



My Performance policy overview

At Royal London, we support our colleagues to achieve their best through goal setting, regular feedback and open conversations. Our policy promotes growth when performance is 'on track'. If performance goes 'off track', our policy outlines how we'll support our colleagues to get back on track ensuring fairness, supporting wellbeing and aligning with our values.

Who it's for

We believe everyone has the potential to thrive. Our policy supports you to do just that - whether you're starting your career journey with us or continuing to grow in your role.

What you need to know

Our policy encourages collaboration and personal development while ensuring regulatory compliance, helping everyone succeed in their role.

The My Performance framework is a continuous process designed to help you succeed at Royal London. It starts with setting clear, flexible goals with your People Leader, aligned to your role and our values. Regular one-to-one conversations cover what you deliver and how you do it, giving you the opportunity to receive feedback and support.

Your performance is assessed as either 'on track' or 'off track', with tailored support if needed. Our framework empowers our colleagues to achieve and encourages them to be trustworthy and to collaborate.

Works for you

Supported to thrive

A range of support is available to help with your personal development and to achieve your goals.

Structure

Our framework supports our colleagues and their People Leaders to have open and transparent conversations regarding performance, delivery and capability.

Values-driven culture

Our policy reinforces our values in how we work and grow together.

