

NOT 5073
1955

S.I.

FROM WHOM *CinC Nore* DATE *13 Apr 55*

ATTEMPT

MARKINGS TO BOARD

TO

TRANSIT LIST SENT BY

HMS Ganges

TO *is running away*

Reports

PR
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DO

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TO

D.N.E.S.
REGISTRY

2/21/35. DNR

DNES

~~Service~~

IVK
WCLW

PA 25yrs

NOTATION ONLY

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THIS

PA
25 years
J. K. Powell
for head of NP2.
4/12/64

PAGE

Register No. N.C.W.5573/55

NOT

Minute Sheet No. 1

The enclosed reports from C.in C. Nore on the number of boys who have run away from H.M.S. GANGES have been forwarded as a result of the Parliamentary correspondence on P.S.430/54, attached. To obtain a comparison, reports were asked for from ST. VINCENT and FISGARD.

2. FISGARD has no cases; the rate from ST. VINCENT is lower in proportion to numbers than that from GANGES. The full comparative statistics for GANGES and ST. VINCENT are as follows:

Quarter

| | | TO GANGES | ST. VINCENT |
|------|---|---------------------|-------------|
| 1953 | 1 | 13 | 6 |
| | 2 | 19 | 4 |
| | 3 | 22 | 3 |
| | 4 | 17 | 1 |
| 1954 | 1 | 5 | 4 |
| | 2 | 63 | 9 |
| | 3 | 56 | 5 |
| | 4 | 32 | 5 |
| 1955 | 1 | 19 | - |

It will be seen that while GANGES seems to have struck a very bad batch in the second and third quarters of 1954 the rate has progressively declined to a figure which might be regarded as normal, although the Captain contributes the low figure for the last quarter primarily to the cold weather. *at*

3. The list of reasons given by the boys are not particularly informative. They mostly amount to an expression of discontent in some form or other. In themselves they give no particular clue to remedial action.

4. Perhaps the most significant fact is that all boys who have run away have been recovered, usually within a very short space of time, and, in consequence of their escapade, have suffered severe punishment. This fact can hardly have escaped general notice and in consequence it seems necessary to regard these incidents not as being, in essence, calculated attempts to escape service in the Navy - which a moment's reflection would show to be an unprofitable undertaking - but ill considered enterprises taken in moments of acute depression or irresponsible escapades.

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5. The more recent reports from C. in C. Nore show a less disturbing picture than was at first presented; and it may be that the epidemic of last summer will not be repeated. However, it seems necessary to attempt to evaluate whether there are any factors in the present organisation of GANGES such as to make a recurrence possible.

6. At the same time, as a result of happenings of a different kind, the War Office has presented its recent report on the organisation of Boys' Units in the Army which ought to be examined to see if it contains any thoughts which could have useful application to the Naval Boys' Training Establishments.

7. The Naval Boys' Training Establishments are, of course, already subject, by arrangement, to inspection by Ministry of Education Inspectors; reports of 1952 and 1953 on GANGES and ST. VINCENT are in the attached dockets.

8. The main point about these inspections is that they have led in both cases to recognition by the Ministry of Education of GANGES and ST. VINCENT as efficient educational establishments. The reports show that civilian inspectors obtained a favourable impression of the general

spirit of the establishments and, in particular, of the intimate knowledge shown by the senior Naval Officers, including the Commanding Officer, of the boys under their command, in spite of the size of the establishments. There were, however, some criticisms some of which may have an indirect bearing on the present problem. These are broadly:-

ATTEMPT

- (a) The high rate of turnover of all the staff, both executive and instructor officers and rating instructors.
- (b) Largely as a consequence of (a) a tendency for teaching methods in some respects to be somewhat old-fashioned and, in consequence, (as compared with the best current practice outside) rather dull or rather difficult.
- (c) As a consequence of (b) a tendency for there to be insufficient opportunity for outlets for individuality in teaching staff or in the boys.

9. In consequence of the above it might well happen that in an establishment of the size of GANGES, which probably exceeds that of any boys school in the country, boys who are below standard in quickness of apprehension or in natural enthusiasm, may either find strain in keeping up to the standard pace or become somewhat dispirited and disinterested, and, in consequence, find themselves in disciplinary trouble.

10. Another series of reports to the Admiralty as a guide to the general atmosphere of the establishments is the daily punishment reports. This Branch has examined a series for one of the earlier post war years and a more recent series. It would be fair to comment that in those for the early post war years the Branch obtained an impression of a tendency to come down on the boys for offences of a technical rather than a serious nature while some of the punishments inflicted for such offences appeared unduly severe. In the more recent series, a higher proportion of the offences recorded appear to relate to inefficiency or slackness while the number of technical offences booked seem to have declined. The scale of punishments also seems to have eased.

11. The net effect is that in the twelve months ending June 1954 there were in GANGES 850 recorded punishments that is, roughly an average of one per boy per year. A summary of the nature of the offences, as classified in the punishment return, is as follows:

| | 1954 | 1955 |
|----------------------------------|------|------------|
| Indecent conduct | 5 | 5 |
| Swearing | 16 | 5 |
| Theft | 47 | 67 |
| Desertion | 12 | 9 |
| Leave breaking | 71 | 144 |
| Misconduct on Shore | 12 | 11 |
| Breaking out of ship | 144 | 149 |
| Insubordination etc. | 84 | 108 |
| Skulking | 499 | 350 |
| Deception | 107 | 40 |
| Wilful disobedience | 146 | 260 |
| Smoking | 21 | 20 |
| Offences against good order | 83 | 292 |
| Offences against instruction | 197 | 67 |
| Offences connected with clothing | 116 | 46 |
| Other offences | 286 | 98 |
| | 2706 | Total 1666 |

There are no doubt boys who attract more than the average of one punishment per year, for whom life may become at times rather grim, while some of the punishments inflicted with fair frequency, such as extra work and drill (11(a)) are both arduous and prolonged,

and ...

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NOT Minute Sheet No. 2.

and of a kind not found in civil educational establishments. Whether this has been a factor in relation to the running away is, however, uncertain; the impression formed from individual cases which happen to have come into the lime-light is that running away tends to happen to boys who have previously suffered more than the average incidence of punishment; but whether this is generally so could only be established by further investigation.

ATTEMPT

12. On the whole the impression left by reading of the punishment reports is that the discipline is severe and is fairly rigidly applied and requires a constant conformity with a code of general conduct and domestic regulations which many lads not of bad character may find it difficult to always achieve whether through high spirits or through inadvertence. It would not be contrary to normal expectation if some boys, who came up against the disciplinary code to an undue degree, broke down in some way and took refuge in an attempt at escape. Perhaps, however, N.L. might remark on whether the code of punishments had recently been reviewed or could now be considered due to a general review. In particular, there appears to be some discrepancy between the punishments inflicted in GANGES and ST. VINCENT for running away.

COPY

13. The main method of avoiding this situation seems to be in controlling the standard of entry to admit only boys who are intellectually, psychologically and physically of sufficient stamina to survive the course; and where a mistake is found to have been made to correct it by discharge. As regards discharge, arrangements have recently been made to ease the conditions for discharge by purchase, and a number of boys have been released through this procedure primarily on the grounds of temperamental unsuitability.

THIS

14. As regards recruiting, D.S.R. might like to remark on the present position and standards achieved. But as matters now stand, N.C.W. Branch does see grounds for concern about the future. In the days before the war we had something of real value to offer; we relieved the parent of the cost of maintenance of the boy, continued his education, gave him a training, ensured him a place in the Navy when entry was strongly competitive, and gave him the benefit which was then substantial of a guarantee of continuous employment up to age 40. The situation is now much altered. The parent of the normal family tends to suffer financial loss rather than gain by sending the boy to GANGES as it is not difficult now for boys of this age to obtain wages which enable them to contribute substantially to the family budget. With the present recruiting position the boy who has ideas of joining the Navy has little fear that he would be turned away if he applied to enter on a regular engagement when he reaches National Service age, with the consequence that the special advantage of entering the Navy through GANGES or ST. VINCENT is much more open to question.

15. The position may be a bit obscured over the next few years owing to the great variations in the birth rate, and there is the possibility of recruiting temporarily improving. Against this the plans of educational authorities for keeping increased numbers at school until the later ages will have an opposite effect; and taking a very long term point of view, from about 1963 there will again be a gradual decline in the number of boys reaching age 15; as the school population falls, the long term plans of educational authorities will begin to mature and recruitment of suitable boys seems likely to become increasingly difficult.

16. In other connections, proposals to widen the scope of the Boys' Training Establishments by introducing training for other branches, particularly the Engineering Mechanic Branch, have again been revived; from the point of view of keeping GANGES and ST. VINCENT turning over with a reasonably good quality entry at something like their present rate, it may prove to be essential to widen their attraction by widening the curriculum of training by the inclusion of some "Trade" training likely to have a recruiting appeal to boys of good intelligence.

17. This is a matter which cannot be pursued in detail on the present paper; to turn to more present problems it does seem as if, taking together the evidence of the Ministry of Education Inspectors' reports and the enquiry into Boys' **DO** there is a strong case for reviewing Admiralty policy in relation to rate of turn over of instructional staff. Although this staff is specially selected, instruction of boys of this age is not part of their regular duty, and there must be special difficulty in running probably the largest boys school in the country with a constantly changing staff for whom a spell at GANGES is only a relatively brief incident of a Naval career. If these establishments are looked at as educational problems, it could be argued that they present difficulties of their own which, although of a different kind, are not inherently less difficult than those of, for example, Dartmouth when it was a school for boys, where there was a high degree of continuity of staff on the educational side. It might be asked whether the difference in method which has prevailed as between Dartmouth and the Boys' Training Establishments can be fully accounted for by differences in the educational problem presented. **NOT ATTEMPT**

18. The above general remarks do not lead to any specific conclusion. So far as the immediate problem of boys running away is concerned, one must accept the possibility of occasional incidents, but even the numbers for 1953 do seem on the high side. It seems fairly obvious that no immediate cure is available. Increasing the severity of the punishment seems unlikely to be effective, if, as suggested above, most runnings away occur in an unreasoning state of mind and not as a result of careful calculation of risks. In any case, prevention by punishment is the wrong approach. Equally, it seems that no one feature of the administration or organisation of the establishments stands out as responsible, although a more detailed study might, or might not, show some relation between intelligence standards, punishment records and absconding. On the other hand, it does not seem that the organisation and curriculum of the Boys' Training Establishments have ever recently been reviewed in a comprehensive and detached manner and there may well be a case for a comprehensive review mainly directed towards the long term future of the system of boy entry. In the meanwhile, the particular points raised above about staffing and discipline might be usefully examined. **TO COPY**

19. Referred for comments. **THIS**

PAGE Jones
 HEAD OF N.C.W.
 5th May, 1955

Head of N.C.W. has put the difficulties very well in his para. 14, and D.N.R. can only elaborate on these. However, it would be interesting if any figures could be obtained to show the number of boys of a like social background who absent themselves from a boarding establishment of similar size to H.M.S. GANGES. D.N.R. understands that the Ministry of Education Truant Officers are kept extremely busy! *It must be remembered that most of these boys have never been away from home before in their lives.*

2. The minimum test score for boy entry was lowered from 45 to 35 on 1st November 1954, inevitably leading to a lower average standard of boy entry, but this does not seem to have been reflected by a rise in numbers of boys running away from GANGES in the 1st quarter of 1955.

3. D.N.R. is extremely worried about boy recruiting at the present time. Unless we can get a recruit young we are unlikely, today, to get him at all. This is because of:

- (i) Increase of materialism over idealism with increasing age. (We live in an age of great material reward).
- (ii) Regular recruiting deterrent becoming greater the nearer a boy approaches the age of 18 (N.S.).
- (iii) The demands of a manpower hungry Industry.

Regular recruiting today therefore has to be done before the age of 18 and the earlier the better.

3. The main deterrent to the recruiting of quality boys is parent resistance caused by:

- (i) Small families.
- (ii) Good housing.
- (iii) Scarcity of labour.

In large families there is a tendency for one to go into the Navy. In small families parents have room for them in the home and don't want to lose them.

Good housing means comfort at home, a high standard of living, and parents needing the help of their children's wages.

Scarcity of labour means that boy labour is in demand and can call its price.

4. Of the boys we do recruit a very large proportion come from homes with only one, or less, effective parents. Most of these boys have thus been brought up in an unsettling environment. Two reasons for this recruitment are:

- (i) Boys unhappy in their environment have always had recourse (either through outside advice or their own inclination) to a life at sea as it promises a more complete change than almost any other calling.
- (ii) Industry is just as alive to the need to catch them young in a period of shortage, and many firms, through their Personnel relations officers, guarantee billets in the firm for the sons of known reliable workmen on the principle that reliable workmen are likely to have reliable homes and reliable sons.

THANK YOU

5. The factors above result in great difficulty in recruiting suitable material. Youth Employment Officers are always quoting to D.N.R. cases of fantastic wages being earned by boys of 16 and less and of the great opportunity (with considerable comfort) open to boys of good intelligence.

On this particular paper it does seem that the quickest and easiest reform, and one with which D.N.R. very much agrees, is to increase the length of service of staff at the B.T.E's.

TO



DIRECTOR OF NAVAL RECRUITING.
15th May, 1955.

It is undeniable that for maximum efficiency the officer staff of the B.T.E's should without exception have previously had wide experience of the type of work involved, and that their tenure of appointment should be very much in excess of the present average of 2 years. As far as Instructor Officers are concerned, D.N.E.S. does his utmost to meet these requirements, but the structure of his branch prevents him from doing so, without detriment to the work of other training establishments, whose needs are to a greater or less extent the same as those outlined above and whose work is no less important. The dilution, which is inherent in the recruitment of large numbers of officers on Short Service Commissions each year, carries with it a general loss of efficiency, which cannot possibly be entirely eliminated in spite of D.N.E.S' best endeavours. The B.T.E's must clearly bear a part of this loss.

If however the Board approve certain recommendations of the Committee on Officer Structure and Training with regard to the structure of the Instructor Branch, some reduction in this handicap may be expected.

2. Nevertheless, it is very important to remember that the B.T.E's have been recognised by the Ministry of Education as efficient educational establishments as recently as 1952-53 and H.M.I's have unofficially confirmed this view on a very recent visit to H.M.S. GANGES in connection with the problem under discussion. More tangible evidence of this is provided by the results of the G.C. Finals for H.M.S. GANGES over the year ending 31.3.55, during which period the failure rate was only 4% - a figure which is very satisfactory by any standards.

3. D.N.E.S. is therefore satisfied that his efforts to neutralise the defects of existing staffing arrangements have been sufficiently successful to justify the conclusion that the connection between educational training and the incidence of running is slight - if indeed it exists at all. The available figures certainly provide very little correlation between the two.

4. In D.N.E.S' opinion, the problem must be viewed against the background of the great increase in juvenile delinquency in the country as a whole, which seems to leave little doubt that the discipline imposed on the youth of today either in his home or in his school is in general far less than was formerly the case. Re-orientation must therefore be a difficult experience for many boys on joining the B.T.E's particularly as grit and determination to continued effort are two of the factors lacking in their previous contacts. In this connection, it is significant that running occurs more frequently comparatively soon after joining, and that the more senior boys are less prone, in spite of the fact that the runners are recovered and are made to continue their training. The lack of rational excuses given seems to indicate that running is almost a reflex action in many cases.

5. Turning to the future D.N.E.S. sees more serious difficulties ahead, now that the R.T. score has been reduced. He has already made a detailed study of the problem and is about to begin discussions with the B.T.E's with a view to the introduction of measures necessary to deal with the increase

/of

of boys of low academic standard

6. D.N.E.S. regrets the delay in dealing with this paper - it has been caused by the need for detailed considerations of the educational aspects of the problem.

THANK YOU

DIRECTOR,
NAVAL EDUCATION SERVICE.

1st June, 1955.

GLB

Irrational escapism is a natural reaction to what is felt to be frustrating and in the circumstances it is not surprising if there is some running from the BTEs. Such incidents must be dealt with on their merits but there remains the general question whether the degree of frustration likely to be felt by Boys is the least possible in a disciplined system and, more positively, whether the dynamic towards the system's purpose is as strong and well diffused as it possibly can be.

2. There seems to SP to be two important questions which it would be profitable to answer in detail.

- (i) Is the BTE system well designed to deal with the needs of the adolescents who come into the Navy? It might be objected that the purpose of the BTEs is not to deal with the needs of adolescents but to convert them into Seamen. This, however, invites the rejoinder that efficient conversion must be based on inherent needs; and in any case there are now political and recruiting pressures to take very careful account of such matters.

SP's experience of Boys' Training is minimal and certainly not sufficient to answer the question above, but he does feel some reason to question whether the present BTE system adequately meets the needs of Boys now entering. A very brief visit to GANGES some time ago left him with the impression of a Procrustean system, oppressed by size, bleakness and isolation from Naval purpose and seagoing activities. The effect was considerably moderated by a commanding officer with (as the HMIs noted) an astonishing grasp of individual cases, obviously liberal and intelligent Heads of Departments, some excellent divisional officers and admirable work by the chaplains (especially the full-time chaplains). But he was left with queries in his mind as whether there was sufficient opportunity for individual consideration and notice of Boys other than those who gave trouble, whether there was sufficient technique for getting to know individuals quickly and economically, whether the educationists were not far too confined to their technical duties (important as these are) and without sufficient time for participation in leisure activities and character development, whether the P.O. instructors were generally as lively and interested as the best of the divisional officers, whether the Medical department could not afford more help to the Commanding Officer if it included among its staff a psychiatrist with considerable experience of adolescents. Finally, SP found himself wondering about some of the routine chores: many are obviously necessary; yet one wonders about the effect of some of them on a crowd of youngsters unless they are in other ways pretty keen on their life and training.

"Compelling uniformity by violent means"

4

(ii) Is the internal working of the system able to convey top-management's purpose and dynamic throughout the BTEs? SP is even less well-equipped to answer this second question although once again he feels some reason to believe (especially in the case of GANGES) that the answer is 'not entirely'. Head of NCW has pointed to the inherent difficulties of running an educational establishment of the size of GANGES, and industrial investigations has confirmed that size of this order almost invariably brings problems which it requires special measures or exceptional good fortune to avoid. It would perhaps be more surprising than otherwise if it were found that size, isolation, compulsory national service and the complementary system of professional short service commissions, etc. had not tended to place between top-management and the Boys in the BTEs some degree of 'damping', albeit unconscious and unintended, which needs to be assessed and dealt with.

3. SP feels reasonably clear about the general line to be aimed at in dealing with Boy entries. It is in the sense of what might be called a modified 'public school tradition', with emphasis upon personal relations with officers in charge of units (house and non-house) as well as with instructors; on scope for sport, personal interests and informal activities which are really enjoyed; and on the adaptation of the level of work, especially academic work, to the capacities and vocational ambitions of the Boys. But although it is easy to be clear on such unexceptionable aims, we largely lack the detailed knowledge on which to proceed practically. In collaboration with DNES and at his invitation SP has recently made preliminary arrangements to make a detailed survey of one area viz the level and range of aptitudes possessed by new entries to the BTEs. But this is only one area and, for action, systematic and detailed knowledge is required over the whole field, including both curriculum and organisation in the BTEs and the feelings and attitudes which are current there. SP would be glad to help in regard to the latter by means of a survey of attitudes, similar to that which he produced on attitudes likely to affect re-engagement (although his procedure for compiling such a survey would need to be considerably modified). If the comprehensive review is to be held which Head of NCW mentions in his final paragraph (a paragraph with which SP very much agrees) then it might be best to make the survey by SP one of the documents submitted to the reviewing committee.

4. SP apologises to Head of NCW and departments concerned for holding up this paper for so long. His delay is to be attributed to the difficulty of producing a useful minute on the knowledge at his disposal and not to a lack of appreciation of the importance and interest of the subject.

PAGE

N. A. B. Wilson

Senior Psychologist.
7th November, 1955.

D.N.T. is obtaining the views of the Commanding Officers of H.M.S. GANGES and H.M.S. ST. VINCENT on some aspects of this problem. He would prefer to remark on his docket when their replies have been received.

ATTEMPT

2. D.N.T. has re-inserted himself after D.W.S.C. who has been added to the marking.

EO Nasson

DIRECTOR OF NAVAL TRAINING

14 November, 1955.

/KC:

COPY

It seems not at all unlikely that there is a relation between the level of juvenile delinquency generally and the incidence of boys running away from GANGES. Although it is not suggested that running from GANGES can be classed as juvenile delinquency, an underlying cause of it is difficult early education and upbringing in the war, and immediate post-war, periods may well apply to both. D.N.E.S. deals with this point in paragraph 4 of his minute of the 14th of June, 1955.

2. The level of juvenile delinquency has now taken a turn for the better and it is hoped that "running" from GANGES will follow suit.

3. Whatever the causes of running away may have been it is not considered that too serious a view should be taken of them. D.W.S.C. is confident that the GANGES is doing a splendid job. When one has seen the standard of boys who join and compares them with those who leave only 12 months later, it is astonishing that so great a transformation is possible.

4. This is not to say that no changes are needed but the Boys Training Establishments have for many years produced the best material for the Seaman and Communications Branches and it is suggested that we should be careful of introducing "improvements".

5. A comprehensive review, as suggested by N.C.W., may perhaps have useful results, but D.W.S.C. feels doubtful whether it would produce much that cannot now be seen to be necessary by the Commanding Officers of GANGES and ST. VINCENT and from the Report of the Committee on the Organisation and Administration of Boys' Units in the Army.

6. There are three major limitations in the GANGES; - size, quality of Petty Officer Instructors and the accommodation for the Boys.

7. Size. The whole establishment was built and laid out to take about 2,000 boys. This is certainly too big for the ideal, but is economical in overheads, and without abandoning GANGES altogether or using only a portion of the establishments, it is not seen that much can be done about it.

8. Petty Officer Instructors. The most direct and immediate influence on each boy is exercised by his Seaman or Communications Petty Officer Instructor who is in charge of the smallest unit, - the class. The standard of these Instructors is all important, but as they are subject to usual drafting cycles there are obvious limitations on their experience, effectiveness and suitability for boys' training.

NOT

9. Good Petty Officer Instructors who understand how to get the best out of boys are hard to come by, and it is strongly recommended that those who do prove themselves to be outstanding should be given exceptional drafting treatment in the form of longer service at the Boys Training Establishments.

ATTEMPT

10. In addition to exceptional drafting treatment, some action on the lines recommended in paragraph 55 of the War Office Report might also be worthwhile, i.e. to promulgate what qualities are to be looked for in a boys Instructor.

11. The War Office Report recommends that the dominant influence in a boys' sub-unit should be an Officer (paragraph 36), and that 1 Officer and 2 Sergeants should be provided for each unit of 40 (paragraph 60). In the GANGES an Officer is provided only for each Division of 180 to 200 boys; sometimes it has been as many as 240. Although they do get to know the boys well it takes time. This emphasizes the importance of the Petty Officer Instructors.

TO

12. Accommodation for the boys. The boys live in so called "Messes", usually two classes to a Mess with some 40 beds. They are single story buildings, well heated and ventilated, with small wash places and night heads, and quite suitable for sleeping. But they are really nothing more than dormitories and the furniture consists of beds and lockers only, with perhaps an occasional chair. If a boy wants to read or write a letter he normally does so sitting on his bed.

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THIS

13. Some kind of day room accommodation is badly needed and although the possibility of providing day rooms was investigated recently it was found impracticable to provide them with the present layout. Short, therefore, of an extensive re-building programme the provision of day rooms seems impracticable.

14. A list of essentials for accommodation are laid down in paragraph 65 of the Army Report. GANGES falls short only on (b) - washing and sanitary arrangements - these are now being improved; and on (d) and (e): although there is a good N.A.A.F. canteen it is only open at limited times for eats and drinks and does not serve as a boys' club. There is no club as such and, as explained above, no quiet or day room for the boys outside their so called messes. The playing fields, school building, central mess and galley, swimming bath, signal school and three gymnasias are very good indeed.

15. The general environment is not quite so bleak and isolated from sea-going activities as might be inferred from paragraph 2 (i) of S.P's minute. Situated between the mouths of the Stour and the Orwell Rivers there is good sailing and pulling all the year round, and H.M. Ships are frequently at Harwich and provide many opportunities for boys to go to sea. With regard to S.P's remarks in the latter part of paragraph 2 (i), a House system at Shotley was tried some years ago but it was not a success. The majority of Instructor Officers appear to me to take a very considerable and willing part in the general sporting and other activities of the boys outside the classroom. They ran most of the hobbies, cycling club, music club, modelling, etc. etc. and as I left, one enthusiast was starting on building sailing dinghies.

16. Judging by the civilian output to-day it seems very doubtful whether methods employed by local education authority schools would produce the same good results as now come out of GANGES and ST. VINCENT. It would no doubt be nice to do better and to bring these training establishments more up to public school standard, but this could only be done by very much more generous provision of staff, buildings and finance generally.

17. If the raw material entering the Boy Training Establishments is to be turned out to the standard needed for the Service in the short period of one year, a certain amount of Procrusteanism seems inevitable but this does little harm with the right Officers and Petty Officers.

PAGE *W. H. Phipps*

DIRECTOR OF WELFARE AND SERVICE CONDITIONS

13th December, 1955

D.N.T. has been in touch with GANGES over this question and considers that neither the calibre of the Instructors nor the length of time spent by them in the B.T.Es. has any real bearing on the matter. It is suggested by GANGES that to retain the Instructors longer would only result in their becoming stale. The Instructors are constantly under the watchful eye of their Divisional Officers, the Training Commander, the Commander and the Captain. Where an Instructor is found to be below standard steps are taken to get him changed but the vast majority are first-class and up to the standard of their predecessors. It seems probable, however, that they do not know as much about the boys as was the case in the past due largely to the provision of married quarters. It also appears that the present-day Instructor is not dedicated to the training service to the same extent as were his predecessors.

PLEASE

2. Amongst the fundamental causes for break-outs are the following:-

DO

- (i) the lower R.T. score in force. The number of G.C. boys to A.C. boys who break out is in the ratio of 4 - 1. Of the G.C. boys those who break out for reasons other than those classified under 'skylark' largely come from G.C.2 boys.
- (ii) the present boys were born in 1939/40 and suffered from evacuation - father in the Forces - mother at work. They were in many cases looked after by their Grandmother who many still worship. Also they started school about 1945 when many of the schools had not settled down and discipline was lax.
- (iii) Home life - Divorced parents and a large number with no father or mother. Letters from mothers written on the lines "Why did you go away and leave me" or "I can't make do on what your father gives me".
- (iv) Financial. The realisation that they can earn more outside.

NOT

ATTEMPT

3. 'Break-outs' can be divided into two broad headings of roughly equal proportions:-

TO

- Pure skylark or no serious reason. No clear plan or intention to go far. - e.g. idea of beating GANGES' fence and patrols. See girl friend, apple-scrumping. Energy/high spirits.

COPY

Fed up with GANGES in one or combination of the following:-

- (a) temporarily 'chokker' - big setback or series of straws on the camel's back. - Break-out a demonstration and safety valve. Seldom planned or serious. Older rating would get drunk on shore.
- (b) Afraid or unhappy. - Unliked by Messmates - Afraid of Finals - Dislikes Instructors.
- (c) Homesick. - Highest just after leave.
- (d) Just can't take it. - Weak character. Possibly bad history or home background. Combines with (b).
- (e) Basically undisciplined. - Planned outbreak. Often coupled with (d).
- (f) Trying to work ticket. - Series of breakouts in hope of becoming sufficient nuisance to gain discharge.

PAGE

THANK YOU

4. There are also certain features of break-outs which have been evident:-

(a) Peak periods were 1954 - May and June.

1955 - September and October.

PLEASE

(b) Break-outs occur at all stages from New Entry to completion of course. The highest rate occurs between 7 and 17 weeks of course.

The above features tend to suggest that good weather makes the idea of a break-out more attractive, and that there is no particular period during their training which tends to drive them to it.

DO

5. The geographical position of GANGES undoubtedly affects the issue. While its position is admirable in many ways it is, however, ten miles from the nearest town and this is further from the 'gay lights' than the present generation likes. This is a different matter where ST.VINCENT is concerned and may well provide a fundamental reason why more boys break out at GANGES than at ST.VINCENT.

NOT

6. There is also the appeal, when one is on the inside, to be on the outside and the fences around GANGES are easily climbed over or through. Also there is undoubtedly a thrill attached to breaking out in the same way as it used to be a thrill, when smoking was not permitted, to puff a bine in some hidden corner.

ATTEMPT

7. D.N.T. considers that it must be accepted that there will always be break-outs and he feels that they are really of no great importance. There is little evidence to suggest that the boys concerned seriously try to escape. They are always apprehended and it must be generally realised within the Establishment that this is so. However, by breaking out they no doubt feel that they have delivered a blow for freedom and the prospect of the punishment that must follow is more than made up for by their conception of their enhanced position amongst their mess-mates.

TO

8. It is clear that a wide variety of excuses are offered as the reason for having broken out. It is felt that many of them are fabrications and often obscure a more 'private' reason which the boy does not wish to offer at the table. In general it would seem reasonable to deduce that the majority of boys who break-out do so as a skylark or for some harmless reason and that only a few do so with deliberation and malice. The latter are comprised largely of G.C.2 boys who have been able to come in through the lowering of the R.T. score, and who the Service could well do without.

COPY

9. It must be appreciated that the discipline at these Establishments requires to be firm. The modern youth lacks the disciplined background of his pre-war counterparts and is bound to find the discipline at GANGES or ST.VINCENT to be at times irksome. So long as this is the case they will continue to be break-outs but the latter should never be allowed to provoke the suggestion that the discipline in the B.T.E.s is either too rigorous or badly administered.

THIS

10. The organisation and curriculum of the B.T.E.s is constantly under review and the periodic change of Commanding Officers and training Officers ensures that fresh minds are brought to bear on the problem. The advent of specialisation on entry and the recruiting of the Technical boy will cause the B.T.E.s to overhaul completely their organisation and curriculum, and D.N.T. considers an independent review to be unnecessary.

PAGE

THANK YOU *W/ke*

DIRECTOR OF NAVAL TRAINING.

15th December, 1955.