



Diversity and Inclusion

As an IB-accredited school, we are committed to actively promoting diversity and equality while also aiming for Tokyo West International School (TWIS) community members to feel valued and respected within a culturally inclusive environment. Please refer to the guidelines below regarding the school's approach to diversity and inclusion.

- A. The school is opposed to all forms of sexism, racism, xenophobia, nepotism, and case bias, including those forms that are directed towards religious groups and communities, particularly those in a clear minority at the school.
- B. All members of staff are expected to deal with prejudice and identify and challenge gender, racial, sexual, and cultural bias, or stereotyping.
- C. The school respects the religious beliefs and practices of all staff, students, and parents. The school complies with all reasonable requests relating to religious observance and practice.
- D. Ensure that unlawful discrimination will not happen based on the grounds of any of the protected characteristics.
- E. The school will become a secure environment for all community members to feel valued and feel they have a sense of belonging.
- F. Embed equality and inclusion collaboratively with the staff throughout the curriculum and co-curricular activities.
- G. Embrace diversity and inclusion throughout their lessons by accepting different opinions, learning styles, and needs without forgetting to provide them equal opportunities.