

Condition Review: Human Givens Institute (HGI)

1. Outcome

- 1.1 As part of the **2026 renewal of the Human Givens Institute's (HGI) accreditation**, the Professional Standards Authority ('we') issued two Conditions.
- 1.2 The first Condition required HGI to provide evidence that the Human Givens Diploma ('the Diploma'), the training that leads to registration, has independent accreditation or equivalent external quality assurance, or clear, current evidence of active progress towards this, including timescales. The second required HGI to provide at least a basic business continuity plan, setting out how it would keep its core register functions going during disruption, and then to develop it into a fuller plan over the following assessment year. Both Conditions had a deadline of three months.
- 1.3 This report sets out our assessment of the actions HGI took to satisfy the Conditions.
- 1.4 We found that HGI had met Conditions C-HGI-AR-25/26-1 and C-HGI-AR-25/26-2. The first Condition was met because of HGI's active progress towards external quality assurance of the Diploma, which is not yet accredited. We have also made two Recommendations, which we will follow up at HGI's next assessment.

2. Background

- 2.1 We assess registers against our Standards for Accredited Registers ('the Standards')¹. Where a Register has not met a Standard, we can issue Conditions. A Condition sets out the requirements and the timeframe that a Register must meet. We can also make Recommendations. These are actions that would improve practice but are not a current requirement for keeping accreditation.
- 2.2 At HGI's full renewal, completed in July 2026, we issued two Conditions, which are set out in the report from that assessment on **HGI's directory webpage**. Both had a deadline of three months:

C-HGI-AR-25/26-1 (Standard Four: Education and training)

HGI must provide evidence of independent accreditation or equivalent external quality assurance of its training route to registration, or clear, current evidence

¹ Standards for Accredited Registers, 2023 edition:

www.professionalstandards.org.uk/publications/standards-accredited-registers

of active progress towards such accreditation, including timescales and arrangements in place.

C-HGI-AR-25/26-2 (Standard Six: Governance)

HGI must provide current documented business continuity arrangements. Within three months, HGI must provide at least a basic plan setting out how it would maintain core register functions during disruption, including key roles, access to systems and records, communication arrangements, and continuity of registration and complaints functions. HGI should then develop this into a fuller business continuity plan over the following assessment year, including review and testing arrangements.

2.3 This report discusses the actions HGI took to address the Conditions, as well as our decision about whether each Condition is met.

2.4 We reviewed the following evidence:

- information from HGI about the action it had taken to meet Condition C-HGI-AR-25/26-1, including updates provided regarding the external review of the Diploma
- HGI's Business Continuity Plan
- published information from the Partnership of Counselling and Psychotherapy Bodies (PCPB) about the Scope of Practice and Education (SCoPEd) framework, which sets out shared training, practice and competence requirements for counselling and psychotherapy, and HGI's own published account of its involvement
- the findings under Standards Four and Six in HGI's 2026 renewal outcome.

3. Concerns leading to the Conditions

Condition C-HGI-AR-25/26-1: education and training

3.1 To join HGI's register, a person must complete all three parts of the Diploma, which is delivered by the affiliated Human Givens College ('the College'). HGI then assesses them against its registration requirements. These include requirements linked to National Occupational Standards and cover areas such as competence, clinical judgement and reflective practice.

3.2 In 2023, we noted that the Diploma was accredited by a continuing professional development (CPD) body, and that HGI was seeking university accreditation for it at a level equivalent to Level 7 of the Regulated Qualifications Framework (the same level as a master's degree). We were concerned that the CPD accreditation did not give enough independent assurance that the Diploma delivered the level of competence needed for independent practice in counselling and psychotherapy. We also noted that the term 'Post Graduate Practitioner's Assessment' could suggest that the Diploma was a current Level 7 qualification. We followed this up through an earlier Condition, which we found met in 2024 based on HGI's plan to seek university accreditation.

3.3 At the 2026 renewal, HGI told us that it had continued to seek external accreditation for the Diploma but had not yet secured it. In the meantime, it had appointed independent reviewers to examine the Diploma. It was also using principles developed within the sector for judging the academic level of counselling and psychotherapy courses that have not been formally approved (validated) by a university or awarding body. We

recognised these steps. However, we did not yet have the outcome of the review, evidence that accreditation had been secured, or evidence that HGI was making sufficient progress towards equivalent external quality assurance. We therefore issued Condition C-HGI-AR-25/26-1.

- 3.4 Further details are set out under Standard Four in the **July 2026 renewal outcome**.

Condition C-HGI-AR-25/26-2: business continuity

- 3.5 At renewal, we checked whether HGI had business continuity arrangements in place. These are plans for keeping an organisation's essential work going during an emergency or other disruption. HGI provided evidence that it manages business continuity risks through a risk register, which its Board reviews, and through controls such as regular data back-ups, off-site cloud storage and insurance. This gave us assurance that HGI had identified the main risks to its operations and taken steps to reduce them.
- 3.6 We considered that a documented business continuity plan would build on these controls by setting out how HGI would keep its core register functions going if disruption occurred. This is important for public protection, because registration, complaints handling, access to records, decision-making and communication need to continue during disruption. We therefore issued Condition C-HGI-AR-25/26-2.
- 3.7 Further details are set out under Standard Six in the **July 2026 renewal outcome**.

4. Assessment of Condition C-HGI-AR-25/26-1

- 4.1 HGI gave us information about its progress in July 2026, with further updates in September and October 2026.
- 4.2 HGI told us more about the external review of the Diploma that it described at renewal. It said that the review, commissioned by the College, covers the whole course, including its curriculum, teaching, assessment and students' experience. The two reviewers, who HGI says are independent of HGI and the College, were also asked to give a view on the Diploma's academic level. The reviewers' reports were later than the original end-of-August timescale. HGI reported receiving a first draft in September and expected the remaining reports in October 2026, when it planned to consider them and agree next steps. HGI said that it would act on the reviewers' recommendations and use their reports to seek accreditation, and that its discussions with universities about accreditation are continuing but have been delayed.
- 4.3 These arrangements, as HGI has described them, provide for detailed external scrutiny of the Diploma, but they are not accreditation.
- 4.4 HGI also told us that, through its work with the PCPB and SCoPEd partners, the College helped to develop the sector principles for judging academic level and is applying them in the review. HGI explained that the principles are designed for providers that are, in most cases, too small to gain external validation or accreditation, and that the College is one of these, although it remains determined to gain accreditation.
- 4.5 HGI's involvement in SCoPEd, which includes work to match each partner's membership categories to a shared framework, gives an external benchmark and some scrutiny by other professional bodies. This does not mean that the PCPB or other professional bodies have approved, quality assured or accredited the Diploma.

Our assessment

- 4.6 HGI's account of its progress is specific and has been consistent over time. We consider that the external review, and HGI's commitment to act on its findings, give clear, current evidence of active progress towards equivalent external quality assurance of the Diploma.
- 4.7 HGI has set out the arrangements and timescales for the review, but there is not yet a timetable for accreditation. We consider that this is what we could reasonably expect within the three months allowed by the Condition, as HGI could not set firm next steps until it had the reviewers' reports. We have asked for a timetable through a Recommendation.
- 4.8 Our view is based on HGI's own account, as we have not yet seen the review's findings, including its view on the Diploma's academic level. A single review also does not provide ongoing quality assurance. For lasting assurance, independent external checks would need to become a regular part of how the Diploma's quality is assured.
- 4.9 Taking all of this into account, we considered that the Condition is met, on the basis of HGI's active progress.

5. Assessment of Condition C-HGI-AR-25/26-2

- 5.1 HGI provided its Business Continuity Plan in September 2026.
- 5.2 The plan sets out the types of disruption it covers, HGI's most important activities, who should be contacted in an incident, and the Board's role in overseeing the response. It explains that the Board and the Registration and Professional Standards Committee, which deals with registration and complaints, already work remotely. It also explains that HGI's Registrations Secretary can work from home and use the relevant systems if the office is unavailable. The plan refers to data back-ups, IT support, other systems for storing documents and holding meetings, and a checklist for notifying people, communicating and recovering.
- 5.3 Together with the risk controls we considered at renewal, these arrangements give HGI a basic way to keep its registration and professional standards work going during disruption. Because HGI already works largely remotely and backs up its data online, its work does not depend heavily on its office. We consider that this is enough to meet the Condition's initial requirement to provide at least a basic plan within three months. This is consistent with other Condition reviews, in which we have accepted early business continuity arrangements and asked for them to be developed further.
- 5.4 The plan is high level and at an early stage. It does not yet explain who would cover key operational work if the person responsible were unavailable, how complaints would be managed during disruption, or how the register and communications would continue if the website or email failed. HGI should address these matters in its fuller plan over the following assessment year, as the Condition sets out. We have set out aspects the fuller plan should also cover in a Recommendation.
- 5.5 We consider that the Condition is met.

6. Conclusion

Condition C-HGI-AR-25/26-1

- 6.1 HGI has met Condition C-HGI-AR-25/26-1 because of the active progress seen. The progress HGI has made towards an external view of the Diploma's academic level is not comparable to the ongoing assurance that external validation of a qualification provides, and we have not yet been able to consider the review's findings. We are therefore not yet fully assured that the qualification leading to registration is subject to ongoing external validation, or that claims about its academic level have been checked independently.
- 6.2 We do not consider that these gaps are a public protection concern at present. At renewal, we found that HGI has its own processes for checking the quality of the Diploma and for assessing applicants against its registration requirements. These give assurance that registrants have the knowledge and skills needed for registration. Registrants also remain subject to HGI's standards, supervision, CPD and complaints processes. However, we have not yet been able to assess the external review's findings on the Diploma's quality or academic level. Standard Four therefore continues to be met and we will consider the review's findings, and whether any further action is needed, when they are available.
- 6.3 We have made the following Recommendation under Standard Four:

Recommendation R-HGI-AR-25/26-5

HGI should share with us:

- the reviewers' findings, including their view on the Diploma's academic level
 - the College's response and action plan, with timescales
 - a timetable for its next steps towards accreditation or, if accreditation is not realistic, an explanation of how it will make independent external checks a regular part of assuring the Diploma's quality
 - confirmation that information for students and the public describes the Diploma and its level in line with the review's findings.
- 6.4 HGI has met Condition C-HGI-AR-25/26-2. Its basic, written business continuity plan responds, at a high level, to the risks to its operations, and covers key roles, access to systems and records, and communications at a basic level.
- 6.5 However, the plan is not yet specific enough about how each of HGI's core register functions would be restored, and in what order of priority. We do not consider that this poses an immediate risk to HGI's business continuity, because HGI now has a plan in place. Standard Six therefore continues to be met.
- 6.6 We have made the following Recommendation under Standard Six:

Recommendation R-HGI-AR-25/26-6

HGI should review the basic business continuity plan to provide more information about individual responsibilities, priorities for restoration of services and functions, communications channels during any outage of services, and review mechanisms for the plan.

Our decision

- 6.7 We reviewed the **impact assessment completed for HGI's 2026 renewal** against the
-

outcome of this review. The outcome does not change the impacts identified at renewal, and we have not identified any new negative impacts, including on people with protected characteristics. We will consider any change to impacts when we follow up the Recommendations. Setting out other ways of contacting people if the website or email fail, as we recommend under Standard Six, would help people who cannot easily use online services, such as some older or disabled people.

- 6.8 We therefore found that Conditions C-HGI-AR-25/26-1 and C-HGI-AR-25/26-2 have been met, and that Standards Four and Six continue to be met. We will follow up both Recommendations at HGI's next assessment.