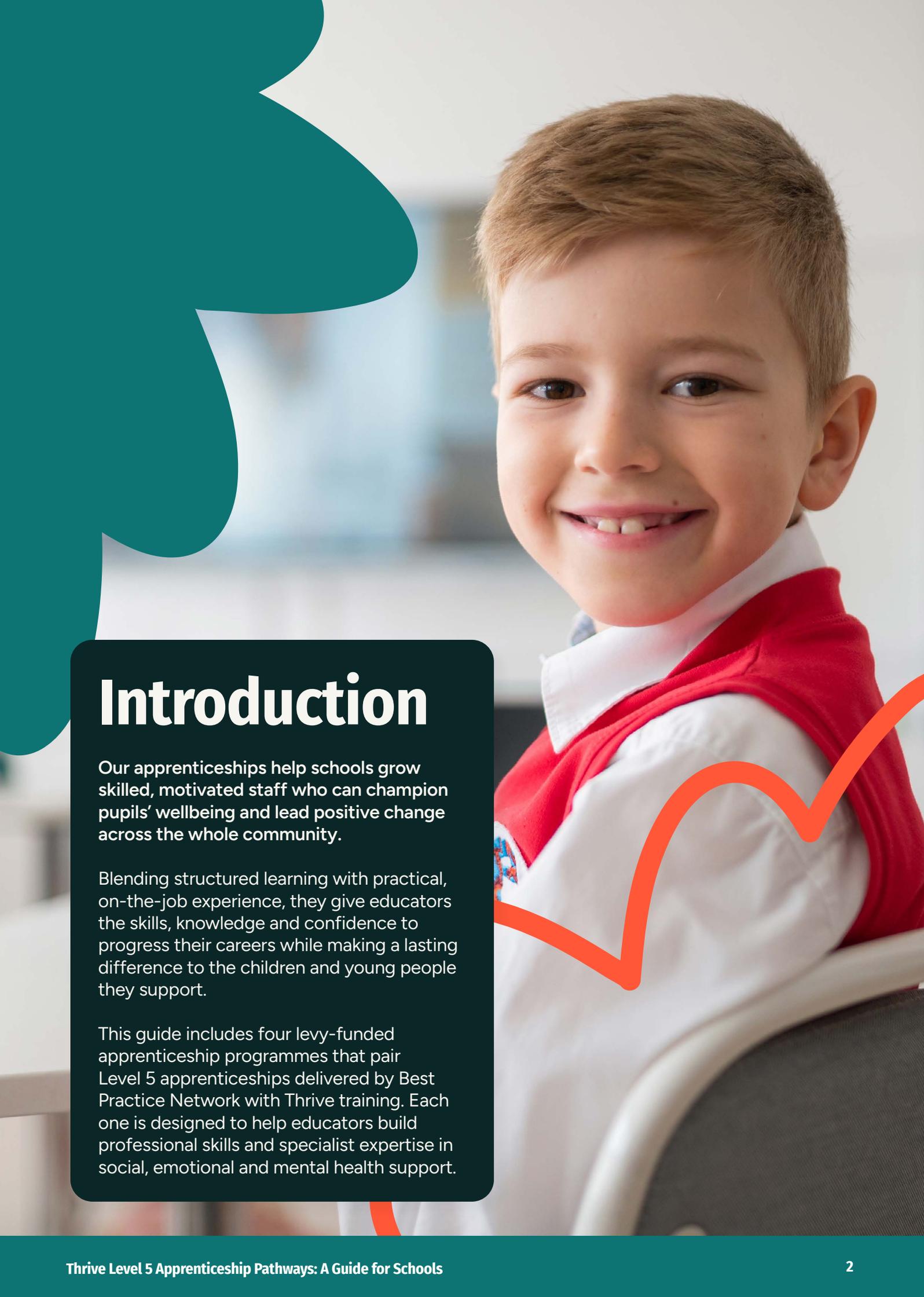


Thrive Level 5 Apprenticeship Pathways: **A Guide for Schools**

Strengthening whole school wellbeing
through levy-funded professional development.





Introduction

Our apprenticeships help schools grow skilled, motivated staff who can champion pupils' wellbeing and lead positive change across the whole community.

Blending structured learning with practical, on-the-job experience, they give educators the skills, knowledge and confidence to progress their careers while making a lasting difference to the children and young people they support.

This guide includes four levy-funded apprenticeship programmes that pair Level 5 apprenticeships delivered by Best Practice Network with Thrive training. Each one is designed to help educators build professional skills and specialist expertise in social, emotional and mental health support.

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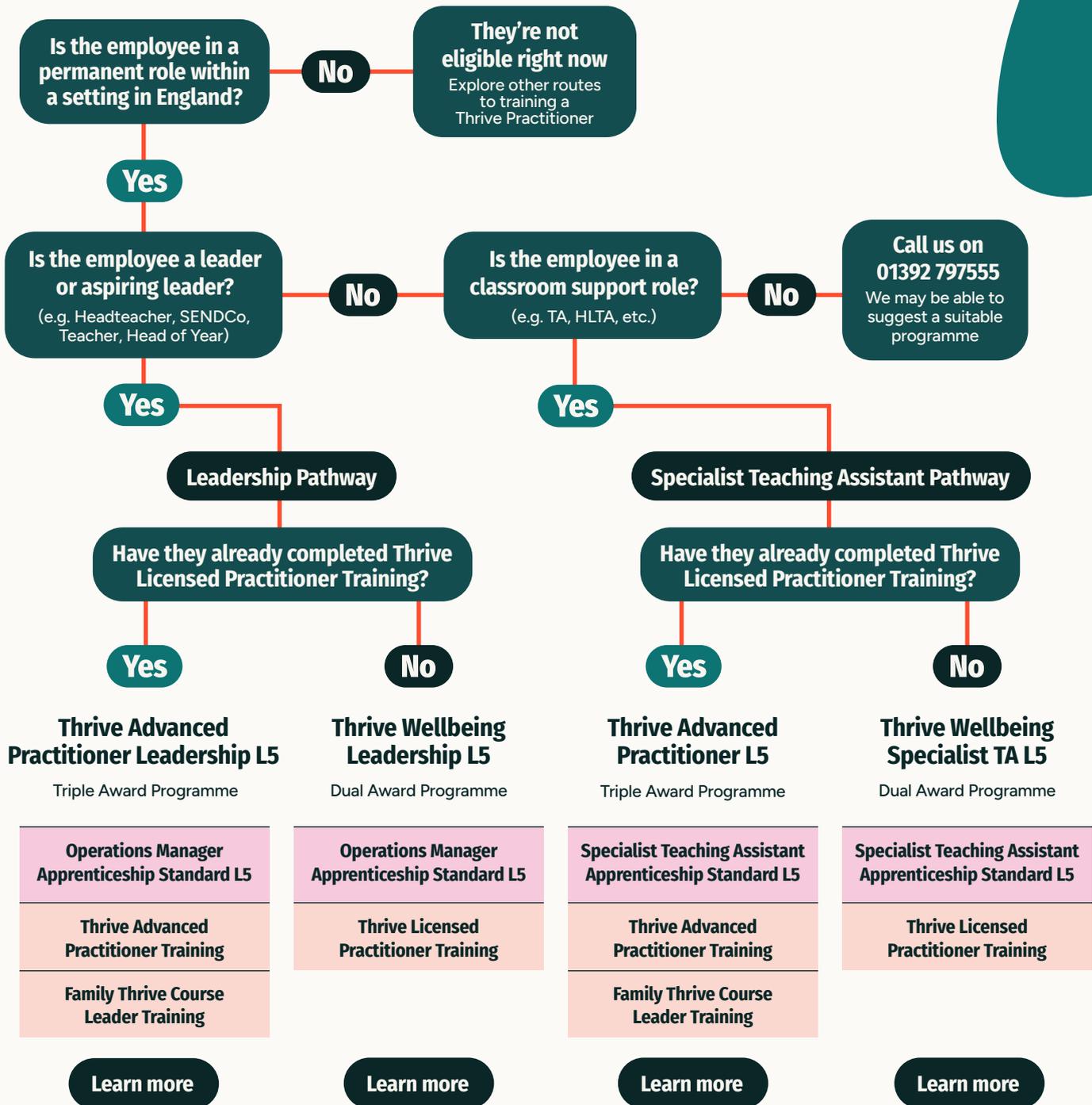
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Choosing the right apprenticeship

Answer a few short questions to discover which programme is the best fit for your team.

This is just a guide – be sure to check the eligibility criteria on the next page.



Training delivered by Best Practice Network
 Training delivered by Thrive

Eligibility

Our apprenticeships are for educators working directly with children and young people in schools or educational settings. Applicants must be aged 16 or over, live in England, and not be in full-time education.

Apprenticeships aren't just for those starting out - there's no upper age limit, making them a great opportunity for anyone keen to develop new skills.

To be eligible for our apprenticeship, candidates need to:

- Have a minimum of one year's experience in a relevant role.
- 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 GCSE grade C (4) or above in English and Maths, or achieve Functional Skills Level 2 during their programme (mandatory for ages 16 to 18)*.

*Learners over 18 will agree with their setting whether this is required. See individual programme pages for details on who each apprenticeship best suits.





Thrive



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Wellbeing Apprenticeships

These programmes combine nationally-recognised **Level 5 apprenticeships** with Thrive Licensed Practitioner training.

Thrive Wellbeing Specialist Teaching Assistant

Level 5 Apprenticeship

Ideal for teaching assistants with at least one year's experience who want to progress their careers, take on greater responsibility, and build expertise in social and emotional support.

Funding value:
£12,000

Dual award:
Specialist Teaching Assistant and Thrive Licensed Practitioner

Duration:
18-month, work-based programme

Not suitable for Thrive Licensed Practitioners

Course overview

This programme combines a Level 5 Specialist Teaching Assistant apprenticeship with Thrive Licensed Practitioner training.

Apprentices learn to plan and adapt activities, work collaboratively with teachers, families and external agencies, and advocate for pupils' needs so they can thrive both personally and academically.

Alongside the apprenticeship, Thrive Licensed Practitioner training equips apprentices with evidence-based strategies to build pupils' confidence, resilience and independence, leading to improved wellbeing, behaviour, attendance and learning.

Thrive Licensed Practitioner training covers:

- The impact of SEMH on learning
- How the brain and nervous system work
- Key principles of attachment theory
- Stress responses and how emotions can interrupt learning
- Building supportive relationships

Who it's for

Designed for teaching assistants and classroom support staff such as attendance mentors, behaviour leads, HLTAs, learning mentors, wellbeing assistants, SEND staff and learning support colleagues.

Ideal for those who want to work closely with teachers, families and external agencies to create inclusive, nurturing learning environments where every pupil can reach their potential.

Please note: This programme isn't suitable for individuals currently in classroom support roles who are qualified teachers.

Apprenticeship training with Best Practice Network includes:

- Creating nurturing environments and effective relationships
- Applying advanced teaching strategies
- Developing and evaluating learning plans
- Championing inclusivity and wellbeing
- Planning sequences of teaching
- Enhancing personal and professional development
- Developing and evaluating learning plans

[Check eligibility and apply](#)

Thrive Wellbeing Leadership

Level 5 Apprenticeship

Ideal for educators looking to strengthen their leadership and management skills while learning to lead the Thrive Approach within a class, department, setting or organisation.

Funding value:

£9,000

Dual award:

**Operations Manager
and Thrive Licensed
Practitioner**

Duration:

**14-month,
work-based programme**

Not suitable for Thrive
Licensed Practitioners

Course overview

This programme combines a Level 5 Operations Manager apprenticeship with Thrive Licensed Practitioner training. It's ideal for current or aspiring leaders who want to strengthen their leadership skills and advance their careers.

Apprentices develop expertise in leadership, planning, collaboration and strategic decision-making, alongside a deep understanding of behaviour and how to meet pupils' social and emotional needs.

Together, these skills enable participants to lead impactful wellbeing initiatives that benefit both pupils and staff.

Who it's for

This apprenticeship is for current or aspiring leaders with exposure to the school budget and responsibility for managing people, processes or projects. Relevant roles include teachers, SENDCos, DSLs, SLT members, pastoral leads, HLTAs, behaviour leads, attendance mentors, mental health leads and other staff working directly with children and young people who can lead the implementation of Thrive.

Thrive Licensed Practitioner training covers:

- The impact of SEMH on learning
- How the brain and nervous system work
- Key principles of attachment theory
- Stress responses and how emotions can interrupt learning
- Building supportive relationships

Apprenticeship training with Best Practice Network includes:

- Communication and collaboration
- Problem-solving and decision-making
- Data management
- Planning and delivery
- Leading continuous improvement
- Regulatory and risk management
- Leadership and people management
- Sustainability and strategy

[Check eligibility and apply](#)

The benefits of Thrive Licensed Practitioner training

Thrive Licensed Practitioners are equipped with the skills and knowledge to nurture the emotional wellbeing and resilience of children and young people, enabling them to better manage stress, overcome challenges, and engage with life and learning.

The training explores the science behind behaviour, diving into the reasons behind pupils' actions. Practitioners learn practical strategies to respond 'in the moment' and discover how to build positive, trusting relationships – even with the most hard-to-reach young people.

Using Thrive-Online, Thrive's innovative assessment, action-planning, and progress-monitoring tool, Licensed Practitioners can pinpoint pupils' social and emotional needs and address underdeveloped skills. Tailored action plans provide targeted strategies and activities, empowering Practitioners to deliver focused 1:1 support that improves behaviour, attendance, and learning outcomes.

Working with a Thrive Licensed Practitioner can be life-changing for children and young people, while the training itself is often described by educators as "transformational", offering profound personal and professional growth.

"I would say without question, Thrive has been the most effective CPD I've ever had and the one which has made the most difference to the lives of the children and families in our community. I would recommend it in a heartbeat."

– Danielle Duignan. SENDCo, Teacher and Thrive Licensed Practitioner, Sutton Park Primary School.

"Thrive has made our school. Thrive makes it easier for teachers, it makes it easier for children and our school culture has completely changed."

– Jodie Tyrer. Assistant Head, Masefield Primary School.

"Thrive is a transformative approach. When it's embedded in everything you do, it makes teaching and learning an empowering process. It helps young people to feel heard, validated and safe."

– Leah Roberts. Family, Inclusion and Wellbeing Coordinator and Thrive Licensed Practitioner, Dovecote School.

[Read more testimonials](#)

Explore other routes to training a Thrive Practitioner

If you'd prefer a non-apprenticeship route to qualifying a Thrive Licensed Practitioner, we offer an alternative 12-week programme. This pathway provides full Practitioner status and requires a Thrive-Online subscription if your setting doesn't already hold one.

[Learn more](#)



Thrive



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Advanced Apprenticeships

Designed for Thrive Licensed Practitioners, these programmes combine nationally-recognised **Level 5 apprenticeships** with advanced Thrive training.

Thrive Advanced Practitioner

Level 5 Apprenticeship

For Thrive Licensed Practitioners in teaching assistant or similar support roles who want to upskill, progress their careers, and build on their existing expertise.

Funding value:

£12,000

Triple award:

Specialist Teaching Assistant, Thrive Advanced Practitioner and Family Thrive Course Leader

Duration:

18-month, work-based programme

For Thrive Licensed Practitioners

Course overview

This programme combines a Level 5 Specialist Teaching Assistant apprenticeship with Thrive Advanced Practitioner training.

Apprentices will be trained to plan, implement and adapt activities, collaborate with teachers, families and external agencies, and advocate for pupils' needs so they can thrive both personally and academically within and beyond the classroom.

Alongside the apprenticeship, Thrive Advanced Practitioner training will build on practitioners' existing skills and knowledge to amplify their impact on children and young people. It also boosts their credentials and qualifications, positioning them as a key champion for pupil wellbeing.

Who it's for

This apprenticeship is for colleagues who have previously trained as Thrive Licensed Practitioners (including those with an expired licence) and who work in classroom-based support roles such as teaching assistants, HLTAs, learning mentors, behaviour leads, attendance mentors, social and emotional wellbeing assistants, SEND support staff and specialist learning support colleagues.

Please note: This programme isn't suitable for individuals currently in classroom support roles who are qualified teachers.

Thrive Licensed Practitioner training covers:

- Auditing provision
- Engaging colleagues with Thrive practice
- Appraising and enhancing SEND provision
- Reviewing curriculum implementation
- Monitoring, evaluating, measuring and reporting on impact
- Coaching, mentoring and supervising others
- Writing, communicating and embedding policies and procedures
- Working with parents and carers

Apprenticeship training with Best Practice Network includes:

- Creating a nurturing environment
- Building effective relationships
- Applying advanced teaching strategies
- Developing and evaluating learning plans
- Championing inclusivity and wellbeing
- Planning sequences of teaching
- Enhancing personal and professional development

[Check eligibility and apply](#)

Thrive Advanced Practitioner Leadership

Level 5 Apprenticeship

For Thrive Licensed Practitioners who want to advance their leadership and management skills and build the expertise to strategically implement Thrive within a class, department, setting or organisation.

Funding value:
£9,000

Triple award:
**Operations Manager,
Thrive Advanced
Practitioner and Family
Thrive Course Leader**

Duration:
**14-month,
work-based programme**

For Thrive Licensed Practitioners

Course overview

This programme combines a Level 5 Operations Manager apprenticeship with advanced Thrive training. Through the apprenticeship, participants will develop skills in leadership, operational planning, stakeholder collaboration, project management and strategic decision making.

The Thrive element includes curriculum design, SEND, relational policies and procedures, Thrive impact evaluation, auditing provision, working towards School of Excellence status, bringing the Thrive Approach to parents and carers and showcasing the value of wellbeing support for accountable bodies including Ofsted and SIAMS.

Who it's for

This apprenticeship is for colleagues who have previously trained as Thrive Licensed Practitioners (including those whose licence has since expired) and who are current or aspiring leaders with exposure to the school budget and responsibility for managing people, processes or projects. This includes teachers, SENDCos, DSLs, SLT members, pastoral leads, behaviour leads, HLTAs, attendance mentors, mental health leads and other staff working directly with children and young people who can lead the implementation of Thrive across their setting.

Thrive Licensed Practitioner training covers:

- Auditing provision
- Engaging colleagues with Thrive practice
- Appraising and enhancing SEND provision
- Reviewing curriculum implementation
- Monitoring, evaluating, measuring and reporting on impact
- Coaching, mentoring and supervising others
- Writing, communicating and embedding policies and procedures
- Working with parents and carers

Apprenticeship training with Best Practice Network includes:

- Communication and collaboration
- Problem-solving and decision-making
- Data management
- Planning and delivery
- Continuous improvement
- Regulatory and risk management
- Leadership and people management
- Sustainability and strategy

[Check eligibility and apply](#)

Training delivery and assessment

Apprenticeships are delivered using a blend of:

- Interactive online learning
- 1:1 tutor time
- Self-directed e-learning
- Employer/mentor reviews

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'll work with you to ensure this time is spent on activities that both build the apprentice's capabilities and benefit 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 make sure 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.

BNP Boost

Apprentices 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 examples:



Interactive Online Learning



Coaching & Mentoring



Reflective Learning



Networking & Moderation Events



Shadowing



Project Activity



Research



Inset Days & Training Events

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 on the left 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 receive a £1,000 payment when they take on an apprentice who is:

- **Aged 16 to 18, or**
- **Aged 19 to 24 and:**
 - Has previously been in care, or
 - Has an Education, Health and Care Plan (EHCP)

This payment is designed to help with the additional costs of supporting these apprentices in the workplace.



Learn more about your funding options

Understand how to use levy funding to upskill your team with our simple guide.

[Download our guide](#)



Why train with Thrive and Best Practice Network?

Thrive is redefining what emotionally healthy education looks like.

For over 30 years, it has equipped educators with the knowledge, confidence and evidence-based tools to support pupils' social, emotional and mental health (SEMH). Rooted in the latest science and proven practice, the Thrive Approach has been independently shown to improve attendance, behaviour and staff wellbeing.

- **Thrive schools have 27% fewer exclusions than the national average.**
- **Absence drops by 3% and severe absence drops by 15% in schools that use Thrive, compared to those that don't.**
- **Teachers in Thrive schools have better staff wellbeing than the national average.**

Data from ImpactEd studies, 2023-24.

Best Practice Network

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.



Best
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 **Thrive**



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Ready to grow your team's expertise?

Talk to us about choosing the right apprenticeship programme for your setting. Our team is here to guide you.

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 thriveapproach.com

Connect with Thrive



Proudly part of



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