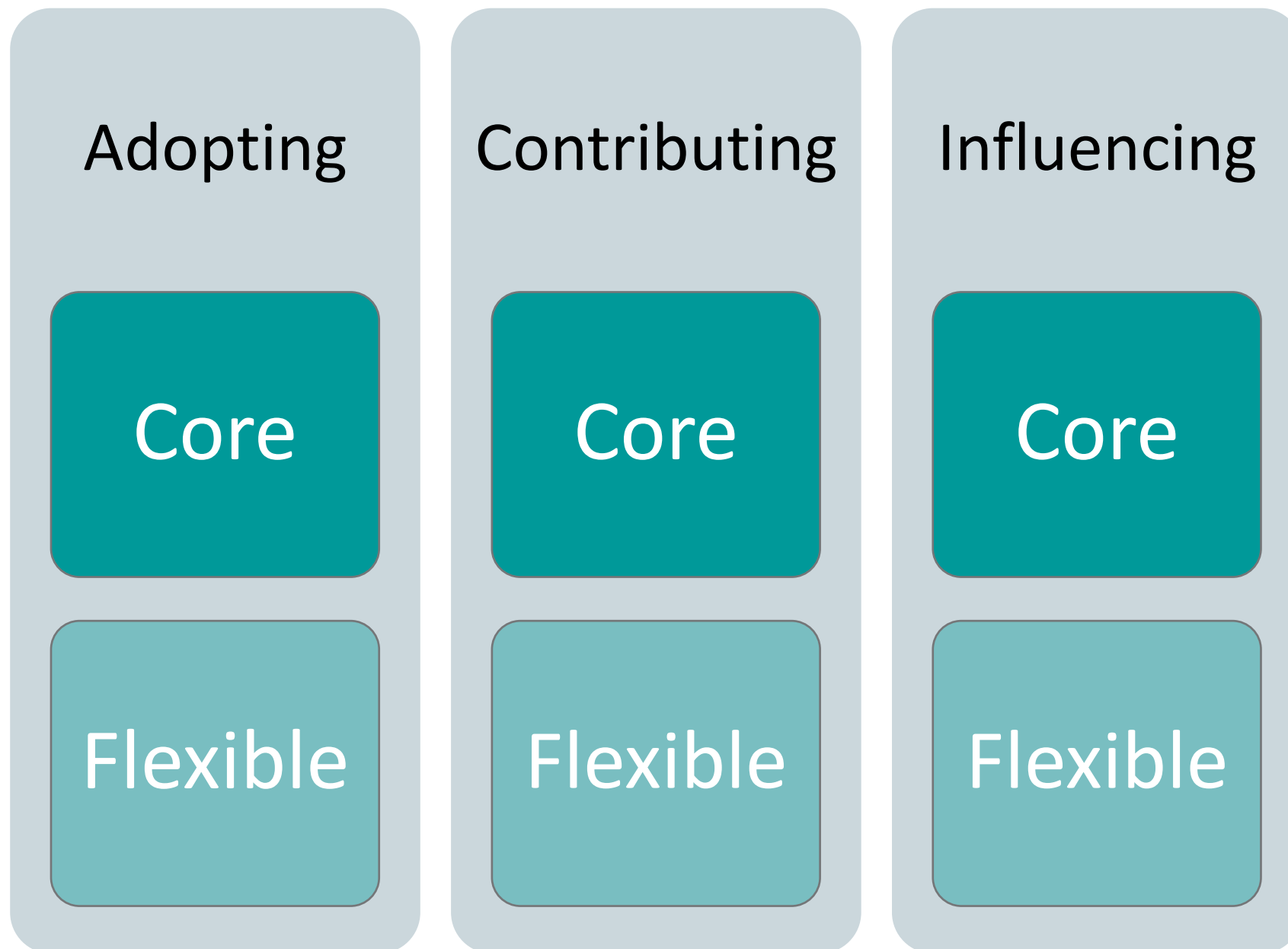


2021-22 Milestone overview



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.

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 • Partially complete Bridge Group data submission (mix of recruitment and progression data) • 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 • Fully complete Bridge Group data submission and achieve reasonable targets, 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