

Equality, Diversity & Inclusion Policy

Company: Navigate Education Limited

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This policy forms part of Navigate Education Limited's governance and due diligence documentation for partners, schools, and local authorities.

1. Purpose

Navigate Education Limited ("Navigate") is committed to equality, diversity, and inclusion (EDI) in our workplace and in the services we provide. We aim to create inclusive environments where people are treated with dignity and respect.

This policy supports good practice expectations of schools, local authorities, and public sector partners.

2. Scope

This policy applies to:

- Employees, contractors, and associates
- Clients, partners, and stakeholders engaging with Navigate
- Delivery of all training, consultancy, and learning resources

3. Our commitments

Navigate is committed to:

- Promoting equality of opportunity
- Valuing diversity and inclusive practice
- Preventing discrimination, harassment, and victimisation
- Making reasonable adjustments to support accessibility where appropriate

4. Legal framework

In the UK, this policy is informed by the Equality Act 2010 and relevant guidance. Protected characteristics include: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Where we operate internationally, we aim to meet or exceed local legal requirements and align with good practice standards.

5. Inclusive practice in service delivery

We aim to embed inclusive practice through:

- Using inclusive, respectful language
- Designing and delivering training in accessible ways (including consideration of reasonable adjustments)
- Being mindful of diverse experiences and needs
- Reflecting on feedback to improve inclusivity

6. Behaviour and standards

Navigate expects all staff, associates, and participants in our sessions to:

- Treat others with respect
- Avoid discriminatory language or behaviour
- Engage professionally and constructively

7. Raising concerns

Concerns relating to equality, discrimination, harassment, or inclusion should be raised promptly. Navigate will take concerns seriously and respond fairly and proportionately.

8. Review

This policy is reviewed at least annually.

9. Contact

For EDI enquiries: gareth@letusnavigate.com