ROYAL LONDON

This applies to all our colleague.

Probationary period policy overview

We're 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 four months.

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

It will be clear what's expected of you during your probationary period and your People Leader will work with you to meet the required levels of performance for your role.

We expect colleagues to demonstrate appropriate conduct, behaviours and performance throughout their probationary period. In limited circumstances, the probationary period may be extended.

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.