



Carer's policy overview

At Royal London, we recognise the unpredictability and emotional challenges of caring for a loved one. We're committed to supporting colleagues with caring responsibilities, making sure you don't face discrimination or disadvantage at work and are able to maintain a health work-life balance.

Caring responsibilities can arise suddenly or develop over time and can increase as the cared-for person becomes more dependent. We encourage regular breaks, holidays and provide reasonable time off to manage your caring responsibilities.

Who it's for

This policy is for colleagues who care for disabled, elderly or sick family members or friends, whose significant caring responsibilities can impact their working life. Their needs differ from routine childcare responsibilities.

A carers' activities can include personal care, mobility assistance, medication management, household tasks, emotional support, hospital appointments and financial matters.

What you need to know

You can take up to ten days of paid carer's leave per calendar year, prorated for colleagues who work part-time and new joiners. You can take this leave flexibly by the hour. You may also benefit from other types of leave, or from our flexible working policy, to help you balance your caring responsibilities.

We offer additional support through our colleague networks, private medical insurance, employee assistance programme and Colleague Representative Forum.

Works for you

We're carer positive

Royal London is recognised as a 'Carer Positive' employer creating a supportive environment for colleagues with caring responsibilities.

Paid carer's leave

You can take up to ten days of paid carer's leave per year.

Wider support

Our colleague networks, other leave arrangements and policies, benefits and our Colleague Representative Forum can offer extra support too.

