

WHAT IS AGCAS AND SHOULD I BE WORRIED ABOUT THEM?

AGCAS (The Association of Graduate Careers Advisory Services) is the sector-body for university careers services. You can think of it as a club or membership group for university careers departments, where careers service staff across the country might share learnings, network with each other, or access training. Most UK universities with in-house careers services are members of AGCAS - to find out whether your university is an AGCAS member, you can search their Member Directory. Universities sometimes say that they cannot commit to Fossil Free Careers because they are AGCAS members. But this is **not true**. Plenty of universities are members of AGCAS and also exclude harmful industries from their careers service.

EXCLUDING FOSSIL FUEL COMPANIES AS AN AGCAS MEMBER

Almost all the universities who have made Fossil Free Careers commitments so far are members of AGCAS (as of autumn 2025, more than 80% of the universities that have implemented fossil fuel exclusion policies are members of AGCAS). This includes the University of Swansea, the University of Bedfordshire, and the University of Bradford, amongst many others. This is absolute proof that it is possible to commit to Fossil Free Careers as an AGCAS member.

Of the approximately 150 AGCAS members, at least 35 of these have committed to one or more industry-wide exclusions in their careers service. These exclusions include the tobacco industry, the adult/sex industry, the arms industry and/or the betting industry - as well as increasing numbers who of course exclude the fossil fuel and mining industries. There is clearly no issue with being an AGCAS member and putting in place an industry restriction, if over 20% of the UK university sector has done this without any problems!

In addition, it has been explicitly confirmed by AGCAS that implementing an Ethical Careers Policy excluding particular industries would not violate their impartiality rules. In an official [position statement](#), AGCAS wrote that: "*Not actively pursuing opportunities for their students and graduates in certain sectors or with certain employers would be a matter for individual institutional policies.*" In other words, universities can make their own decisions about which industries to exclude - it is not for AGCAS to dictate what universities can and can't screen out.

Sometimes, university management will tell you that they can't commit to Fossil Free Careers because of their AGCAS membership, so you can confidently challenge them on these grounds.

AGCAS AND "IMPARTIALITY"

Sometimes, universities will claim that they can't commit to Fossil Free Careers because the campaign goes against AGCAS values, one of which is "impartiality." The good news is: this is also not true!

Fossil Free Careers has in-built protections for impartiality: if a student wished to seek advice on working in the oil industry, for example, they would still be able to ask for and receive completely impartial advice from careers advisors at their university. What the Fossil Free Careers campaign focuses on is ensuring that universities do not use their prestige and platform to give advertising space to, or actively promote, these industries. Impartiality has nothing to do with it.

Many companies would love to advertise at careers fairs, or be invited to speak at university careers events. They get access to a steady stream of talented graduates, and get to promote their work in their own words. So if a careers service chooses to give this advertising platform to a fossil fuel company, this is an active choice in exactly the same way as choosing not to give the platform to that company would be. No company has an automatic right to present its jobs to students - and fossil fuel companies are no exception. So if your university is stuck on insisting that it is not impartial to screen out certain industries, you can confidently challenge them on this!

USEFUL LINKS AND CONTACTS

- [AGCAS Member Directory](#)
- **Got further questions?** Get in touch with our Fossil Free Careers team at:
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