

Women's Engineering Society

Policy of Individual Memberships and Subscriptions

Amended and Approved April 2018

www.wes.org.uk



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1. About WES

WES is a network of women engineers, apprentices, Students, scientists, ICT specialists and technologists pursuing a vision of a better world. WES members work together to empower women to achieve their potential as scientists, engineers and leaders.

2. Purpose of this Policy

The purpose of this policy is to provide guidance for individual memberships, and subscriptions within WES. WES reserves the right to update and/or amend the contents of this document at any time.

If you have questions or require additional information, please contact WES Office Manager at info@wes.org.uk.

3. Memberships

3.1 Who Can Join?

Anyone who works in engineering, science or technology (including IT) or works within a technical industry or organisation and wants to see more diversity and inclusion in the engineering sector is eligible to apply. WES welcomes as Associate Members men and women without a STEM background who support our aims.

We are proud of the diversity of our membership. No-one is excluded or disadvantaged by not having the "right" qualifications or background. Representatives of organisations interested in becoming corporate members should contact the WES office directly at corporates@wes.org.uk.

3.2 Individual Membership

There are four grades of individual membership plus concessionary rates for members with low or no income and retired members. All members have the same rights and privileges, with the single exception that only a full, fellow or honorary member is eligible to stand as President.

Full members (MWES): Women, including those who identify themselves as women and/or are discriminated against as women, working in the fields of engineering, technology (including ICT) or science, or those with a background in these areas.

Associates: Men, and women, including those who identify themselves as women and/or are discriminated against as women, who are not engineers, technologist or scientists but support the aims of the Society are eligible to join as Associates, without voting rights.

Fellows and Honorary members (FWES): This is our highest grade of membership and was introduced in 2013. Fellowships will be awarded to women who have made outstanding

contributions to the field of engineering, to the encouragement of women in engineering, or in service to the Women's Engineering Society. Membership is through invitation by the President or by application.

Student/Apprentice members: Women undergoing approved training leading to a qualification in engineering, technology or related sciences with voting rights.

Student Supporter: Women and men undergoing approved training leading to a qualification in engineering, technology or related sciences without voting rights or membership benefits.

Group and Corporate Members: Companies, Corporations, Institutions and other organisations who employ engineering scientists or technologists and are interested in supporting the aims of the Women's Engineering Society are encouraged to become Company Members or Supporters.

Friend: Men, and women who are not engineers, technologists or scientists but support the aims of the Society are eligible to join as Associate Members, without voting rights or membership benefits

3.3 WES Partners

Our Partnership Programme enables organisations to help WES with the important work that we do in supporting women engineers, students, apprentices, scientists, ICT specialists and technologists and encouraging girls to see engineering as a career option, as well as helping Companies with their Diversity and Inclusion programme.

4. Subscriptions (2018)

Member grade	Subscription
Full members	£52 per annum (concession £26 per year for unemployed and retired members)
Associate	£52 per annum (concession £26)
Fellows	£85 per year (concession £42 per year for unemployed and retired members)
Student/Apprentice member	£10 per annum
Student supporters	£0 per annum
Friend	£0 per annum

5. Payment Information

Membership dues must be paid in advance and in full and are non-refundable. Membership will not be activated until full payment has been received in GBP.

Registered members will be notified of any outstanding fee and will be written to, if after a written demand has been sent, the member has 90 days to make a full payment.

If full payment has not been received within those 90 days your membership record will be set to inactive. Non-payment of membership dues constitutes a breach of membership and will result in cancellation of membership as in Section 9 below.

WES accepts payment by the following methods; Online Direct Debit, Bank Transfer, SAGE Pay (by debit or credit card). and Paypal

6. Privacy Policy

WES's practice is to make its member list public, and as such, WES reserves the right to publish the names of members in WES and external communications, including publicising new members via social media channels (e.g., Facebook, Twitter). Members, who wish to opt out of these disclosures, and/or make their memberships confidential, may do so by contacting info@wes.org.uk. WES will include contact details for the primary contact of each member in our Member Directory, which is only available online to paid members in good standing. To "opt-out" from inclusion in this directory, please contact info@wes.org.uk. Non-primary contacts may opt in to sharing contact details in the Member Directory.

7. Primary Contact

The primary contact for WES members is the Office Manager Cath Heslop who can be contacted at info@wes.org.uk or 01438 765506.

8. Cancellation of Membership

The following are valid reasons for cancellation of WES Membership:

1. The Member, at the conclusion of any membership term, may cancel membership by contacting WES and electing not to pay the subscription for the renewal year.
2. If a Member fails to submit subscription payment and it falls into arrears following a written demand, then the member has 90 days from the written demand to make payment otherwise the membership record will be set to inactive and WES will cancel the Membership Benefits.
3. WES reserves the right to cancel a membership if a Member violates the WES Code of Conduct for Members, which can be found at www.wes.org.uk/policies.

Signed:

WES President 2018

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