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Group

? **Which route
to becoming a
Thrive School
is right for you?**

Which route to becoming a Thrive School is right for you?

Compare the package and apprenticeship routes

If your school is looking at how to strengthen behaviour, wellbeing, SEND and inclusion, there is more than one Thrive route you can take.

Both routes can support your journey towards becoming a Thrive School.

Both include:

- ✓ Thrive Licensed Practitioner training
- ✓ access to Thrive-Online

Two ways to start or strengthen your Thrive School journey.



At a glance

1

Package route

The quickest, most direct way to start your Thrive School journey.

2

Apprenticeship route

A longer development route for an eligible member of staff, including a Level 5 qualification.

3

Both routes

Eligible schools may choose both.

Good to know: Thrive apprenticeships are only available to eligible learners who are based in England, in a relevant employed role and supported by their employer. If this does not apply to your school or member of staff, the package route may be the route to explore.

Compare your Thrive routes

	Package route	Apprenticeship route
Best for	Getting started with Thrive quickly and directly.	Developing an eligible member of staff over time.
Timeframe	Thrive Licensed Practitioner training usually completed in around 3 months.	Thrive Licensed Practitioner training included within a longer programme, from 14 months.
How it works	Bought as a school package.	Applied for as an apprenticeship.
Eligibility	Open to schools whether or not apprenticeship eligibility applies.	For eligible learners based in England, in a relevant employed role and supported by their employer.
What's included	Thrive Licensed Practitioner training, Thrive-Online and dedicated implementation support.	Thrive Licensed Practitioner training, Thrive-Online for the duration of the programme, and a nationally recognised Level 5 qualification.
Funding	School budget, or relevant grants and funding streams such as Pupil Premium or the Inclusive Mainstream Fund.	Apprenticeship funding, via the Growth & Skills Levy.



Worth knowing: Apprenticeship routes include Thrive-Online for the duration of the programme. To continue your Thrive School journey after an apprenticeship, your school will need to maintain a Thrive-Online subscription.

Which route sounds like your school?

Explore the package route if...

- ✓ You want the quickest, most direct route into Thrive.
- ✓ You want Thrive Licensed Practitioner training completed more quickly.
- ✓ You want to buy directly rather than go through an apprenticeship route.
- ✓ You are an eligible mainstream school in England and want to explore how inclusion funding could support your priorities.
- ✓ You are not eligible for apprenticeships, or you are outside England.

View package options

- [Primary School Package](#)
- [Secondary School Package](#)
- [Special School Package](#)

Explore both routes if...

- ✓ You want to combine relevant grants or funding streams for a direct school route with apprenticeship funding for staff development.
- ✓ You want a direct Thrive route and longer-term staff development.

Explore the apprenticeship route if...

- ✓ You want to develop an eligible member of staff and build in-house capacity through a nationally recognised Level 5 qualification.
- ✓ You want to use apprenticeship funding or levy transfer where available for staff development.
- ✓ You want Thrive training and a Level 5 qualification.
- ✓ You can support the apprentice with off-the-job learning, workplace practice and employer reviews.

→ [Thrive Wellbeing Specialist Teaching Assistant](#)

→ [Thrive Wellbeing Leadership](#)



Next: Read the apprenticeship route comparison on the next page, then choose the best next step for your school.

Choosing an apprenticeship route

If an apprenticeship looks right for your school, the next step is choosing the best fit for the staff member you want to develop.

Specialist Teaching Assistant Apprenticeship

Usually around 18 months

Best for: Experienced support staff who work closely with children and young people.

This may include teaching assistants, HLTAs, learning mentors, pastoral, inclusion, behaviour, attendance, SEND or learning support staff.

A good fit if your school wants to:

- ✓ build specialist capacity in targeted support
- ✓ strengthen everyday responses to children's social and emotional needs
- ✓ support staff to work more confidently with teachers, families and external agencies
- ✓ develop someone who can help create inclusive, nurturing learning environments

Dual Award:
Level 5 Specialist Teaching Assistant + Thrive Licensed Practitioner status

Please note: This programme is not suitable for existing Thrive Licensed Practitioners or qualified teachers.

[Explore Specialist Teaching Assistant Apprenticeship](#)

Wellbeing Leadership Apprenticeship

Usually around 14 months

Best for: Current or aspiring leaders who can influence wellbeing, behaviour, inclusion or pastoral practice.

This may include teachers, SENDCos, DSLs, SLT members, pastoral, inclusion, behaviour, attendance or mental health leads, HLTAs, phase leads, year group leads or other staff who can lead the implementation of Thrive.

A good fit if your school wants to:

- ✓ strengthen leadership capacity around wellbeing and inclusion
- ✓ develop someone who can lead Thrive within a class, phase, department, setting or organisation
- ✓ build skills in planning, collaboration and strategic decision-making
- ✓ support change across wider school practice

Dual Award:
Level 5 Operations Manager + Thrive Licensed Practitioner status

Please note: This programme is not suitable for existing Thrive Licensed Practitioners.

Important: This is the final cohort before funding ends. If the Wellbeing Leadership Apprenticeship could be right for your school, we recommend exploring it now.

[Explore Wellbeing Leadership Apprenticeship](#)

Funding, eligibility and next steps

The package and apprenticeship routes are paid for in different ways.

Paying for a package route

School packages can be paid for from school budget, or through relevant grants and funding streams where they align with your priorities and the funding guidance.

For eligible mainstream schools in England, the Inclusive Mainstream Fund may be a timely opportunity to review your priorities and consider a package route.

[Explore the Inclusive Mainstream Fund](#)

Paying for an apprenticeship route

Apprenticeships are only available to eligible learners based in England, in a relevant employed role and supported by their employer.

They are funded through apprenticeship funding, via the Growth & Skills Levy.

Funding rules and eligibility can vary, so schools should check the relevant guidance before deciding which route is the best fit.

For more detail on apprenticeship funding and eligibility, read the Level 5 Apprenticeship Guide.

[Read the Level 5 Apprenticeship Guide](#)

Next steps

Ready to explore a package route?

View the package route for your school phase.

- [Primary School Package](#)
- [Secondary School Package](#)
- [Special School Package](#)

Not sure which route fits best?

Speak to Thrive about your school's priorities, team and context, and we can help you choose the route that works best for you.

[Talk to us about the right route](#)

Interested in an apprenticeship route?

Explore the route that fits the member of staff you want to develop.

- [Thrive Wellbeing Specialist Teaching Assistant](#)
- [Thrive Wellbeing Leadership](#)
- [Read the Level 5 Apprenticeship Guide](#)



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