



Personal development policy overview

At Royal London, we're committed to supporting colleagues to grow, develop and achieve their potential. This policy outlines the support available for personal and professional development, including qualifications and the principles that guide our approach. It explains how development opportunities are identified, funded and agreed, ensuring a fair and consistent process aligned to both individual aspirations and business needs.

Who it's for

This applies to all colleagues seeking support for personal or professional development, including those undertaking qualifications or broader learning opportunities. It's relevant for colleagues and People Leaders, helping to guide development discussions and ensure requests are aligned with individual goals and business needs.

What you need to know

Most learning happens through day-to-day experience, supported by self-directed learning, coaching and mentoring. Where more structured development is needed, such as professional qualifications or accredited courses, support may be available.

All requests should be discussed with your People Leader and aligned to your personal development plan, with options considered in line with business needs and our 'apprenticeship first' approach. Approval must be confirmed before committing to any costs, and funding and study support will depend on the type of development requested.

Works for you

Funded qualifications

Financial support to help build your skills and grow your career.

Apprenticeship first

Structured development with recognised outcomes.

Time to learn

Study leave and support to help you succeed.

