**AGCAS** (Association of Graduate Careers Advisory Services) is the sector-body for uni careers services. You can think of it as a club or organization for university careers departments and staff. To find out whether your university is an AGCAS member, search for your university using this tool: <https://www.agcas.org.uk/Communities/Member-Directory>.

Universities sometimes say that they cannot do Fossil Free Careers because they are AGCAS members. But this isn’t true.

There are 3 AGCAS members that have put in place an Ethical Careers Policy and fully excluded the oil, gas, and mining industry from all recruitment relationships. These are the University of Bedfordshire, Wrexham Glyndwr University, and the University of the Arts London. This is absolute proof that it is possible to do Fossil Free Careers as an AGCAS member.

In total, there are 34 AGCAS members who currently hold industry wide exclusions in their careers service. These are for the tobacco industry, the adult/sex industry and/or the betting industry. 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 can do it as an AGCAS member!

In addition, it has been explicitly confirmed by AGCAS that implementing an Ethical Careers Policy excluding particular sectors would not violate their impartiality rules. In an official position [statement](https://www.agcas.org.uk/AGCAS-position-and-impartiality-and-the-promotion-of-particular-employers-and-industry-sectors), 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."*

Fossil Free Careers has in-built protections for impartiality, ensuring that students are able to receive completely impartial advice from careers advisors in one-to-one consultations. There is no reason why AGCAS membership should stop any university from making a Fossil Free Careers commitment.

**Full list of AGCAS members with industry-wide exclusions**

University of Bath

Bangor University

University of Bedfordshire

University of Birmingham

University of Bolton

Arts University Bournemouth

Bournemouth University

University of Bristol

Cardiff University

University of Central Lancashire

City, University of London

Cranfield University

Glyndwr University

University of Hull

Imperial College London

Keele University

King’s College London

University of Lincoln

Loughborough University

Manchester Metropolitan University

University of Manchester

University of Northumbria

University of Nottingham

University of Oxford

University of Portsmouth

University of Sheffield

Solent University

University of Southampton

University of South Wales

Staffordshire University

University of Strathclyde

Swansea University

University of the Arts, London

University of Warwick

Newcastle University