art, we should have no difficulties in recognising its singular beauty. We should never have been tempted to regard it as savage or unrefined. It is for want of a conscious critical sense and the intellectual powers of comparison and classification that the negro has failed to create one of the great cultures of the world, and not from any lack of the most exquisite sensibility and the finest taste. No doubt, also, the lack of such a critical standard to support him leaves the artist much more at the mercy of any outside influences. It is likely enough that the negro artist, although capable of such profound ~~understand-~~  
~~ing-of-form~~ imaginative understanding of form, would accept our cheapest illusionist art with humble enthusiasm."

7. The teaching of Art based on such research is needed in order to save the African from the corruption of his artistic

Memorandum "C", p.1.

"Equally important will be the effect of such a re-education of popular taste on the level of demand for manufactured goods of European and other overseas origin. It is notorious that the African consumer's standards are still so low that he is easily satisfied with the cheap or inferior products of countries with a lower standard of living than ours. There are numerous African consumers who have the means but not the discrimination to purchase goods of a superior quality. There can be no doubt that their taste can best be educated in the direction of a more critical choice of goods through the encouragement, in the first place, of such a critical sense in relation to the objects of daily use produced by African craftsmen according to their own artistic and cultural tradition."

8. It would help to restore to works of Art their rightful place in the life of the community, from which they are being ousted by the competition of inartistic imported goods.

Memorendum "C", p.1.

"With proper organisation, such as the proposed Institute should provide, not only should a succession of really good craftsmen be trained, but the finer Art and manufactured goods should take their natural place in African life. This applies not only to weaving, pottery, metal-work in Gold, Silver and Bronze, and wood-work of a decorative kind, but to the most utilitarian forms of building and manufacture. For instance, there is no reason why the roof of corrugated iron, which is becoming as universal in West Africa as it is hideous, should not give way to African Tiles such as are already being manufactured at Achimota."

9. Not only would the effects on the aesthetic life of the people be important, but it would have beneficent economic effects in fostering industry.

(a) Memorendum "C", p.3.

"Against any possible loss of industry through the displacement of some classes of European goods by African, must be set the fact that the scheme will gradually afford an increasing prospect of employment to young Africans, whose standard of living will thereby be raised, and their power of purchasing all classes of goods increased."

(b) Memorandum "C", p.2.

"It is hoped that goods and works of Art may be produced on a considerable scale for mainly the African but also for the European markets, and one of the great London Stores is prepared to undertake the distribution of goods in England and to cooperate generally in the Scheme. Great Britain, as well as West Africa, should be the richer for the contribution which West Africa can make to the useful and decorative Arts."

10. Artists in Europe have in recent years been insisting with increasing emphasis that Africa has much to teach the rest of the world, and the Institute would emphasise this truth, both in art and other aspects of life, and would not allow Africans to believe that they have nothing to give to Europe.

(e) Memorandum "A", p.1.

"In the past, there has been a tendency to forget that Africa has, in her own traditions and culture, something to teach to the world as well as something to learn from it.

The proposed Institute of West African Culture is calculated to emphasise the importance of studying African Culture and African achievement. It would aim at preserving for Africa some of the things of which she may justly be proud and at discovering not only the things which Europe can teach Africa, but also the things which Africa can teach Europe."

(b) See quotation 2(b) above.

(c) See quotation 11(a) below.

11. And finally, we wish to emphasise the claim that through the co-operation between Africa and Europe implied and involved in such a project a great service of reconciliation might be rendered.

(a) Memorandum "A", p.12.

"Only through the agency of such an institution deliberately planned, will it be more possible to effect the reconciliation between the civilisations of Europe and Africa, which has not yet come about."

(b) Memorandum "A", p.13.

"I am convinced that such an Institute would not only help to effect a reconciliation between the civilisation of Europe and the old culture of Africa, but that discoveries could be made by it which could give new leads to Europe in the problems of communal living: a School of Social Studies would be a vital part of such an Institute."

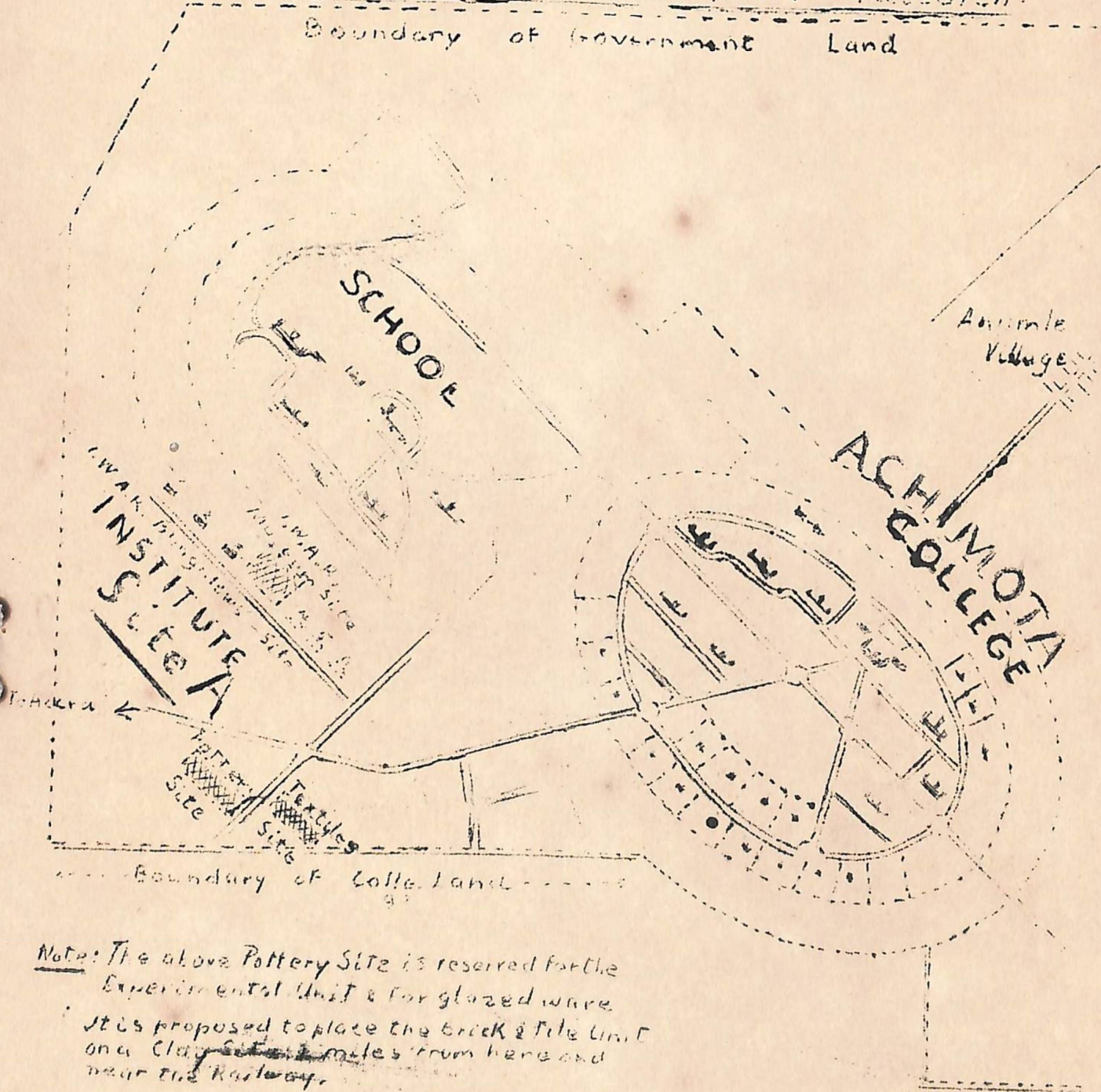
IV.

THE SUCCESSIVE STAGES OF THE SCHEME.

Sketch Map showing Site A.  
For the

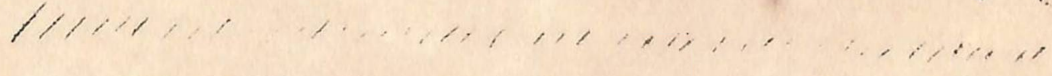
Proposed Institute of West African Research.

Boundary of Government Land



Note: The above Potters Site is reserved for the  
 Experimental Unit & for glazed ware.  
 It is proposed to place the brick & tile limit  
 on a Clay Site 2 miles from here and  
 near the Railway.

F I R E W O O D R E S E R V E



(Can supply 450 cords of wood per annum to the Potters)

THE SUCCESSIVE STAGES OF THE SCHEME.

As remarked above, the scheme is based on a policy of organic growth and expansion, and it is therefore difficult to foresee exactly at what stages and in what form growth and expansion will take place; for they will depend largely on the success of the scientific and technical research in the early stages. It is necessary, however, to outline a tentative long-view programme, and accordingly the following five stages of development have been suggested.

STAGE I

(in which the Governments are asked to back the scheme experimentally; and on the success of which any further backing will depend.)

A trial period of 5 years.

1. Programme.

- (a) Social Sciences: Inauguration of research in
- (i) Social Anthropology, (ii) Mediaeval History, and (iii) Economics (or perhaps only two of these)
- Arts and Industries.
- (b) Expansion of Pottery and Ceramic Research.  
 (c) Inauguration of Textile Research (Weaving).  
 (d) Research into existing African crafts and small industries.

2. Staff (Social Sciences).

- (a) Research in Social Anthropology, etc.
- (i) Director of the Institute, Head of the Social Sciences half of the Institute, research worker in Mediaeval and Economic History.  
 (ii) Field Anthropologist; and, or,  
 (iii) Business Economist and Statistician
- Subordinate Staff
- (i) clerk, filing and general (to do at first the general clerical work for the whole Institute)  
 (ii) clerk; interpreters, etc. (temporary)  
 (iii) ditto
- (perhaps only one clerk at first)

Staff - Arts and Industries.(b) Ceramics

Ceramist (now temporarily on the College Staff) apprentices and labourers, and 2nd.Ceramist.

(c) Textiles

Textile Expert  
Apprentices

## (d) Artist, Head of the Arts and Industries half of the Institute; to do research in collaboration with (a); probably no clerical and labouring staff required. A proportion of his salary to be paid by the Institute. (Later on perhaps he may be transferred entirely to the Institute). Now on the College staff, Supervisor of Arts and Crafts teaching, and of the Anunmle Crafts Settlement.

3. Buildings.

- A. Bungalows: 3 : for (a.i) above, (a.ii or iii) and (c) above; (d) to be accommodated as at present in the College, and (b) to use the bungalow vacated by (a.ii or iii) when on trek, or the bungalow of a Master at the College who is on leave.
- B. Quarters for junior staff and labourers at Anunmle. rent to be paid to the College (?). Dormitory accommodation may be supplied later for apprentices.
- C. Nucleus of a group of office buildings which in the following stages will expand into:

Offices, museum (with working space for the Curator and his assistants), phototec, phonotec, film-centre, research library, stores, lecture hall (with facilities for projection), central show and Sales room for arts, crafts, and industries section.

It is proposed to have the designs of this group of buildings prepared by an experienced settlement planner and architect, and to ask the College to permit Mr. James Brown to supervise the building. Estimates meanwhile are only tentative.

D. Experimental workshops and laboratories for the Arts & Industries section of the Institute

- (i) Pottery  
(ii) Textiles

4. Sites.

It is proposed that the buildings under A & C should be built on the site indicated in the attached map, if the College is willing; that the pottery should be established as indicated at D (i) for reasons of economy in the transport of raw materials and fuel, if arrangements can be made with the owner, the Manche of Christiansborg, the land being, we understand,

useless for agriculture; that the textile work should be placed on site D(ii), and other workshops be added in due course, if the College permits.

#### 5. Furniture and Equipment

- (i) Bungalows
- (ii) Junior staff and apprentices' quarters
- (iii) Office ) difficult to prescribe before
- (iv) Workshops) the work begins.

#### 6. Estimates.

The detailed estimates for STAGE I are given in VI below.

The following remarks may be made here.

- (a) We are asking for a minimum of two out of the three European Officers under 2(a) above, and three European bungalows instead of four, so as to reduce the initial expenses as much as possible; but this reduction will involve some loss and inconvenience.
- (b) No item is being provided for relief of officers during leave, as it is intended that at first the work of such officers should be carried on as far as possible by those remaining in the Colony.
- (c) The details and costs of the buildings and equipment required for workshops can only be tentatively suggested in advance, and so in certain cases only provisional estimates are given.
- (d) Income:
  - (i) In Stage I no income can be expected from the Social Sciences activities of the Institute; (Later on Government may avail itself of the facilities existing and ask for lectures to be given to Political Cadets or vacation courses to other officers. The College may make similar use of the Institute.)
  - (ii) Earnings are expected from the activities of the experimental workshops and the brick and tile works. The profits of the textile workshops cannot be estimated. But undoubtedly there will come a stage when the pottery, textile works, and other craft works will provide a steadily increasing income to set off against the working costs; and if this time does not come, Industries which do not produce an income will be considered a failure.

PROGRAMME & ESTIMATES.Stage I.

1. Stage I of the Scheme is described in full in the preceding Section, and we now supply **below** as full and detailed estimates as possible of the cost of starting this initial and experimental stage of the work.

2. The Capital Cost we estimate at about £13,976 and the net recurrent expenditure allowing for earnings, after completion of Buildings and Plant, at from £4,400 to £4,900 a year. The net recurrent expenditure for the first year without income is estimated at about £5,857.

3. We have cut down the programme of this initial stage as far as we can, to the minimum which we consider would be an effective beginning of the project, and the minimum which we understand the London Voluntary Committee would consider worth while helping and supporting. We doubt if this Committee would, if any further reductions were made, make any efforts to win widespread support for the scheme, or, in particular, make any efforts to raise money for it.

4. In order to effect this reduction of a working beginning to a minimum we are asking for only 2 out of the 3 experts on the Social Studies side that are recommended, and only 3 out of the 4 bungalows that ought to be provided; and we desire to point out that ideally, all 3 of the above experts ought to start work from the beginning, and that it will only be possible to carry on with 3 buildings by using the bungalows of experts on trek, and by continuing to use a College bungalow for the Ceremist.

5. We would point out **also** that our proposals in Stage I take for granted that the College will permit Mr. Meyerowitz, their Art Supervisor, to be available as Head of the Arts and Crafts side of the Institute.

6. The Estimates are given in the next section.

ESTIMATES FOR STAGE I.CAPITAL EXPENDITURE.

1. <u>Buildings, etc.</u> (Schedule I)		£12,348
2. <u>Grounds</u> (Laying out and planting)		100
3. <u>Equipment.</u>		
Pottery, Brick & Tile Dept. (Schedule II)	£1,028	
Textile Department (see Footnote)	400	
Office Equipment	100	<u>1,528</u>
		<u>£ 13,976</u>

Note:-

It is impossible to give a detailed estimate for this proposed Department at present.

SCHEDULE I.  
Detailed Estimates for Stage I.

18.

CAPITAL EXPENDITURE.

1. Buildings.

European Staff Quarters - Site "A".

3 Bungalows @ £1,155 each = £ 3,465

Cost of Building	£800	
Boys Quarters & Garage	100	
Electrical Fittings	40	
Water Fittings	30	
Drainage (Sewage)	50	
Roads	15	
Lightning Conductors	20	
Furniture	100	
	100	

Total Cost      £ 1,155

Construction of Road from Palm Avenue to Site "A"		75
Water Mains		300
Electric Cable		250
Sewage System (Septic Tank and Sewers)		1,000

Pottery Workshop - Site "A".

Pottery Sheds & Buildings (Ceramic Research)	£ 650	
Bricks & Tiles Sheds and Buildings	2000	
Water Service	50	
Roads	50	
Electricity Installation	50	
Employees Quarters	200	
Letrines	25	
S.W.Drains, Pits, etc.	50	3,075

Textile Industry Workshops - Site "A".      1,325

Architect's or Engineer's Fees      500

Part salary for Supervision by Achimota  
Maintenance Officer during erection of  
buildings ... ..      300

£ 10,290

Add 20% Increase in cost of materials  
due to war ... ..      2,058

£ 12,348

SCHEDULE II.CAPITAL EXPENDITURE.3. Equipment - Pottery, Bricks & Tile Dept.

1. Pit Covers	£	100
2. Blunger		15
3. Settling Tank		15
4. Rain Water Storage Tank		30
5. Timber for Stillions		10
6. Kilns (2) - Construction, Ironwork, etc.		25
7. Transmission		16
8. Power Unit - 12 HP Diesel Unit (see Footnote)		200
9. Drying Boards		270
10. Clay pit hand pump and accessories		15
11. Sundries		25
		<hr/>
	£	771
Add 33.1/3% increase in costs due to war		257
		<hr/>
	£	1,028
		<hr/>

Note:

At the time of the preparation of these estimates a Power Unit is available locally (in excellent condition) and could be purchased for £60.

SCHEDULE III.  
Details of Recurring Expenditure.

	<u>1st.Yr.</u>	<u>2nd.Yr.</u>	<u>3rd.Yr.</u>
<u>A. Social Studies.</u>			
1. Salary of Director of Institute and Research Worker in Mediaeval and Economic History, £880-40-1000.	800	920	960
2. Salary of Field Anthropologist or Business Economist & Statistician, £500 - 25 - £600.	500	525	550
3. Passages for 1 & 2 (at war rates)	219	328	328
4. Salary of Filing & General Clerk for Director, £48-6-£84, £98-8-138.	72	78	84
5. Salary of Clerk for Anthropologist or Economist.	72	78	84
6. Travelling Expenses	75	75	75
7. Stationery, postages, etc.	<u>200</u>	<u>200</u>	<u>200</u>
£	<u>1,938</u>	<u>2,204</u>	<u>2,281</u>
<u>B. Textiles.</u>			
1. Salary of Textile Expert £500-25-£630, £690-30-840.	500	525	550
2. Passage of Textile Expert	109	219	219
3. Salary of 6 Apprentices @ £20 each per annum ...	120	120	120
4. Travelling	50	50	50
5. Purchase of Yarns, etc.	<u>100</u>	<u>200</u>	<u>200</u>
£	<u>879</u>	<u>1,114</u>	<u>1,139</u>
<u>C. (a) Pottery Research &amp; Training.</u>			
1. Salary of Ceramist, £500-25-£600-30-630, £690-30-840.	500	525	550
2. Part Salary of Asst. Ceramist, £400, £400, £450, £500-25-600, etc.	200	200	225
3. Passages of 1 and part passage of 2.	163	163	163
4. Travelling Allowances	50	50	50
5. Transport on Materials	68	68	68
6. Kiln Fuel (48Cords @ £1)	48	48	48
7. Power Unit Fuel, etc.	13	13	13
8. Cost of Clay, etc. (lease of land) say,	25	25	25
9. 8 Apprentices @ £20 each p.a.	160	160	160
10. Contingencies	<u>50</u>	<u>50</u>	<u>50</u>
£	<u>1,277</u>	<u>1,302</u>	<u>1,352</u>

SCHEDULE III (continued).  
Details of Recurring Expenditure.

	<u>1st.Yr.</u>	<u>2nd.Yr.</u>	<u>3rd.Yr.</u>
<u>C. (b) Pottery, Bricks &amp; Tiles.</u>			
1. Salary of Ceramist - already allowed for under C (a) - Pottery Research ... ..	-	-	-
2. Part Salary of Asst. Ceramist	200	200	200
3. " passage " "	56	56	56
4. Wages of 12 Labourers			
8 @ 1/3 for 286 days)			
3 @ 1/6 " " " )	243	243	243
1 @ 2/6 " " " )			
5. Kiln Fuel - 250 cords @ £1.	250	250	250
6. Fuel Oil for Diesel Power Unit	60	60	60
7. Transport of Materials	133	133	133
8. Cost of Clay (? Lease of land) say,	40	40	40
9. Water @ 3/- per 1,000 gallons.	66	66	66
10. Contingencies	<u>150</u>	<u>150</u>	<u>150</u>
£	<u>1,198</u>	<u>1,198</u>	<u>1,198</u>
<u>D. Arts &amp; Industries Supervision.</u>			
1. Part Salary of Head of Arts and Industries Section	315	345	360
2. Part cost of passages	-	55	55
3. Transport	<u>50</u>	<u>50</u>	<u>50</u>
£	<u>365</u>	<u>450</u>	<u>465</u>
<u>E. Achimota Craft Settlement</u>			
Annual Grant for 2 years	£ <u>200</u>	<u>200</u>	<u>200</u>

SUMMARY OF RECURRING EXPENDITURE.

A. Social Studies.	1,938	2,204	2,281
B. Textiles	879	1,114	1,139
C. (a) Pottery Research	1,277	1,302	1,352
(b) Pottery, Tiles & Bricks	1,198	1,198	1,198
D. Art	365	450	465
E. Achimota Crafts Settlement	<u>200</u>	<u>200</u>	-
£	<u>5,857</u>	<u>6,468</u>	<u>6,435</u>

SCHEDULE IV.Stage I.

	<u>Estimated Income.</u>	<u>1st.Yr.</u>	<u>2nd.Yr.</u>	<u>3rd.Yr.</u>
A. <u>Social Studies</u>		-	-	-
B. <u>Textiles</u>		-	-	200
C.(a) <u>Pottery Research</u>		-	-	-
(b) <u>Pottery, Bricks &amp; Tiles</u>				
(1) Water-coolers, flower pots, glazed ware.		200	250	300
(2) 360,000 Tiles @ £2.10/- per 1,000		900	900	900
72,000 Bricks @ £2.10/- per 1,000		180	180	180
D. <u>Arts &amp; Industries Supervision</u>		-	-	-
E. <u>Anunmle Crafts Settlement</u>		-	-	-
	£	<u>1,280</u>	<u>1,330</u>	<u>1,580</u>

- Notes:
1. The estimate for the Tiles and Bricks represents the yearly capacity of one kiln and could all be utilised in the construction of the Institute Buildings even if there were no other purchasers.
  2. Already in 1940 after two months output from two very small experimental kilns, the revenue amounts to over £120.

VI.

FURTHER EXPANSION. After Stage I, the following is visualized approximately 4 years after the beginning of the Scheme.

STAGE II.

1. Programme

- (i) Archaeology.
- (ii) Start brick and tile unit at Bunso.
- (iii) Woodwork and building.

2. Staff

Social Sciences

One Archaeologist  
One additional clerk, labourers, interpreters, etc.  
One Economist, if he has not been appointed in Stage I.

ARTS AND INDUSTRIES.

Woodwork and Building (new section)

- (e) One woodworker and Builder

3. Buildings.

A. Buildings

A. Bungalows

2 additional bungalows; or 3, if only 3 have been provided instead of 4 in Stage I.

B. Quarters for Junior staff, etc.

additional as required.

C. Office buildings

develop scheme as already indicated under Stage I.

D. Workshops.

A workshop for woodwork, building, wood-research, draftsmanship, etc.

Expand pottery and Textiles at Achimote.  
New pottery at Bunso (see 6b below).

4. Sites.

New site at Bunso: by permission of the appropriate authorities.

5. Furniture and Equipment.

as required for 2 (above)  
Excavation Tools for the Archaeologist; and tools and

machines for woodwork; and see 6b below.

6. Estimates.

(a) Income.

As in Stage I, but a distinct advance, larger profits may be expected from sales of water-coolers, flower-pots, drain-pipes and glazed pottery ware.

It is anticipated that the textile workshops will show some profits at this stage.

(b) Bunso Brick & Tile Unit.

Establishment of a Brick and Tile Unit at Bunso.

(a) <u>Capital Outlay.</u>	<u>£4,354</u>
(b) <u>Recurrent Expenditure</u>	<u>£ 976</u>
(c) <u>Income.</u>	<u>£1,080</u>
(d) <u>Profit on Year's working.</u>	<u>£ 104</u>

STAGE III.

1. Programme

- (i) Museum Curator
- (ii) Glass Expert
- (iii) Workshops for Glass Research.

2. StaffCentral Museum Work (new section)

One Museum Curator  
One Clerk; cleaners.

ART AND INDUSTRIESGlass-work (new section)

One Glass Expert  
Apprentices

(a) Social Sciences

At this stage additional staff may be required for the Director's central office.

3. Buildings.A. Bungalows

One more bungalow

(The Museum Curator can probably be accommodated in bungalows belonging to field workers on trek)

B. Quarters for Junior staff, etc.

As required.

Perhaps Dormitories for students, trade school-teachers taking courses, etc.

C. Office Buildings

Develop Scheme as described in Stage I; especially Museum.

D. Workshops.

Workshop for Glass Research.

4. Sites.

At Achimota.

5. Furniture and Equipment

for bungalows and museum;

disinfecting equipment for museum, tools, appliances etc. for Glass workshop.

6. Estimates.(a) Income.

At this stage the teaching activities of the Institute may bring in some returns.

The potteries at Achimota and Bunso should show a profit over and above all expenses including the Ceramists' salaries.

The textile and wood workshops should by now be self supporting.

(b) Bunso Pottery.

Extensions of buildings and kiln.

STAGES IV and V.

General Programme of Expansion.

It is impossible to lay down definite and accurate plans for these stages, and much less any estimates of cost. We merely indicate the general lines which we expect expansion will follow.

(a) The central buildings as shown under Stage I, 3(c) above, to be completed in Stage IV.

(b) The widening of the field of research and work by adding to the staff a phonetician, a musician (Mr. Amu) and experts in film work, pigment, leather, metal and other work which cannot at present be envisaged but which will arise out of previous experimentation.

(c) The growth of a School of Architecture out of the Department of Woodwork and Draftsmanship, and the appointment of an Architect. There would be collaboration in the work, throughout all stages, with the College Engineering School. Perhaps some assistance might be received from the Government Architect before our own Architect was appointed.

(d) Perhaps the separation of the functions of Art Supervisor of the College and the Head of the Arts and Industries section of the Institute, and the appointment of a new Officer for one of these posts.

11/1550  
~~11/1580~~

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Case No. 2/1939

Subject. HONOURABLE H.W. THOMAS (S.N.A.) -  
APPOINTMENT OF, AS GOVERNOR'S  
REPRESENTATIVE ON ACHIMOTA COUNCIL, 1939-40.

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2-1-39 - 8-11-40

29.9.33 - 8.11.40.