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Our people

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Our people are Aviva

At Aviva, our people are focused on delivering our purpose and making things better for our customers and colleagues. They make this great place to work.

“Our business has always been about bringing people together to help one another when it really matters. Making sure that every one of the over 28,000 (as at 31 December 2020) people at Aviva can thrive as individuals is good for them, good for the organisation, and good for our customers too.”

Danny Harmer, Chief People Officer

Our culture

We encourage our people to always act with the customer in mind, take ownership for what they do, manage the risks around them and speak up for what matters.

Our values

Care, Commitment, Community and Confidence underpin our approach. We strive to live them every day. They guide everything we do and the decisions we take.

We believe high-performing teams value the power of difference.

Diversity and inclusion

We believe everyone at Aviva should be themselves.

We are determined to have a diverse workforce and inclusive culture where different views and opinions are encouraged. We ask our people where change is needed, where we are doing great things and where we can be better.

We have six global employee resource groups, bringing together a wide range of support networks from across the business. More than 6,000 employees have joined our Aviva Communities which cover race and religion, gender, sexuality, caring responsibilities, age, and mental and physical health.

[Read more about our approach to diversity and inclusion](#)

Developing careers

We take career development seriously, offering a range of training, development and leadership programmes across all our markets.

From **graduates** to apprentices to emerging leaders we give everyone the chance to grow, offering coaching, mentoring, support for professional qualifications and access to a digital learning platform with more than 7,000 courses on a range of subjects.

Careers at Aviva

Visit our Careers page to find out more about working here.

GO TO
CAREERS

Doing the right thing for our people

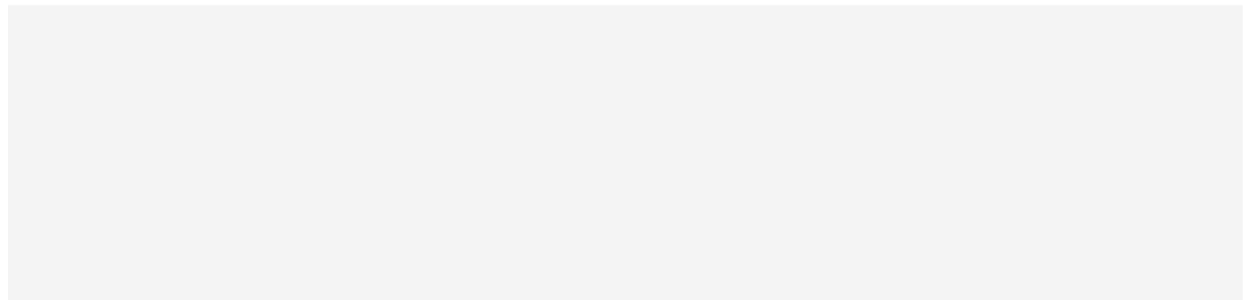
“For our people, I hope that you’ve got a sense of pace. I want you to feel that we’re going to move, that things are going to happen and that you’re going to be part of that. And that you have a really, really important role to play.”

Amanda Blanc, Chief Executive Officer of Aviva

Being a Living Wage Employer

We want our people to enjoy a decent standard of living – that’s why we’re proud to be a [Living Hours](#) and real Living Wage Employer in the UK. And that includes contractors and suppliers who work on our sites too. People like Lynne Hanner and her team, who do a great job helping to keep our offices in Norwich clean and safe.

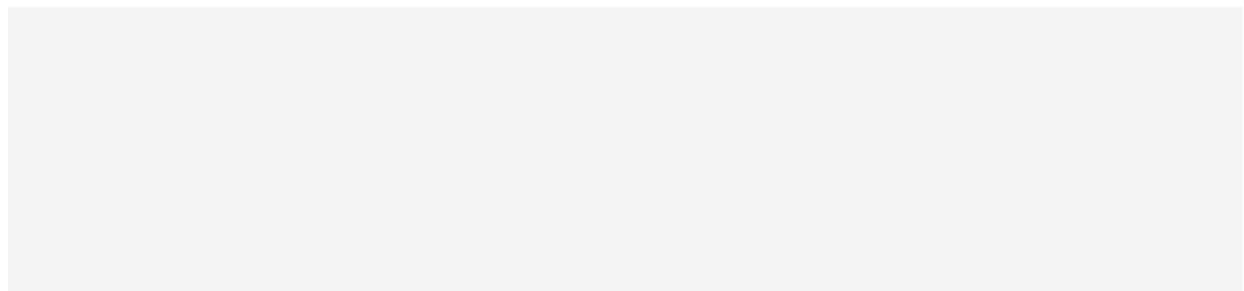
In this video Lynne talks to some of our people about the huge difference the Living Wage has made:



Equal paid parental leave for Aviva employees

We give our people in the UK, Ireland, Canada and Italy equal paid parental leave. Regardless of gender, sexual orientation or how they become a parent – birth, adoption or surrogacy – they’re entitled to the same amount of paid and unpaid time off.

Since we launched it in 2017, we’ve learnt a lot. Watch our video to find out more and see the impact it’s had for some of our people:



Just brilliant people

It takes our people to make Aviva a great place to work. Get to know some of them...

LIFE AT AVIVA

Our Debbie: “Who advocates for you?”

11 JAN 2022

Debbie Bullock (She/Her), Wellbeing Lead, on being the conscience of the business.

[Read Debbie's story](#)

SUSTAINABILITY

Our Zelda: “I don't think anyone chooses to go into insurance”

27 OCT 2021

Zelda Bentham, Group Head of Sustainability, on how far we've come in her 31 years at Aviva.

[Read Zelda's story](#)

Our people in our communities

Strengthening communities

[Find out more about our
partnerships](#)

British Red Cross Partnership

[Read more about our
commitment](#)

Aviva Community Fund

[Find out what ideas we are
backing](#)

#StrongerCommunities

**See our volunteers at
work**

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About us

About us

Find out about our purpose, priorities and products.

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[How we're organised](#)

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Customers and people

More about our customers, people and history.

[Diversity and inclusion](#)

[Our customers](#)

[Our people](#)

[Our heritage](#)

Our leaders

Learn about our leaders and committees.

[Our Board](#)

[Our Group Executive Committee](#)

[Our Board Committees](#)

[Roles and responsibilities](#)

About us overview

Investors

Investors

Explore our strategy and performance.

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Shareholder services

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[Shareholder meetings](#)

[Shareholder contacts](#)

Our governance

Access regulatory, governance and risk information.

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Institutional investors

Information and contacts for institutional investors.

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Investors overview

Newsroom

Newsroom

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Newsroom resources

Access resources for journalists and Aviva followers.

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Newsroom overview

Careers

Careers

Discover our people, diversity and follow us on social media.

[Job search](#)

[Smart working](#)

Life at Aviva

Our purpose and strategy - and what to expect if you join us.

[All about us](#)

[All about you](#)

[Volunteering](#)

Careers overview

Sustainability

Sustainability at Aviva

Sustainability is fundamental to our strategy and culture.

[Aviva's sustainability ambition](#)

[Our memberships and accreditations](#)

[Sustainability contacts](#)

Our actions

Our sustainability ambition is focussed on three core areas.

[Acting on climate change](#)

[Building stronger communities](#)

[Embedding sustainability throughout our business](#)

Our reports and policies

Discover what guides our business and behaviours.

[Download our 2020 Sustainability Summary, KPI sheet and limited assurance statement PDF](#)

[Climate-related financial disclosure](#)

[Current and previous annual reports](#)

[Download our Modern Slavery Statement PDF](#)

[Policies and responses](#)

Sustainability overview

Get support



UK customer contacts



**Make a claim (UK
only)**

Customer contacts

Need help?

Find out how to get in touch with us.

Our products

View savings and insurance products and get a quote.

Use MyAviva

Easily manage your policies and shareholding.

Something's gone wrong?

Make a complaint so we can try to put it right.

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Sustainability contacts

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COVID-19 – our response

Innovation at
Aviva

Other links

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[Aviva Community Fund in the UK](#)



[UK Customer Data Charter](#)



[Aviva suppliers](#)



* Share price delayed by 15 mins. Data from
Investis

[Glossary](#)



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