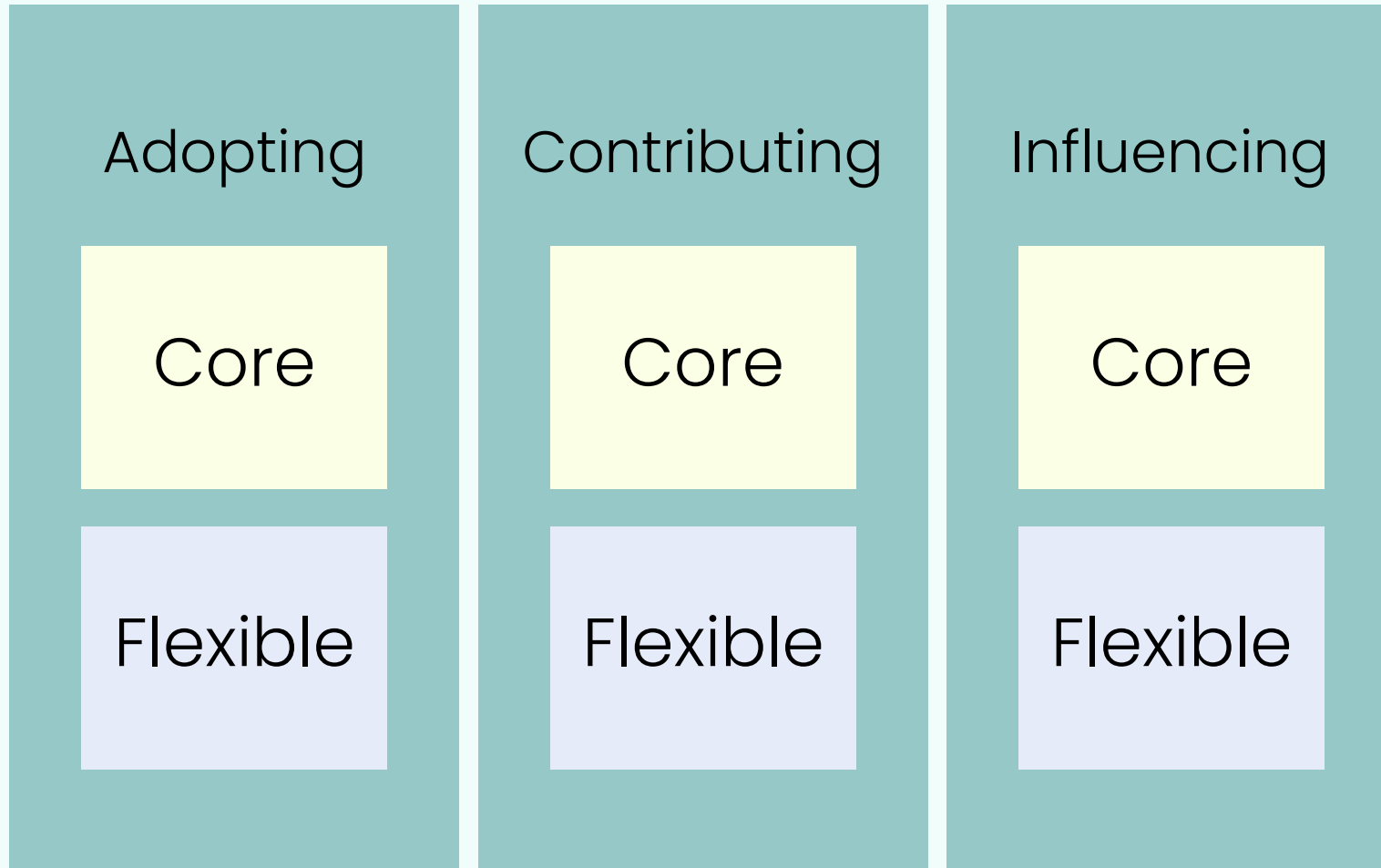


# Access Accountancy Milestones

23 September 2024



# Concept



- Start at the Adopting level with aim to move to Influencing over time.
- Core
  - All of these should be completed under each level.
- Flexible
  - Goal is to complete as many of these as possible within in each level.
- You do not need to have completed one level to start on the milestones within another level.

# The milestones – overview

	Adopting	Contributing	Influencing
Core	<ul style="list-style-type: none"> <li>Ask Parental Occupation social mobility question</li> <li>Survey current staff/finance team/members on their socio-economic background (SEB)</li> <li>Appoint a senior champion of social mobility</li> </ul>	<ul style="list-style-type: none"> <li>Promote your vacancies and/or placements to AA students</li> <li>Start to analyse SEB data for applications, hires and/or current staff/finance team/members</li> <li>Offer paid for (where possible) quality work experience for lower-SEB students</li> </ul>	<ul style="list-style-type: none"> <li>Share data collected on social mobility externally each year</li> <li>Based on analysis, set reasonable targets around SEB for applications, hires and/or current staff/finance team/members with the aim to improve year on year</li> <li>Buddy with at least one AA signatory</li> </ul>
Flexible	<ul style="list-style-type: none"> <li>Ask all recommended social mobility questions</li> <li>Promote your organisation has joined Access Accountancy (AA)</li> <li>Create and share at least 1 social mobility case study</li> <li>Attend at least 1 Social Mobility Commission masterclass event or similar</li> <li>Conduct outreach to at least one school/college in a social mobility coldspot or with high percentage FSM</li> <li>Regularly meet with all staff members involved in AA within your organisation</li> </ul>	<ul style="list-style-type: none"> <li>Share data collected on social mobility internally</li> <li>Present at or host a social mobility event, presentation or similar</li> <li>Provide at least one member of staff to one of the AA Working Groups</li> <li>Offer additional support to young people from lower-SEB applying to your programmes/vacancies</li> <li>Offer multiple entry routes at different levels</li> <li>Improve completion rate for SEB survey (not including 'prefer not to say')</li> <li>Offer mentoring or similar support</li> <li>Undertake reverse mentoring</li> <li>Create an internal diversity/social mobility network or provide access to a local/national diversity/social mobility network</li> </ul>	<ul style="list-style-type: none"> <li>Include diversity criteria in your evaluation of potential suppliers and/or clients</li> <li>Multi-channel outreach campaign to low-SEB talent</li> <li>Conduct SEB pay gap reporting or similar analysis</li> <li>Examine intersectionality of social mobility data with other diversity characteristics</li> <li>Lead or drive pan-profession or cross-sector programmes</li> <li>Produce/share thought leadership content which looks at improving social mobility</li> </ul>



[accessaccountancy.org](https://accessaccountancy.org)



[access.accountancy@icaew.com](mailto:access.accountancy@icaew.com)



[LinkedIn](#)

