

Introduction

Before we make a decision about accreditation, we undertake an impact assessment to understand likely effects on different groups, and the wider health system. We begin to gather the information required for the impact assessment when a Register first applies for accreditation. We consider any changes to impacts when we renew accreditation, and when taking other decisions that affect accreditation status such as imposing Conditions or suspension.

A key part of the impact assessment is consideration of equalities. The Equality Act 2010 imposes a legal duty, the Public Sector Equality Duty on all public bodies to consider the equality impact of its policies and decision making. The duty is known as the Equality Duty and it requires a public authority, in the discharge of its function to consider the following three aspects which form the basis of the duty:

- Consider the impact and eliminate unlawful (direct or indirect) discrimination and any other conduct prohibited under the Equality Act 2010.
- Advance equality of opportunity between people with protected characteristics and those who do not share these characteristics
- Foster good relations between people with protected characteristics and those who do not share these characteristics.

This means that public bodies must consider equality impact on individuals protected under the Equality Act 2010 in carrying out their work. The Authority, therefore, needs to be always mindful of the public duty when carrying out its oversight role which includes the approving of registers. It needs to have 'due regard' to the needs to balance the three aspects which make up the Equality Duty when achieving its goals.

The Equality Impact Assessment is an important tool/mechanism for demonstrating 'due regard' through the consideration of evidence and analysis, actual and potential to identify positive and/or adverse impacts. The key groups we need to consider when making our decisions are, sex, age, ethnicity, disability, religion and belief, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy, and maternity.

Impacts

Accredited Registers Impact Assessment

Accredited Register: Human Givens Institute (HGI)

Type of Review: Full Renewal Assessment

Period under review: 2026-2027

Date Approved for Panel: 30 June 2026



Equalities impacts - summary

The impact assessment draws on the 2026 full renewal application, the current assessment of Standards 1 to 9, and the previous HGI impact assessment approach. HGI's application did not identify any significant changes to the register, registration processes, standards, education and training requirements, complaints handling, governance, financial sustainability, communications, EDI activity, or risks arising from the activities of registrants. The impact assessment is therefore based mainly on the evidence reviewed through the ADMR, including HGI's published policies, governance arrangements, complaints processes, registration requirements, EDI work and previous assessment evidence.

The overall equalities impact of continued accreditation is assessed as positive and neutral. Positive impacts arise from the maintenance of published standards, registration requirements, supervision, CPD, complaints processes, safeguarding routes, lay involvement, external oversight, and EDI-related governance and decision-making arrangements. These arrangements support public protection and provide assurance that registrants are expected to practise safely, ethically and without unfair discrimination.

HGI's published processes are a strength of the assessment. The ADMR identifies clear public information about registration, complaints, upheld complaints, urgent protection, governance, EDI, recruitment, data protection, supervision, safeguarding, scope of practice and the limits of Human Givens therapy. HGI has also collected registrant demographic data, developed unconscious bias training for decision-makers, and identified a potential barrier for registrants based abroad returning to practice, with online options and supervisor role plays developed as reasonable adjustments.

No evidence has been identified that continued accreditation would create or worsen adverse impacts for people with protected characteristics. The evidence base is stronger for registrants, governance and complaints processes than for service-user demographics. HGI has identified routes for improving its understanding of service users, including use of the Pragmatic Tracker application and benchmarking work. No additional action is required for the accreditation decision, but this remains an area where HGI's future evidence base may develop.

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Impacts on groups with protected characteristics

Age

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Neutral / positive	Registrants, service users and complainants	Continued accreditation maintains requirements for safe, ethical and non-discriminatory practice. HGI has collected registrant demographic data, including age, and its complaints process can accept third-party complaints where a client is unable to complain directly because of age or infirmity.	None identified.	2026 full renewal

Disability

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Neutral / positive	Registrants, service users and complainants	HGI's processes include reasonable adjustments in recruitment, support for complainants who may have difficulty putting concerns in writing, and requirements for practitioners to consider accessibility of premises or arrange alternatives where needed.	None identified.	2026 full renewal

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Gender reassignment

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Neutral	Registrants, service users and complainants	HGI's EDI policy commits the organisation to equality and inclusion. No evidence was identified of a differential impact arising from continued accreditation.	None identified.	2026 full renewal

Marriage and civil partnership

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Neutral	Registrants, service users and complainants	No evidence was identified of a differential impact arising from continued accreditation. The decision maintains existing public protection and governance arrangements.	None identified.	2026 full renewal

Pregnancy and maternity

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Neutral	Registrants, service users	No evidence was identified of a differential impact arising from continued accreditation. The decision	None identified.	2026 full renewal

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	and complainants	maintains existing standards, complaints and governance arrangements.		
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Race

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Neutral	Registrants, service users and complainants	HGI has collected registrant demographic data, identified ethnic diversity as an area for development in governance, and has EDI and recruitment policies intended to support fair and inclusive participation.	None identified.	2026 full renewal

Religion or belief

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Neutral / positive	Registrants, service users and complainants	HGI has collected registrant demographic data including religion, and its EDI policy commits the organisation to equality and inclusion. No adverse impact was identified.	None identified.	2026 full renewal

Sex

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Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Neutral / positive	Registrants, service users and complainants	HGI has collected registrant demographic data including sex and has policies to support fair recruitment, representation and decision-making. No adverse impact was identified.	None identified.	2026 full renewal

Sexual orientation

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Neutral / positive	Registrants, service users and complainants	HGI has collected registrant demographic data including sexual orientation. Previous conditions requiring HGI to make clear that registrants must not offer or provide conversion therapy have been addressed.	None identified.	2026 full renewal

Cost and market impacts – summary

The 2026 renewal application did not identify significant changes to registrant numbers, roles registered, registration policies or processes, standards, education and training requirements, complaints, governance, financial sustainability, communications, or risks. HGI did not identify new evidence about the benefits or risks of the role that would affect the public interest test.

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The cost and market impact of continued accreditation is assessed as neutral overall, with positive public assurance effects. Accreditation maintains a framework through which service users, employers and commissioners can identify practitioners who meet HGI's registration requirements and are subject to standards, supervision, CPD, complaints processes and public protection arrangements.

No evidence has been identified that continued accreditation would create new costs, restrict access to the market, or introduce new barriers for registrants or service users. HGI's published information explains the qualification route, registration categories, registration requirements, complaints processes and PSA accreditation.

No further action is required

Social and environmental impacts – summary

The social impact of continued accreditation is assessed as positive. HGI registrants provide services intended to support mental health and wellbeing. Continued accreditation maintains public assurance through published registration standards, education and training requirements, supervision, CPD, ethical requirements, complaints handling, urgent protection arrangements, publication of upheld complaints, and information about the benefits and limits of Human Givens therapy.

The ADMR identifies several public-facing strengths. HGI publishes routes for finding a therapist, checking registration status, understanding registration categories, raising concerns, viewing upheld complaints, and understanding the limits of therapy and when referral to another professional may be appropriate. These arrangements support transparency, informed choice and public confidence.

No environmental impacts were identified in the evidence reviewed. No further action is required.

Decision

The decision for continued accreditation appears from the analyses only to have neutral or positive effects.