



Navigate HR.

Your trusted partner
for HR and employment
law solutions.



Business, taken personally.

Introducing Navigate HR

You can rely on our team of experienced employment lawyers to advise and guide your business on all aspects of people management, HR best practice and employment law.

Navigate HR is a bespoke support service which gives you unlimited telephone and email access to all members of our employment law team. Navigate HR can either support your internal HR team or provide a sole outsourced HR function. Navigate HR provides commercially focused and pragmatic legal advice designed to serve the needs of your business.

What is included?

Navigate HR provides swift, practical, decision-ready advice and guidance on any day-to-day employment law or HR-related issues. These can include:

- Employment contracts: reviewing and managing your employment contracts to ensure that you comply with UK employment laws, regulations and best practice
- Pay, working time and holidays: ensuring that you comply with minimum wage requirements and the rules on working hours, helping you calculate holiday entitlement and holiday pay
- Discrimination and equality: helping you to prevent discrimination and promote workplace equality and assisting with any problems which may arise
- Dismissals and redundancy: assisting with the formal procedures for dismissing employees and handling redundancies
- Employee rights: providing guidance on statutory rights such as maternity and paternity leave, shared parental leave and the right to request flexible working





- Data protection and GDPR: helping you to comply with the legal framework covering the collection, use and storage of employee data and sensitive personal information
- Employee relations: supporting you with difficult situations such as disciplinaries, grievances, sickness management processes and performance and capability issues
- Immigration and the right to work: advising on immigration laws and right-to-work checks for employees, including sponsorship of overseas workers under the UK points-based immigration system
- Recruitment and retention: assisting with recruitment campaigns, promotions and employee incentives

Navigate HR is not intended to cover projects such as detailed written advice or research, preparing settlement agreements, conducting negotiations, drafting documents, attending meetings or advising on employment tribunal claims. These projects would be dealt with separately and any extra costs would be discussed and agreed with you before starting work on them.

“Navigate HR is invaluable to our business.

It allows us to concentrate on running our business with the comfort of having a team of experts on hand to support our HR and employment law requirements. There are times when I have contacted the service requiring an urgent response and the team has always been extremely responsive with clear and effective guidance.

“The Navigate HR service gives me peace of mind that we are complying with legislation and are operating fairly. I couldn’t recommend it more.”

*Heather Heward,
Director at JH Mechanical and Electrical*

HR Conversations


The breakfast club for HR professionals

Held quarterly in venues across Teesside, our breakfast events offer a valuable chance for likeminded HR professionals to discuss a variety of employment topics. Hosted by Endeavour Partnership’s employment law team, the meetings take a peer-to-peer format and provide an opportunity to gain valuable legal updates, share successes and discuss common challenges.



Flexible pricing, tailored to your business

Because every business is unique, we offer a flexible pricing structure designed to meet your specific needs. Initial pricing is as follows:



1-149 employees
£350 plus VAT per month

150-300 employees
from **£500** plus VAT per month

300 plus employees
to be discussed

Our packages are carefully crafted to suit your business requirements. After an introductory two-month period on the fixed price above, we'll conduct a thorough review to ensure you're getting the level of service that meets your needs whilst ensuring value for money. This means that the monthly fee retainer may be adjusted accordingly; we will agree together on whether it should increase or decrease.

We value transparency and flexibility, which is why we'll work closely with you to determine the duration of your engagement with us. Whether you

prefer a commitment of three, six or 12 months, we're here to accommodate your preferences. Our aim is not to lock you into lengthy contracts but to provide valuable support that evolves with your business.

What's next?

For further information about Navigate HR, to discuss pricing or to request a support package, please contact us:

navigatehr@endeavour.law

A member of our team will arrange a free face-to-face meeting to gain an understanding of your current HR systems, learn about your business and its workforce and get an idea of any specific HR challenges you may be facing.

Complimentary additions:

- A free health check of your current employment documentation
- Access to strategic partners such as HR consultants, independent investigators, appeals officers and occupational health advisers
- Regular employment law updates
- Priority invitations to our employment law and HR seminars and workshops
- Priority invitations to other Endeavour Partnership events
- Membership to our exclusive HR Conversations breakfast club

Meet the team

As the largest independent commercial law firm in the Tees Valley, The Endeavour Partnership is experienced in all aspects of business law. Based in the heart of Teesside, we are recognised for our specialist departments and multiple layers of expertise. We offer a genuine focus on commercial legal solutions to provide specialist business support that goes beyond static legal advice. We are committed to producing innovative options for our clients whilst always demonstrating business-focused thinking.



Meet Stephen.

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Meet Theresa.

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