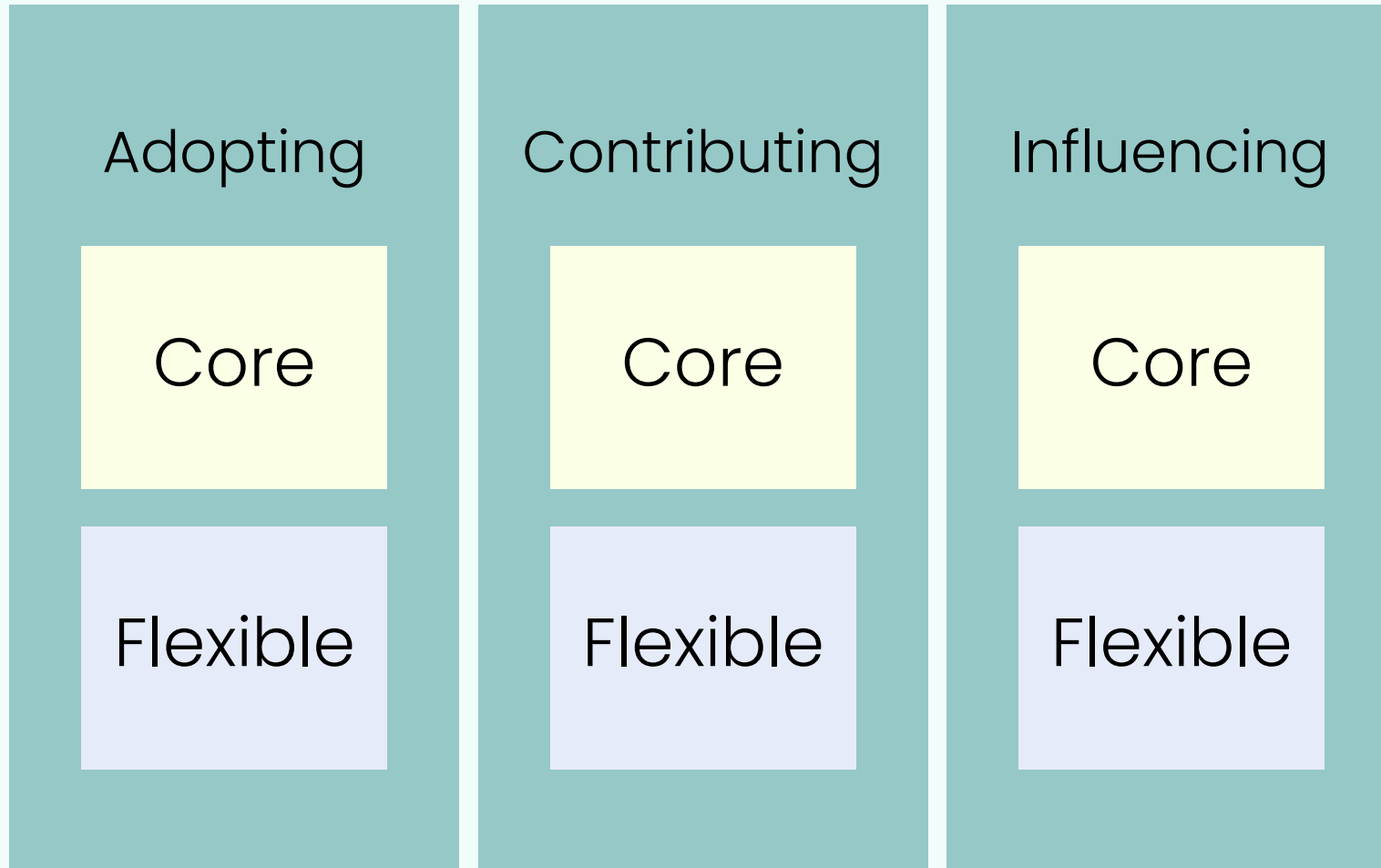


Access Accountancy Milestones

19 February 2026



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

Survey current staff/finance team/members on their socio-economic background (SEB).

Appoint a senior champion of social mobility.

Conduct outreach to at least one school/college most in need of support.

Promote your vacancies and/or placements to Access Accountancy students.

Start to analyse SEB data for applications, hires and/or current staff/finance team/members.

Offer interactive, employer-led activity with lower-SEB students.

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.

Offer (paid for where possible) quality work experience for lower-SEB students (minimum 3 days).

Flexible

Ask all recommended social mobility questions.

Promote your organisation has joined or is a member of Access Accountancy.

Create and share at least one social mobility case study.

Attend at least one Access Accountancy/social mobility event or similar.

Regularly meet with all staff members involved in Access Accountancy within your organisation.

Share data collected on social mobility internally.

Present at or contribute to a social mobility event, presentation or similar.

Provide at least one member of staff to one of the Access Accountancy 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') or achieve at least 70% completion rate.

Offer mentoring, reverse mentoring, and similar support.

Create an internal diversity/social mobility network or provide access to a local/national diversity/social mobility network.

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 or event which looks at improving social mobility.

Buddy with at least one Access Accountancy signatory.



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