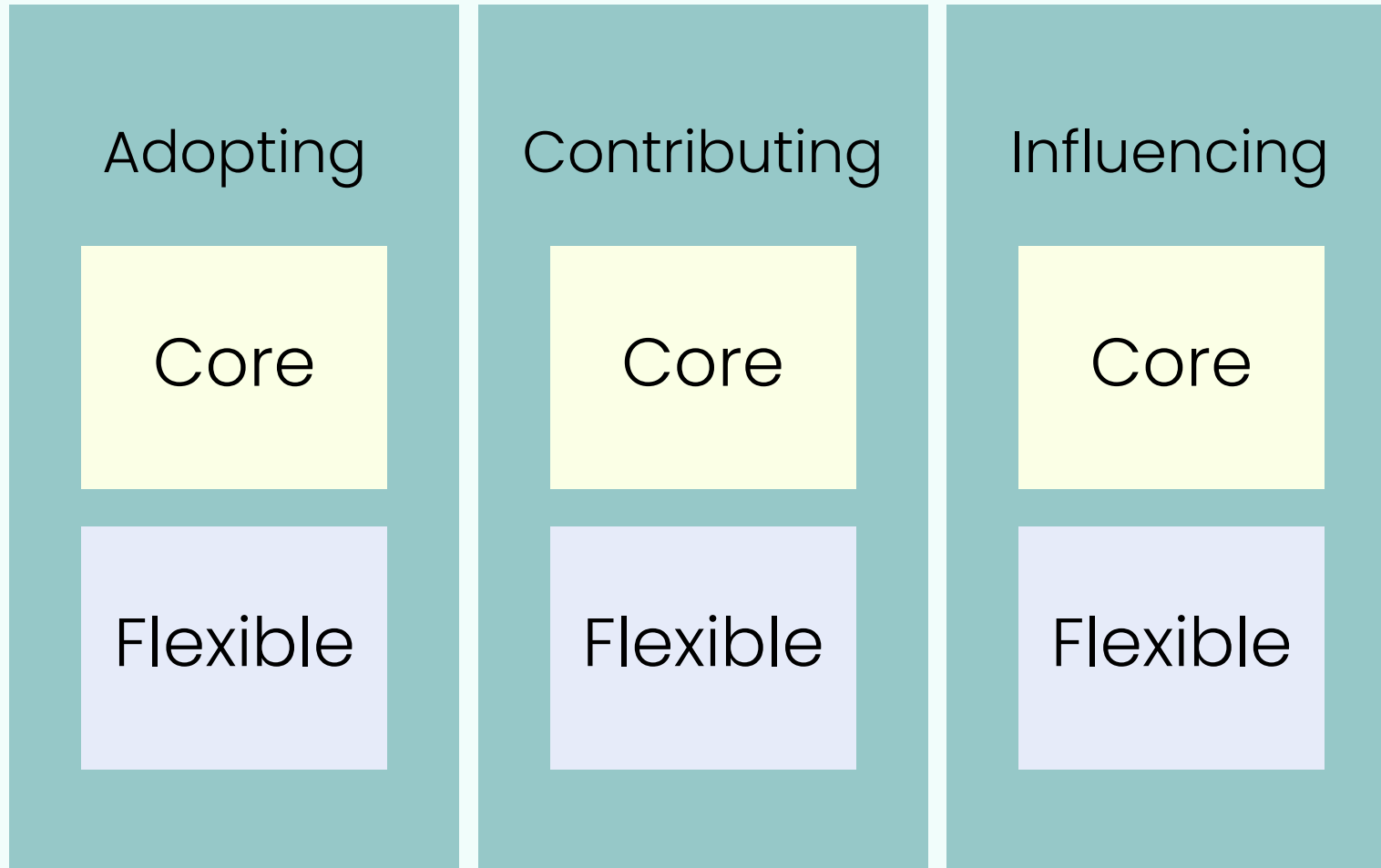


Access Accountancy Milestones

08 January 2025



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



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