



Diversity and inclusion policy overview

At Royal London, we're committed to a culture where colleagues are treated with dignity and respect, promoting equality of opportunity and preventing discrimination. We value individual differences and support an inclusive, psychologically safe workplace.

Our policy covers protected characteristics such as age, race, disability, sex, sexual orientation, religion and more. It aligns with our Purpose and People Promise, fostering a culture for colleagues to thrive and contribute meaningfully.

Who it's for

This policy is for all Royal London colleagues. It sets out our commitment to inclusion, equality and respect at work, ensuring everyone feels valued, safe and empowered to be themselves.

What you need to know

We're all responsible for creating a respectful, inclusive and safe workplace. We don't tolerate discrimination, bullying, harassment or victimisation of any kind - whether in person, online or in any setting where you represent Royal London. These behaviours include unfair treatment, repeated unwanted actions or conduct that creates a hostile or offensive environment.

Everyone is expected to treat others with dignity, speak up if something isn't right, and help build a culture where differences are valued. Leaders have an added responsibility to foster trust, listen to concerns and act appropriately.

Works for you

Are you IN?

Join one of our four inclusion networks focused on protected characteristics and under-represented groups.

Disability confident employer

We're an accredited 'disability confident employer', which supports the UK government's 'access to work' initiative.

Employee assistance programme

Call in confidence 24/7, for practical advice around wellbeing, legal and financial support.

