

PBSS Equal Opportunities and Diversity Policy Statement

Our Vision

PBSS aims to be recognised and acknowledged by its freelance colleagues, other businesses and the general public as an organization that values the differences which people bring to it, reflects the diversity of society and is strengthened by that diversity.

Our Policy

PBSS is absolutely committed to the principle of equality of opportunity and being fair to people is at the heart of that commitment. The aim is to ensure that all colleagues (freelance or employed) and job applicants are treated equally regardless of their gender, marital status, race, colour, ethnic or national origin, nationality, sexuality, disability, age, religion, employment status or trade union activities.

Not only will all our people be treated fairly, more importantly they must believe they are being treated fairly. They must believe that, irrespective of their backgrounds, they will have a full opportunity to contribute, thrive and progress on the basis of what they bring, the potential they show and, most importantly, what they achieve. We believe that if this is not achieved we will not achieve our aspiration to be a truly professional translations provider.

We also believe that our business success is dependent upon harnessing all the talents that our people bring. Our policy builds on the statutory obligations of employers under the Sex Discrimination Act 1975 and the Race Relations Act 1976 and the Disability Discrimination Act 1995.

Individual Responsibility

We all have a responsibility for equality of opportunity and encouraging diversity. The workplace (virtual or concrete) must be free from abuse, offensive behaviour, harassment, bullying, prejudice, discrimination or victimisation.

Practical Application

Translator recruitment is based entirely upon competence and this is the only measure. As an organisation operating worldwide principally by email, we are ideally placed in that we are unable to make any value judgements about appearance, gender, marital status, race, colour, ethnic or national origin, nationality, sexuality, disability, age, religion, employment status or trade union activities of our freelance colleagues.

Similarly, although we do know some of our local clients personally, more often than not we do not meet our geographically more distant clients. This enables us to deal directly with satisfying clients' requirements without clouding anybody's judgement with matters not relevant to the business of supplying good translations and business services.