

Wellbeing Leadership Level 5 Apprenticeship



At a glance

Funding value
£9,000

Apprentice qualifies
as an **Operations
Manager** and a **Thrive
Licensed Practitioner**

World-class **blended
training** across
14 months



Thrive Wellbeing Leadership

Level 5 Apprenticeship

This apprenticeship empowers teachers, leaders and aspiring leaders to advance their leadership and management skills, while building the expertise to strategically implement the Thrive Approach within a class, department, setting or organisation.

Course overview

The Thrive Wellbeing Leadership Apprenticeship is a dual award consisting of a Level 5 Operations Manager standard and Thrive Licensed Practitioner status.

Equivalent to a foundation degree, this work-based training programme is ideal for professionals already in leadership roles as well as aspiring leaders looking to upskill and progress their careers.

Participants will develop skills in leadership, operational planning, stakeholder collaboration, project management and strategic decision making. In addition to this, the Thrive element will explore neuroscience, child development and attachment theory. This apprenticeship equips learners with the knowledge, skills and expertise to lead on a change project within their school. For example, an impactful wellbeing initiative that benefits pupils, colleagues and the wider community.

Upon successful completion, an apprentice will qualify as a Level 5 Operations Manager and as a Thrive Licensed Practitioner. 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.

Course content

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.

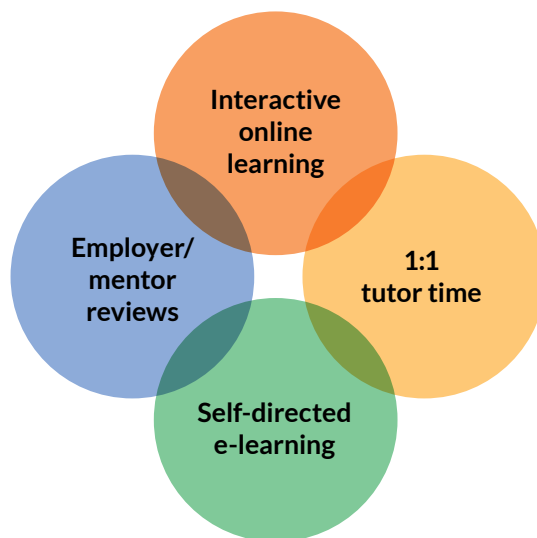
Who it's for

The apprenticeship is appropriate for leaders and aspiring leaders with 1 year of experience in a suitable job role. These roles include: teacher, SENDCo, Designated Safeguarding Lead (DSL), member of the senior leadership team, pastoral lead, support staff, higher level teaching assistant (HLTA), behaviour lead, attendance mentor, mental health lead 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.

The programme 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.

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.

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.

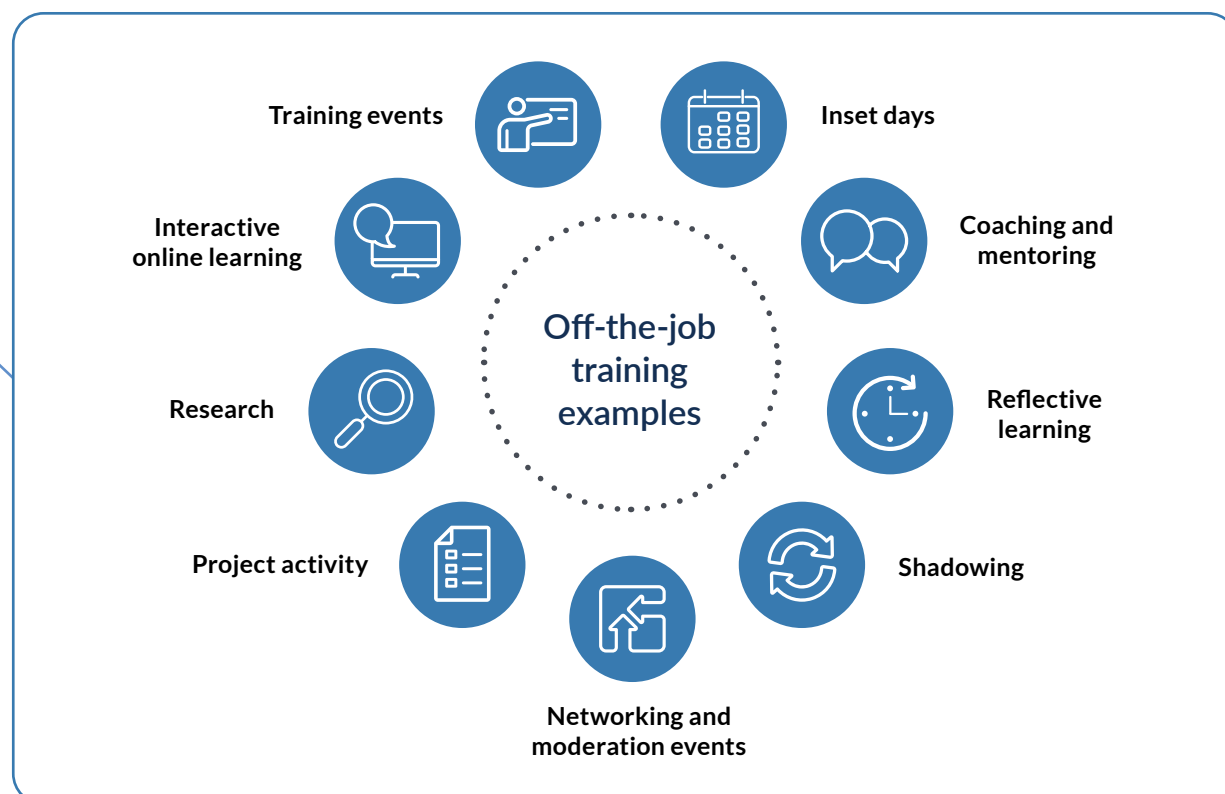
The end-point assessment consists of a project with a report and a professional discussion underpinned by a portfolio of evidence.

Eligibility

To be eligible, 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 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.



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](#).

Qualifications

Successful candidates will qualify as a Level 5 Operations Manager and as a Thrive Licensed Practitioner.

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.

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.

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.

Seven reasons to embrace Thrive



To learn more about Thrive and hear first-hand from settings already using the Approach, download the Seven Reasons to Embrace Thrive brochure.

In the brochure, you'll discover:

- ✓ How Thrive's proactive approach helps prevent mental health problems
- ✓ The cost-saving benefits of lower rates of referrals to external agencies
- ✓ The wide-ranging impact of Thrive on children and staff wellbeing

[Download your copy >](#)

“Thrive training ignited a renewed passion in me and has helped enormously with my professional development. It truly was a lightbulb moment in my career.”

– Thrive Licensed Practitioner



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

[Find out more >](#)

01392 797555
apprenticeships@thriveapproach.com
thriveapproach.com

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