



Brazelton Centre UK

understanding baby behaviour

Charity Registration number: 1158765

Brazelton Centre UK CIO

Bursary Policy

Responsible: Maggie Redshaw and Inge Nickell

Approved: 30th March 2026

Review: Annually

Next Review: March 2027

This policy contains an overview of the Bursary Schemes currently available at the Brazelton Centre UK. The Policy is available to view through a link on our bursaries webpage:

www.brazelton.co.uk/bursaries

AIMS

The Brazelton Centre UK acknowledge there are restricted funds for training and development in some professions and countries, as well as personal financial restraints. The aims of the Bursary Policy are therefore:

- To support professionals working with newborn infants in accessing the Newborn Behavioural Observation (NBO) and Neonatal Behavioural Assessment Scale (NBAS) training in the UK and in low to middle income countries
- To provide training as a public benefit on a sustainable basis
- To meet and, if possible, exceed the Charity Commission's public benefit requirements on a sustainable basis

INTRODUCTION

The Brazelton Centre UK is a registered charity that is committed to providing public benefit. The charity is aware of its obligations under the Charities Act 2011 and seeks to adhere to the public benefit principles identified by the Charity Commission.

Brazelton Centre UK works to promote healthy parent-baby relationships through an understanding of baby behaviour, communication and relationship-building. Our chief activity is the provision of two evidence-based and quality-assured training courses, the Neonatal Behavioural Assessment Scale (NBAS) and the Newborn Behavioural Observations (NBO)[™] system. These unique programmes are delivered to health and care professionals, particularly those working with parents and babies from birth to 3 months old.

The NBAS was developed in 1973 by Dr T. Berry Brazelton, (Emeritus Professor of Paediatrics at Harvard University and Boston Children's Hospital), and later with Professor J. Kevin Nugent (1973). The NBO was developed in 2007 by Professor Nugent and colleagues. The two courses cover the theory and concepts of each tool, along with a detailed assessment of baby behavioural states and systems, and self-regulation in the NBAS. They both include the observation of a live administration with parents and a real baby. To gain certification as a qualified practitioner of NBO and NBAS, trainees are required to complete a self-practice phase which is assessed to ensure a high standard is achieved.

In 2009, the NBAS was recommended in the Healthy Child Programme by the Department of Health and Social Care. In 2013, both the NBAS and NBO were recognised by the Wave Trust in their 1001 Critical Days Manifesto. Between 2014 and 2016, the NBO and the NBAS were recommended in the National Health Visiting Core Service Specification (2014/15, 2015/16, NHS England) and Specialist Health Visitors in Perinatal and Infant Mental Health (2016, NHS Health Education).

In 2021, both NBO and NBAS interventions received a quality assurance seal from the Infant Mental Health Recognition Register (IMHRR). They have also both been recognised and recommended in the Parent-Infant Foundation online Infant Mental Health Training Resources for Professionals and listed as part of 'Parent support and empowerment' in the British Association of Perinatal Medicine: Family Integrated Care - A Framework for Practice (2021).

The charity offers different bursaries available to professionals in the UK and worldwide.

Due to the limited financial resources of the charity, not every eligible application for a bursary will be successful.

The value of the individual bursaries is 100% of the course fees for both the NBO and NBAS. The student will be responsible for any other costs occurred such as personal travel, accommodation etc where required.

BURSARIES

EILEEN HAYES BURSARY

The Eileen Hayes Fund was established in 2018 from which we have been able to provide a number of bursary places. The Eileen Hayes Bursary has six fully funded NBO places and two fully funded NBAS places available per year*, advertised through our social media and on our website. Applications are accepted from professionals working in the UK, who would like to make a difference when working with newborn babies and their families.

*The Brazelton Centre UK keeps the number of bursary places available under review annually. Any changes will be reflected within this policy.

REACH BEYOND BURSARY

The Reach Beyond bursary was launched in 2022 as part of the charity's strategic goal of improving diversity and inclusion. The bursary, which is funded by the Brazelton Centre UK, has been set up to give opportunities to those in low to middle income countries to train in the NBO and NBAS, where it would otherwise not be financially possible. The Reach Beyond bursary has six fully funded NBO places and two NBAS places per year*.

The official list of countries classed as having 'low-middle income economies' can be found here: <https://wellcome.org/grant-funding/guidance/low-and-middle-income-countries>

*The Brazelton Centre UK keeps the number of bursary places available under review annually. Any changes will be reflected within this policy.

WHAT THE BURSARIES COVER

Each bursary award includes:

- 2-day NBO/NBAS course fully funded and may be online or face-to-face depending on circumstances and trainee location.
- For UK-based practitioners (Eileen Hayes bursary awardees) all training kit and materials are provided free of charge. (International awardees will need to source their own training kit which will be explained in correspondence with our Training Manager)
- Post-training support and certification free of charge. The bursary does not cover any cost beyond those listed above, such as any travel and accommodation involved with attending the training course.

ELIGIBILITY

Eileen Hayes Bursary: This bursary is available to any professional working with newborn babies and their families in the UK.

Reach Beyond Bursary: This bursary is available to any professional working with newborn babies and their families in low- and middle-income countries.

APPLICATION

Individuals applying will be required to fill the relevant application form found on the Brazelton Centre UK website and write a supporting statement, submitting these by the deadline indicated.

New requirement effective January 2026:

In the interest of fairness, the Brazelton Centre UK awards bursaries on a one-time basis only. Individuals who have received a bursary in the past are not eligible for further bursary awards in future years. **We therefore ask that individuals who have previously received a bursary from us do not complete an application form.**

SELECTION

Selection of successful candidates will be at the judgement of the Brazelton Executive team, led by the Director. All applications will be read with care, and a decision will be based on those the team believes best fulfil the application criteria, including:

- Someone who would otherwise not have the means to fund a training place.
- Someone who demonstrates how they will implement and embed their training to make a transformative difference to the families in their care.

Currently, successful candidates are sent a voucher code and asked to book onto a course through the Brazelton Centre UK website by a particular date, after which the voucher will be invalid. (The voucher code reduces the course fee to £0.00) This procedure may be updated.

CONDITIONS APPLYING FOR BURSARY AWARDS

By accepting the bursary, the individual commits to the below terms:

- Certification within 6 months for NBO and 12 months for NBAS.
- Reports sent to the Brazelton Centre UK at three months, six months and one year following certification detailing how the NBO/NBAS is being implemented and the impact on families that has been observed. Reports will preferably include at least one photo and one piece of feedback from a parent and/or manager. Photos, quotes and feedback will be stored on the Brazelton VPN and managed by the Communications Manager and may be used by the Brazelton Centre for their website and social media, with permission from the individual.

N.B. The terms for accepting the bursary place are made clear on the Brazelton Centre UK website and on the application form.

DATA PROTECTION

The charity processes all personal data in accordance with data protection law. Please see the charity Privacy Policy on the charity's website for more information about how the charity processes personal data about individuals.

All bursary applications are submitted via the Brazelton Centre UK website and are stored within the website's content management system (CMS) for up to one year following the application process, for administrative purposes.

Applications from successful candidates will also be securely retained within an internal staff SharePoint folder dedicated to bursaries for recording and progress-tracking purposes., which is accessible only to authorised staff and volunteers.

After one year, all application records will be permanently deleted from the website CMS. Applications from unsuccessful candidates will not be retained beyond this period.