



Last Review:	Aug 2026	S Fisher
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Code of Conduct

Our Commitment

At Discoveries Montessori, we are committed to creating a warm, respectful, inclusive and nurturing environment in which every child feels safe, valued and able to develop their independence, confidence and love of learning.

Our relationships with children, parents, carers and colleagues are central to our work. This Code of Conduct sets out the values and principles that guide how we behave, communicate and work together.

It applies to everyone involved in the life of Discoveries Montessori and reflects our shared responsibility to put the wellbeing and best interests of the child at the heart of everything we do.

Our Core Values

We are guided by the following principles:

- Respect — We treat every child, parent, carer and colleague with dignity, kindness and consideration.
- Child-centred practice — We recognise each child as an individual with their own personality, interests, needs, abilities and pace of development.
- Independence — We encourage children to do things for themselves, offering appropriate support without unnecessarily taking over.
- Kindness and compassion — We respond to children and adults with patience, empathy and understanding.
- Inclusion and equality — We value diversity and ensure that every child and family feels welcomed, represented and included.
- Safety and safeguarding — We place children's physical and emotional safety at the forefront of our practice.
- Partnership — We work collaboratively with parents and carers, recognising them as important partners in their child's development.
- Professionalism — We act responsibly, honestly and consistently and maintain high standards of conduct.
- Confidentiality — We respect the privacy of children and families and handle information appropriately.
- Positive relationships — We model respectful communication, cooperation, conflict resolution and consideration for others.

Working With Children

We will:

- Treat every child with warmth, dignity, patience and respect.
- Listen carefully to children and take their thoughts, feelings and opinions seriously.
- Recognise children as capable, competent and active participants in their own learning.
- Follow Montessori principles by preparing an environment that encourages exploration, independence, concentration, choice and purposeful activity.
- Allow children sufficient time to attempt tasks for themselves before offering appropriate assistance.
- Use positive, encouraging and respectful language.
- Support children to understand and manage their emotions and relationships.
- Set clear, consistent and age-appropriate boundaries.
- Help children understand the impact of their actions while avoiding shame, humiliation or fear.
- Never use physical punishment, threatening behaviour, intimidation or inappropriate language.
- Never ridicule, belittle, label or deliberately embarrass a child.
- Never discriminate against a child on the basis of their race, culture, religion, disability, gender, family circumstances, background or any other characteristic.
- Maintain appropriate professional boundaries with children at all times.
- Be alert to children's wellbeing and respond appropriately to concerns about their safety or development.
- Follow all safeguarding, health and safety and child protection procedures.
- We recognise that behaviour is communication
- When a child is finding something difficult, we seek to understand the reason behind their behaviour rather than simply trying to stop it. We respond calmly, consistently and compassionately, helping children to develop self-regulation and positive ways of communicating their needs.

The Montessori Approach

In our work with children, we aim to uphold the principles of Montessori education by:

- Respecting the child as an individual.
- Providing freedom within clear and appropriate boundaries.
- Encouraging independence and responsibility.
- Protecting children's concentration and allowing uninterrupted periods of work wherever possible.
- Presenting activities carefully and respectfully.
- Allowing children to learn through hands-on experience.
- Encouraging children to care for themselves, others and their environment.
- Observing children carefully so that we can respond to their individual developmental needs.
- Avoiding unnecessary adult intervention and allowing children to discover and problem-solve for themselves.
- Creating an orderly, beautiful, calm and accessible environment that supports learning.



Working With Parents and Carers

We recognise parents and carers as their child's first and most important educators. We value the knowledge, experience and insight that families bring.

We will:

- Welcome parents and carers and treat them with courtesy, respect and understanding.
- Listen to their questions, concerns and feedback without judgement.
- Communicate openly, honestly and professionally.
- Share appropriate information about their child's experiences, progress and wellbeing.
- Respect different parenting styles, cultures, beliefs and family circumstances.
- Work in partnership with families to support children's individual needs.
- Maintain appropriate confidentiality and share information only in accordance with our policies and legal responsibilities.
- Discuss sensitive matters privately and respectfully.
- Ensure that concerns are addressed through appropriate channels rather than through confrontation or informal discussion.
- Remember that difficult conversations should always remain focused on the child's wellbeing and best interests.
- We ask parents and carers to:
 - Treat children, staff, other families and visitors with respect and courtesy.
 - Communicate concerns calmly and appropriately.
 - Respect the privacy and confidentiality of other children and families.
 - Support the nursery's policies and procedures.
 - Share relevant information that may affect their child's wellbeing, safety or ability to participate fully in the setting.
 - Avoid discussing individual children or families in public areas or on social media.
 - Work collaboratively with staff when concerns or difficulties arise.

Communication

We believe good communication is respectful, clear, timely and constructive.

Everyone involved in Discoveries Montessori should:

- Speak to others respectfully, even when opinions differ.
- Listen before responding.
- Avoid shouting, aggressive language, intimidation or threatening behaviour.
- Raise concerns directly with the appropriate member of staff rather than discussing them publicly or on social media.
- Avoid making assumptions and seek clarification where necessary.
- Keep communication focused on finding constructive solutions.
- Respect professional boundaries and appropriate communication channels.
- We understand that emotions can sometimes run high, particularly when discussing a child's wellbeing. However, concerns must always be communicated in a manner that protects the dignity and safety of everyone involved.



Inclusion, Equality and Respect

Discoveries Montessori celebrates the diversity of the children and families within our community. We will:

- Promote equality, fairness and inclusion.
- Challenge discriminatory, prejudiced or exclusionary behaviour.
- Respect different cultures, languages, religions, beliefs, family structures and backgrounds.
- Make reasonable adjustments to support children and families where appropriate.
- Ensure that all children have opportunities to participate, contribute and succeed.
- Create an environment in which differences are valued rather than simply tolerated.
- Discriminatory, racist, homophobic, sexist, ableist or otherwise derogatory behaviour or language is not acceptable.

Professional conduct of staff

All staff are expected to:

- Act in the best interests of children at all times.
- Maintain professional boundaries.
- Be reliable, punctual, appropriately dressed and prepared for their responsibilities.
- Work cooperatively and respectfully with colleagues.
- Follow Montessori principles and the setting's policies and procedures.
- Maintain appropriate confidentiality.
- Use professional judgement and seek advice when unsure.
- Report safeguarding, welfare or safety concerns promptly through the appropriate procedures.
- Reflect on their practice and remain open to learning and professional development.
- Take responsibility for their actions and acknowledge mistakes honestly.
- Avoid conflicts of interest and conduct themselves in a manner that maintains trust in Discoveries Montessori.

Social media and digital communication

Everyone in the Discoveries Montessori community is expected to use social media responsibly.

Staff, parents and carers should:

- Respect the privacy of children, families and staff.
- Never post photographs, videos or identifying information about children without appropriate permission.
- Never discuss confidential matters relating to children, families or staff online.
- Avoid posting comments that could damage the reputation, dignity or trust of individuals or the setting.
- Raise concerns through the appropriate internal channels rather than through social media.
- Remember that online communication can have a lasting impact and should reflect the same standards of respect expected in person.

Safeguarding and confidentiality

The safety and welfare of children is everyone's responsibility.

All staff, parents and carers should:

- Remain vigilant to children's wellbeing and safety.
- Share concerns about a child's welfare through the appropriate safeguarding procedures.
- Never promise a child complete confidentiality if they disclose something that may indicate they are at risk of harm.
- Respect confidential information about children and families.
- Only share information with those who have a legitimate need to know, in accordance with safeguarding requirements and applicable legislation.
- Where there is a concern about a child's safety, the child's best interests must take priority.

Managing disagreements and concerns

We recognise that disagreements are sometimes unavoidable. We expect concerns to be handled calmly, respectfully and constructively.

Where a concern arises:

- Wherever appropriate, speak directly to the relevant member of staff.
- Explain the concern clearly and respectfully.
- Listen to the response and allow an opportunity for the matter to be considered.
- Seek a solution that prioritises the child's wellbeing.
- If the concern cannot be resolved, follow the setting's complaints or escalation procedure.
- Aggression, threats, harassment, intimidation or abusive language towards children, parents, carers, staff or visitors will not be accepted.

What we expect from one another

We ask everyone in the Discoveries Montessori community to remember that children learn not only from what we teach them, but from what they observe.

We therefore aim to model the qualities we want children to develop:

- Kindness.
- Respect.
- Patience.
- Curiosity.
- Independence.
- Empathy.
- Responsibility.
- Cooperation.
- Honesty.
- Peaceful conflict resolution.

Our behaviour should demonstrate these values every day.

Our shared promise

At Discoveries Montessori, we are committed to creating a community where:

- Every child is respected as an individual, every family is welcomed as a partner, and every adult takes responsibility for creating a safe, peaceful and nurturing environment in which children can flourish.
- By working together with mutual respect, open communication and a shared commitment to the child, we can create an environment where children feel secure, confident, capable and inspired to learn.

This Code of Conduct should be read alongside the setting's safeguarding, behaviour, complaints, equality and inclusion, health and safety, confidentiality and other relevant policies and procedures.

