



Probationary period policy overview

Royal London is dedicated to creating a respectful and inclusive workplace that supports high performance aligned with our Purpose and strategy.

Our probationary period is designed to help you integrate into our culture while demonstrating your abilities, ensuring a consistent and transparent approach to onboarding and performance management.

Who it's for

This policy is for all new permanent and fixed-term colleagues across the Royal London Group and covers the duration of the probationary period.

What you need to know

Our probationary period is six months.

If you're on a fixed term of less than six months, your probationary period will be equivalent to the length of your contract.

During your probationary period, your People Leader will work with you to reach the required levels of performance for your role, and it will be clear what is expected of you.

Works for you

Support for new colleagues

Our probationary period gives you the opportunity to integrate into our culture, with support to help you succeed in your role.

Empowered to succeed

We foster a supportive and accountable working environment by setting clear expectations and regularly reviewing your progress against your goals, giving you the support and training you need to help you succeed.

