Karen Blake Coaching Ltd

Modern Slavery and Human Trafficking Statement

Karen Blake Coaching Ltd ("KBC") recognises that all organisations have a responsibility to prevent slavery and human trafficking and is committed to ensuring that slavery and human trafficking have no place in its business or supply chains.

Modern slavery includes offences such as forced labour, servitude, human trafficking and slavery. Although the nature of KBC's business — which primarily delivers training, coaching and accredited education services — means the risk of modern slavery is relatively low, KBC remains committed to acting ethically and with integrity in all business dealings, and to implementing effective systems and controls to safeguard against any form of modern slavery.

Organisation Structure

Karen Blake Coaching Ltd is a micro business registered in Wales, delivering coaching, professional development, training and accredited education services to individuals, employers, government bodies, charities, and private sector organisations. KBC operates primarily within the UK.

Our Supply Chains

KBC's supply chain is relatively limited and includes:

- Course materials and educational resources
- Professional freelance assessors, tutors, and quality assurance partners
- Third-party awarding bodies and platform providers (e.g. iCQ, CMI, WJEC)

While KBC considers the risk of modern slavery within its own direct operations and supply chain to be low, KBC maintains high standards of due diligence and expects suppliers, partners and subcontractors to operate in accordance with applicable modern slavery legislation.

Our Policies

KBC is committed to ensuring transparency in its business and supply chain. Our policies reflect our commitment to acting ethically and with integrity, and include:

- Ensuring all associates, subcontractors and staff are engaged voluntarily and have the right to work in the UK
- Maintaining clear written contracts of engagement with all freelance partners
- Requiring that all suppliers and delivery partners adhere to applicable employment law and ethical standards
- Zero tolerance towards discrimination, harassment, victimisation or exploitation

Due Diligence

KBC carries out appropriate pre-engagement checks for all tutors, assessors, and subcontractors, including identity verification, right-to-work checks, and professional qualification validation.

KBC also maintains appropriate contractual safeguards with any delivery partners or associates to ensure compliance with relevant legal obligations.

Whistleblowing and Reporting Concerns

KBC is committed to encouraging openness and supports staff, associates and learners who raise concerns about unethical conduct or suspected malpractice, including concerns relating to modern slavery. Any concerns raised will be treated seriously, handled confidentially, and investigated appropriately.

Training and Awareness

As a micro-business, formal training on modern slavery is not currently mandatory for all staff. However, the Director remains informed of developments in legislation and good practice guidance and ensures relevant policies are kept under regular review.

Statement Review

Although KBC is not legally required to publish a statement under Section 54 of the Modern Slavery Act 2015 due to its size, this voluntary statement reflects KBC's ongoing commitment to responsible business practice.

Signed: Karen Blake

Position: Director

Date: June 2025