Teaching Children Through Positive Discipline

At Alamiyah, staff receive training in Positive Discipline and are expected to apply these techniques in their work. Failure to do so is considered to be a breach of organisational conduct. This policy is part of a suite of policies concerning behaviour and discipline.

Children are also introduced to the techniques of Positive Discipline which takes into account age appropriate behaviour, seeks to understand the motivation behind misbehaviour and provides a toolbox of non-punitive discipline strategies to apply in-class. Amongst other concepts, children are taught how to develop the significant seven perceptions and skills that will help them to become responsible members of society. Through sharing these principles teachers provide real opportunities in their classrooms for children to experience:

- Strong perceptions of personal capabilities “I am capable”
- Strong perceptions of significance “I can contribute in meaningful ways”
- Strong perceptions of personal influence over life “ I can influence what happens to me and I am accountable”
- Strong intrapersonal skills The ability to manage personal emotions, self-control and self discipline
- Strong interpersonal skills The ability to communicate, co-operate, negotiate, and work effectively with others
- Strong systemic skills The ability to respond to the limits of life with responsibility, adaptability and integrity
- Strong judgmental skills The ability to make decisions based on moral principles, wisdom and understanding

This whole setting approach also follows the guidelines below:

- The use of dialogue as the essential process for encouraging closeness, trust and learning. Teachers avoid telling as well as “Did you? Will you? Won’t you? Statements. Instead Positive Discipline advocates the use of ‘what and how’

questions. “What happened? What caused that to happen? How do you feel about that? What plans do you have to avoid it happening in future?”

- The importance of teaching and modelling mutual respect. Teachers are kind and firm at the same time. Kindness out of respect to the child. Firmness out of respect to themselves and the needs of the situation. Closeness is built by ‘checking out’ rather than assuming; problem solving rather than rescuing and asking rather than telling.
- Staff always remember that a misbehaving child is a discouraged child. They are trained to look for the belief behind the behaviour instead of just addressing what is obvious and easiest - the behaviour!
- Take time for training. Teachers at Alamiyah make sure that children understand what is expected and be consistent. They decide together what jobs need to be done and bear in mind that children have motivation and enthusiasm when they’re included in the decision making process. They have regular class meetings, teach children how to create an ‘agenda’ and allow them to develop the significant seven through cooperation and mutual respect.
- Staff are always asked to beware of what works. Punishment may work if all they’re interested in is stopping the misbehaviour for the moment but the long-range results of: resentment, rebellion and revenge (or retreat) must be considered as a deterrent to such measures.
- Staff remember that children often behave according to what they think is true and not what is true. At all times, make sure the message of love and respect gets through. At Alamiyah, we believe that children will be far more responsive when they feel that we really care.
- Listening is more important than talking. Teachers are asked to remember that children will only hear you when they feel heard.
- Staff never raise their voice except to keep children safe

Regular parents and staff workshops are held throughout the year to consolidate these concepts.

For more information visit: www.positivediscipline.com

Review

This policy will be reviewed every 3 years or sooner or if there is any change in statutory guidance or legislation. See ‘Policy Review Schedule’.

Adopted in a meeting at Alamiyah Montessori on 08/09/2025

Last Reviewed: 01/09/2026

Signed by Nasim Bobat (Manager) and S Motara (Nominated Person)

on behalf of Alamiyah Montessori