

# Thrive Advanced Practitioner Level 5 Leadership Apprenticeship



## At a glance

Funding value £9,000

Apprentice qualifies as a  
**Level 5 Operations Manager,**  
a **Thrive Advanced Practitioner**  
and a **Family Thrive Course Leader**

World-class blended training  
across 14 months



# Thrive Advanced Practitioner Level 5 Leadership Apprenticeship

This apprenticeship empowers teachers, leaders and aspiring leaders who have already completed wellbeing training to advance their leadership and management skills and build the expertise to strategically implement Thrive within a class, department, setting or organisation.

## Course overview

The Thrive Advanced Practitioner Leadership Apprenticeship is a triple-award programme delivered by Best Practice Network and Thrive Licensed Trainers. The 14-month, work-based course is equivalent to a foundation degree. It's just as ideal for people already in leadership roles as aspiring leaders looking to upskill and progress.

Participants will develop skills in leadership, operational planning, stakeholder collaboration, project management and strategic decision making.

In addition to this, Thrive elements of the training equip apprentices to audit and enhance the current provision, upskill other staff, check that the SEND provision meets need, contribute to effective use of SEND funding and budget allocation and audit what's happening around each of the 8 key principles for a whole school approach to mental health and wellbeing.

Thrive Licensed Trainers will also support apprentices with curriculum design, writing evaluation reports to demonstrate impact to accountable bodies, coaching and mentoring others, bringing the Thrive Approach to parents and carers, auditing and creating policies and procedures, and further embedding Thrive right across the organisation.

The apprenticeship equips learners with the knowledge, skills and expertise to lead on a change project within their setting. For example, an impactful wellbeing initiative that benefits pupils and colleagues as well as the wider community.

Upon successful completion, an apprentice will qualify as a Level 5 Operations Manager, a Thrive Advanced Practitioner and a Family Thrive Course Leader. They will also become a Chartered Fellow of the Chartered Management Institute, an Institute of Leadership and Management Fellow and be able to use post-nominal designations to demonstrate their commitment to professional standards and showcase their credentials and skills.

## Who it's for

The apprenticeship is suitable for leaders and aspiring leaders who are looking to upskill with a nationally-recognised qualification. It's best suited to those who have previously trained as Thrive Licensed Practitioners. Potential apprentices may currently be working as teachers, SENDCos, Designated Safeguarding Leads (DSLs), members of the senior leadership team, pastoral leads, support staff, higher level teaching assistants (HLTAs), behaviour leads, attendance mentors, mental health leads, or other roles working directly with children and young people that are empowered to lead the implementation of Thrive, such as in care homes or secure facilities.

It is also well-suited to professionals working with children and young people in social care, youth organisations, charities, across local authorities or multi-academy trusts.

## Apprenticeship training with Best Practice Network

The training equips apprentices with a broad range of advanced skills. Key areas covered in the training include:

- **Communication and collaboration:**  
Present to stakeholders, motivate teams, and champion inclusivity.
- **Problem-solving and decision-making:**  
Identify issues, analyse data, and implement solutions.
- **Data management:**  
Analyse, interpret and cascade data to enable decision-making for managing objectives and targets.
- **Planning and delivery:**  
Manage projects, budgets, and organisational goals.
- **Continuous improvement:**  
Lead professional development, adapt to changes, and enhance outcomes.
- **Regulatory and risk management:**  
Apply policies, assess risks, and ensure continuity.
- **Leadership and people management:**  
Lead and influence the team and individuals to support an inclusive culture of equity, diversity and the promotion of wellbeing.
- **Sustainability and strategy:**  
Deliver sustainable solutions and align plans with strategic objectives.

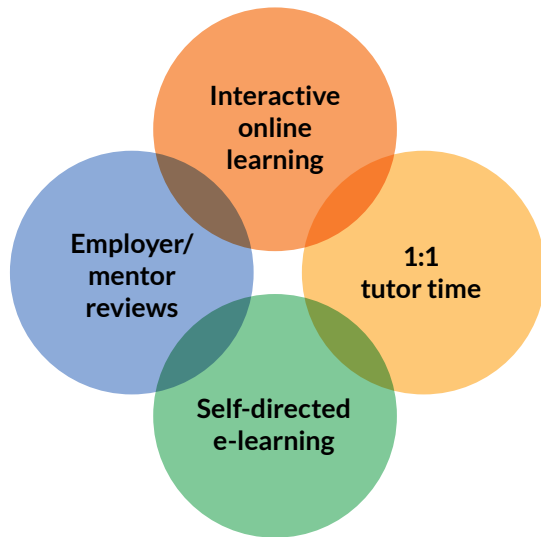
## Thrive training with Licensed Trainers includes:

- **Auditing provision:**  
e.g. assess current Thrive practice and adoption across the organisation. Support individual settings towards Ambassador School and School of Excellence status.
- **Staff knowledge and upskilling:**  
Learn how to engage others with Thrive practice. Access tried-and-tested resources to train, onboard and upskill all colleagues appropriately and embed the Approach into the fabric of the organisation and the communities it supports.

- **SEND:**  
e.g. appraise and enhance the provision map right across the organisation. Establish how to work hand-in-hand with SENDCos. Contribute to effective use of SEND funding and budget allocation - evaluating the impact of provision. Review and enhance the effectiveness of using Thrive-Online action plans to make referrals.
- **Mental health and wellbeing:**  
e.g. monitor and evaluate the impact of PSHCE and RSE curriculums. Audit what's happening around each of the 8 key principles for a whole school approach to mental health and wellbeing. Write evaluative reports to demonstrate the impact on those receiving Thrive interventions.
- **Curriculum design:**  
e.g. identify the knowledge, skills and behaviours needed to upskill staff to map curriculum against objectives. Check class action plans are developing children and young people to meet society's needs. Create a spiral learning curriculum.
- **Monitoring, evaluating, measuring and reporting:**  
e.g. assess the progression of Thrive settings and learn how to illustrate their journey using stories and data. Showcase the impact and value of Thrive for accountable bodies including Ofsted and SIAMS.
- **Coaching, mentoring and supervision:**  
Master coaching, mentoring and supervision of others to foster personal growth, address specific challenges, provide feedback or drive effectiveness as appropriate.
- **Policies and procedures:**  
e.g. ensure existing guidance is being followed consistently across the organisation. Write, communicate and embed new relational policies and procedures into everyday practice. Learn how to use restraint and positive handling appropriately and cascade the detail to multiple settings.
- **Working with parents and carers:**  
Qualify as a Family Thrive Course Leader. Communicate Thrive theory and practice in an accessible way to parents and carers. Support families to understand how Thrive is used across the organisation. Deliver an impact on social and emotional development and mental health and wellbeing beyond educational settings.

## Training delivery and end-point assessment

The apprenticeship will be delivered using a blend of:

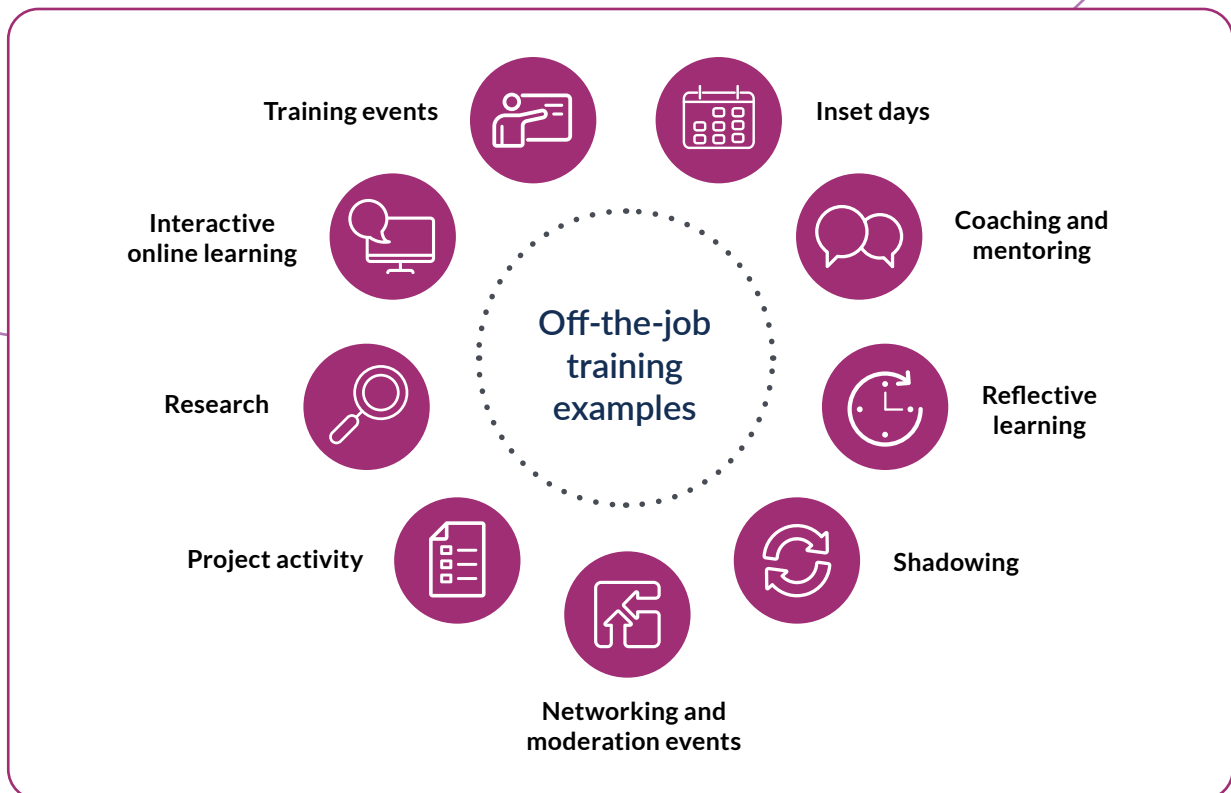


Apprentices also gain access to **BPN Boost**, a dedicated wellbeing and careers support programme featuring monthly webinars and a rich library of online resources. This holistic approach ensures every participant receives unparalleled wraparound support.

## Off-the-job training

Full-time apprentices are required to have six hours per week of off-the-job training, while part-time apprentices must allocate 20% of their working hours for this purpose. We will work with you to ensure this time is spent on activities that both build the apprentice's capabilities and benefit the organisation. For example, apprentices will be taught how to review, evaluate and implement policy and procedures relating to Thrive practice and tasked with cascading policy changes and procedures to all stakeholders in the organisation.

The 'off-the-job training' component includes activities like shadowing, mentoring, attending training events, interactive online learning, and completing tasks that build new skills and knowledge relevant to the apprenticeship. The exact blend of activities will be agreed with the apprentice and employer at the start of the programme, to meet your organisational needs.



## End-point assessment

There will be an end-point assessment carried out by an external End Point Assessment Organisation (EPAO). The apprentice's tutor will ensure that they are prepared for these assessments throughout the programme.

The end-point assessment consists of a project with a report and a professional discussion underpinned by a portfolio of evidence.

## Eligibility

To be eligible, candidates need to:

- Be employed in a role working closely with children and young people.
- Have support from an employer and levy account holder.
- Have held UK residency for at least three years.
- Be based in England.
- Have achieved GCSE grade 9-4 (A\* - C) or equivalent in English and maths. If the candidate hasn't secured a grade 4 (C) or above in GCSE English and maths, they will be required to complete Functional Skills Level 2 in these areas. They will be fully supported by their tutors using a range of materials best suited to them.
- Be in a position to lead the strategic implementation of the Thrive Approach within their class, department, setting, or organisation.

Suitable job roles could be; teachers, SENDCos, DSLs, members of SLT, pastoral leads, support staff, HLTAs, behaviour leads, attendance mentors, mental health leads and other roles where individuals work directly with children and young people and are empowered to lead the implementation of Thrive, such as in care homes or secure facilities.

This apprenticeship is particularly well suited to those who have previously trained as Thrive Licensed Practitioners (even if their licence has now expired).

## Qualifications

Successful candidates will qualify as a Level 5 Operations Manager, a Thrive Advanced Practitioner and a Family Thrive Course Leader. They will also become a Chartered Fellow of the Chartered Management Institute, an Institute of Leadership and Management Fellow and be able to use post-nominal designations to demonstrate their commitment to professional standards and showcase their credentials and skills.

## Funding routes

### £ If your setting contributes to the apprenticeship levy fund

Levy paying employers can access their fund contributions through their **apprenticeship service account**. You can use this service to manage the funds you have available for apprenticeship training in England.

### £ If your setting does not contribute to the apprenticeship levy fund

You pay 5% towards the cost of the training for your apprentice. The remaining 95% will be paid by the government.

### £ Apprenticeship levy transfer

Employers with unspent funds can transfer up to 50% of that contribution to another employer. That means you can benefit from the levy contributions of a different organisation to cover the full costs of an apprenticeship for your setting.

### £ If your setting has fewer than 50 employees

The rules above apply in the same way if your apprentice is over 24. However, there is an added incentive for training younger apprentices: if your apprentice is aged 16 to 18, or aged 19 to 24 with an EHCP, the 5% fee (if applicable) is waived, making the apprenticeship fully funded by the government.

### £ Additional payments for employers

Employers will get an extra £1,000 when they take on an apprentice:

- aged 16 to 18
- aged 19 to 24 who has either:
  - previously been in care
  - an education, health and care plan

This is to help with additional costs associated with supporting them in the workplace.

To learn more about your funding options, [click here to download your guide to the apprenticeship levy](#).



## Why train with Best Practice Network?

Best Practice Network are offering a supercharged apprenticeship that combines the best of both worlds: Thrive's established expertise in social and emotional wellbeing and Best Practice Network's award-winning reputation as an Ofsted 'Good' training provider.

The apprenticeship brings together Thrive's proven track record of empowering educators to improve pupils' wellbeing with Best Practice Network's commitment to delivering a top-tier learning experience.

Rooted in neuroscience, child development and attachment theory research, Thrive has been working with educators and organisations to help children and young people fulfil their potential since 1994. In this time, Thrive has equipped over 75,000 professionals with the skills to positively impact the lives of more than 795,000 pupils, helping them to understand their emotions, build resilience and engage with learning.

Best Practice Network, Thrive's sister company within Supporting Education Group, was recognised with the prestigious Education and Childcare Apprenticeship Provider of the Year award at the ACC Awards in both 2023 and 2024. Driven by a mission to create positive change in education, Best Practice Network combines deep industry knowledge with a commitment to designing impactful programmes tailored to schools' needs.

Best Practice Network's training delivery and Thrive's wellbeing expertise ensure a transformative learning experience that empowers individuals, enriches school communities, and creates a lasting, positive impact on the lives of children and young people.



“Thrive has enabled us to identify the barriers to learning and remove them. It’s improved the culture for staff because teachers want to teach - they don’t want to have to manage pupils that are disrupting a lesson. If our students are calm and ready to learn, we know our staff will be happier and more fulfilled too.”

– Jayne Curd, Meridian High School



## Thrive Advanced Practitioner Level 5 Leadership Apprenticeship

For further information and details  
on how to apply, click below.

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01392 797555

apprenticeships@thriveapproach.com

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