professional standards authority
for Health and Social Care

Accreditation Renewal Report

Human Givens Institute (HGI)

Standards 1-9

10 July 2026

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About accreditation

The Professional Standards Authority (the Authority) accredits registers of people working in a variety of health and social care occupations that are not regulated by law. To become an Accredited Register, organisations holding registers of unregulated health and social care roles must prove that they meet our *Standards for Accredited Registers* (the Standards).

Initial accreditation decisions are made by an Accreditation Panel following an assessment of the organisation against the Standards by the Accreditation team. The Panel decides whether to accredit an organisation or not. The Panel can also decide to accredit with Conditions and provide Recommendations to the organisation.

Renewal decisions are made by a Decision Maker, usually the Head of Accreditation, who can choose to renew Accreditation, to renew Accreditation with Conditions, and provide Recommendations to the organisation. If the Accredited Register disputes these decisions they will be considered by a Panel.

- **Condition** – Issued when a Panel has determined that a Standard has not been met. A Condition sets out the requirements needed for the Accredited Register to meet the Standards, within a set timeframe. It may also reduce the period of accreditation subject to a review or the Condition being met.
- **Recommendation** – Actions that would improve practice and benefit the operation of the Register, but which is not a current requirement for accreditation to be maintained.

This assessment was carried out against the 2023 Edition of the Standards for Accredited Registers[1] ("the Standards") and our minimum requirements for the Standards as set out in our Evidence framework[2]. More about how we assess against Standard One can be found in our Supplementary Guidance for Standard One[3].

We used the following in our assessment of HGI:

- Documentary review of evidence of benefits and risk supplied by HGI and gathered through desk research
- Documentary review of evidence supplied by HGI and gathered from public sources such as its website
- Due diligence checks
- Share your experience responses
- Site visits including discussions with members of staff
- Assessment of HGI's complaints procedures.

[1] **https://www.professionalstandards.org.uk/docs/default-source/publications/standards/standards-for-accredited-registers.pdf?sfvrsn=e2577e20_8**
[2] **https://www.professionalstandards.org.uk/docs/default-source/accredited-registers/standards-for-accredited-registers/accredited-registers-evidence-framework-for-standards.pdf?sfvrsn=55f4920_9**
[3] **https://www.professionalstandards.org.uk/docs/default-source/accredited-registers/standards-for-accredited-registers/accredited-registers-supplementary-guidance-for-standard-one.pdf?sfvrsn=3e5f4920_6**

1. The Outcome

1.1 The Decision Maker considered HGI's renewal assessment evidence on 30 June 2026. The Decision Maker was satisfied that HGI met, or could meet with Conditions, the Standards for Accredited Registers.

We therefore decided to renew accreditation for HGI with two Conditions.

We noted the following positive findings:

- **HGI has published clear information about its register, registration requirements, complaints processes, governance arrangements and PSA accreditation.**
- **The register has established processes for registration, renewal, supervision, CPD, insurance checks, complaints handling, urgent protection, sanctions and publication of upheld outcomes.**
- **The register has strengthened public information about the scope and limits of Human Givens therapy, including when referral to another professional may be needed.**
- **The register has published EDI-related policies and has collected demographic data about registrants to help identify potential unfairness in its processes.**
- **The governance structure provides separation between Board oversight, registration and professional standards, complaints and appeals, external oversight, financial oversight and clinical governance.**
- **HGI works with other organisations through SCoPEd, the Partnership of Counselling and Psychotherapy Bodies, the Accredited Registers Collaborative and the Information Sharing Protocol.**

We issued the following Conditions to be implemented by the deadline given:

Conditions		Deadline
Standard 4	**C-HGI-AR-25/26-1** HGI must provide evidence of independent accreditation or equivalent external quality assurance of its training route to registration, or clear, current evidence of active progress towards such accreditation, including timescales and arrangements in place.	3 months
Standard 6	**C-HGI-AR-25/26-2** 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	3 months

	complaints functions. HGI should then develop this into a fuller business continuity plan over the following assessment year, including review and testing arrangements.

We issued the following Recommendations to be considered by the next review:

Recommendations	
Standard 2	**R-HGI-AR-25/26-1** HGI should publish as much of its member guidance as possible where it is relevant to public assurance, including requirements on CPD, confidentiality, data protection and record keeping. If detailed guidance remains in the members' area, HGI should publish short public summaries so the public can understand what registrants are required to do. **R-HGI-AR-25/26-2** HGI should ensure that registrants' profile entries are completed consistently, including clear qualification information linked to the registrant's category of registration and location or region information where relevant.
Standard 6	**R-HGI-AR-25/26-3** HGI should consider incorporating its public protection aims into its constitutional documents when these are next reviewed.
Standard 8	**R-HGI-AR-25/26-4** HGI should ensure that registrants describe PSA accreditation accurately, making clear that accreditation applies to Human Givens Institute (HGI)'s register and not to the Human Givens therapeutic approach, treatment claims, or evidence of efficacy.

2. About the Register

This section provides an overview of HGI and its register.

Name of Organisation	Human Givens Institute (HGI)
Website	Human Givens Institute: **https://www.hgi.org.uk/**) Find a therapist: **https://www.hgi.org.uk/find-therapist/** Complete Professional Register: **https://www.hgi.org.uk/complete-register/**
Type of Organisation	Private limited company, governed by its Articles and Memorandum of Association.
Role(s) covered	Fully qualified Human Givens therapists working as psychotherapists and counsellors.
Number of registrants	310 in 2025/26.
Overview of Governance	HGI is governed by a Board of Directors. The Board is supported by specialist committees and groups, including the Registration and Professional Standards Committee, External Oversight Committee, Clinical Governance Group, Finance and Audit Committee, Conference Group, and Communications and Marketing. The Registration and Professional Standards Committee is responsible for registration, standards, professional conduct, complaints and appeals. The External Oversight Committee provides external oversight.
Overview of the aims of the register	HGI operates a professional register for fully qualified Human Givens therapists, practitioners and counsellors. The register is intended to provide assurance to the public, service commissioners and employers that listed practitioners meet the register's requirements and are part of a PSA-accredited register.

Inherent risks of the practice

This section uses the criteria developed as part of the Authority's *Right Touch Assurance tool*[4] to give an overview of the work of Human Givens therapists.

Risk criteria	
1. Scale of risk associated with Human Givens therapy.	HGI registers fully qualified Human Givens therapists working as psychotherapists and counsellors.
a. What do Human Givens therapists do?	Registrants provide talking therapy and related therapeutic support for people seeking help with mental health and wellbeing.
b. How many Human Givens therapists are there?	There were 310 registrants in 2025/26.
c. Where do Human Givens therapists work?	Registrants may work in private practice or private clinics, schools, local authority services, charities and some NHS settings.
d. **Size of actual/potential service user group**	Service users may include adults or children seeking, or referred for, support with mental health and wellbeing.
2. Means of assurance	HGI provides assurance through its registration requirements, education and training requirements, standards of competence, Ethics and Conduct Policy, supervision and CPD requirements, professional indemnity insurance checks, safeguarding and urgent protection arrangements, complaints processes, and publication of relevant disciplinary outcomes.
3. About the sector in which Human Givens therapists operate	Human Givens therapists operate within the wider counselling, psychotherapy and mental health and wellbeing sector. Registrants may work in private practice, private clinics, schools, local authority services, charities and some NHS settings.

[4] **https://www.professionalstandards.org.uk/docs/default-source/publications/policy-advice/right-touch-assurance---a-methodology-for-assessing-and-assuring-occupational-risk-of-harm91c118f761926971a151ff000072e7a6.pdf?sfvrsn=f537120_14**.

4. Risk perception • *Need for public confidence in Human Givens therapists?* • *Need for assurance for employers or other stakeholders?*	Public confidence is important because registrants may work with people experiencing mental health and wellbeing needs, including people who may be distressed or vulnerable. Employers, commissioners and service users need assurance that registrants meet appropriate standards, work within competence, maintain professional boundaries, hold appropriate insurance where required, and know when referral to another professional is needed.

3. Assessment against the Standards

Standard One: Eligibility and 'public interest test'

Summary

Standard One examines whether a register is eligible for accreditation within our powers and whether accrediting it would benefit the public. We check that the roles covered involve health or social care services not already regulated by law, and we assess whether the activities are beneficial and any risks are properly managed

The Decision Maker found it is in the public interest to renew accreditation for HGI. They found that Standard One is met.

Decision Maker findings

Standard 1a: Eligibility

We found that HGI falls within the scope of the Accredited Registers programme and therefore meets the requirements of Standard 1a.

Standard 1b: Public interest test

The Decision Maker found that this part of the Standard is met.

i. Evidence that the activities carried out by registrants are likely to be beneficial.

HGI registrants provide psychotherapy and psychotherapeutic counselling services to support mental health and wellbeing. The evidence reviewed supports that users may derive benefit from the activities practised by registrants. This includes evidence from counselling and psychotherapy more broadly, and Human Givens-specific evidence indicating potential benefits for emotional distress, coping skills, trauma-related presentations, and some work with children, young people and older adults. Human Givens-specific evidence is more limited than the wider evidence base for counselling and psychotherapy, but it supports the conclusion that users may benefit from the activities practised by registrants.

ii. Evidence that any harms or risks likely to arise from the activities are justifiable and appropriately mitigated by the register's requirements for registration.

The main risks are those associated with counselling and psychotherapy practice. These include safeguarding concerns, boundary violations, abuse of the professional relationship, working outside competence, inappropriate claims, poor record keeping, insurance-related risks and failure to refer where another professional is needed. HGI mitigates these risks through its registration requirements, standards, supervision, CPD, safeguarding and urgent protection arrangements, complaints processes, risk management and public information about the scope and limits of Human Givens therapy.

iii. Evidence of commitment to providing accurate information about treatments and services.

Potential concerns about the scope and limitations of Human Givens therapy, and about conversion practices, raised in previous assessment, were addressed through changes to public information and registrant requirements. HGI provides clear information about the

limits of Human Givens therapy, the need to work within competence, and when referral to medical or other professionals may be appropriate. It has also made clear in its Code of Conduct that conversion therapy is not permitted under the register.

No Conditions or Recommendations were issued under this Standard.

Standard 2: Management of the register

Summary

Standard Two looks at how well a register is maintained and managed for public use. This includes checking that the registration process is fair and accessible, that the published register contains accurate and complete information about who is registered, that any restrictions on practice are clearly shown, and that there are proper processes for keeping the register up to date.

The Decision Maker found that Standard Two was met. They issued the following Recommendations:

Recommendations:

- HGI should publish as much of its member guidance as possible where it is relevant to public assurance, including requirements on CPD, confidentiality, data protection and record keeping. If detailed guidance remains in the members' area, HGI should publish short public summaries so the public can understand what registrants are required to do.
- HGI should ensure that registrants' profile entries are completed consistently, including clear qualification information linked to the registrant's category of registration and location or region information where relevant.

Decision Maker findings

HGI publishes information about routes to registration, renewal, supervision, re-admission and register content. Entry to the Professional Register requires completion of the Human Givens Diploma to Practitioner Level, fitness to practise declarations, and compliance with HGI's standards, supervision, CPD and insurance requirements.

HGI has also adopted **Scope of Practice and Education (SCoPEd)**-aligned categories of registration: Registered, Accredited and Senior Accredited Member.

HGI's registration and renewal processes enable checking that applicants and registrants meet, and continue to meet, the register's requirements. HGI's public register includes relevant practitioner information, and HGI has policies for exceptional omission of register details, publication of restrictions and sanctions, quality assurance of registration decisions, and readmission following disciplinary action.

Our register checks did not identify issues preventing identification of registrants. However, we noticed that some entries did not include qualification or region information. This does not prevent users from identifying registrants, but fuller and more consistent profile information would support public understanding. We therefore made a Recommendation that HGI should ensure registrants' profile entries are completed consistently.

We also noted that some guidance relevant to public assurance remains in the members' area. This includes detailed CPD requirements and some guidance on confidentiality, data protection and record keeping. Public summaries would help service users understand what registrants are required to do. We therefore made a Recommendation that HGI should publish as much of this guidance as possible, or provide public summaries where detailed guidance remains in the members' area.

Standard 3: Standards for registrants

Summary

Standard Three examines the professional standards that people on the register must meet. This covers the competency requirements, ethical guidelines, and business practice standards registrants must follow, including how they behave professionally, handle confidential information, and conduct their practice safely and appropriately.

The Decision Maker found that Standard Three was met. No Conditions or Recommendations were issued under this Standard.

Decision Maker findings

HGI sets standards for registrants through its Ethics and Conduct Policy, Code of Conduct, Standards of Competence, Professional Registrations Policy and associated guidance. These documents set expectations for competence, professional behaviour, scope of practice, safeguarding, supervision, CPD, insurance, advertising, confidentiality, data protection, record keeping and complaints escalation.

The standards require registrants to work within competence, recognise the limits of their practice, maintain professional boundaries, comply with supervision and CPD requirements, and hold professional indemnity insurance where required. They also require registrants to refer to medical or other professionals where appropriate.

HGI has a Duty of Candour policy, which supports the expectation that registrants should be open and honest when something goes wrong or may cause harm or distress.

We were satisfied that HGI has standards in place for registrants which support safe and appropriate practice. No Conditions or Recommendations were issued under this Standard.

Standard 4: Education and training

Summary

Standard Four assesses whether the register sets appropriate education and training requirements for people who want to join it. This includes checking that training programmes adequately prepare registrants to work safely and competently, and that registrants know when they should refer people to other health or social care professionals.

The Decision Maker found that Standard Four could be met with a Condition.

Condition:

- HGI must provide evidence of independent accreditation or equivalent external quality assurance of its training route to registration, or clear, current evidence of active progress towards such accreditation, including timescales and arrangements in place.

Decision Maker findings

HGI's route to initial registration is completion of all three parts of the Human Givens Diploma through the affiliated Human Givens College, followed by assessment against HGI's registration requirements. HGI publishes education and training requirements for entry to the register, including requirements linked to National Occupational Standards, Human Givens competence, communication skills, clinical judgement, reflective practice, awareness of limitations and compliance with HGI's ethics and risk policies.

The register has also aligned its registration framework with SCoPEd. This supports clearer expectations about competence, scope of practice and progression across registration categories.

In 2023, we noted that the Human Givens College Diploma was accredited by a CPD body, and that HGI was seeking university accreditation equivalent to a Regulated Qualifications Framework Level 7 course. We were concerned that the existing accreditation did not provide sufficient independent assurance about how the qualification 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 imply a current RQF Level 7 qualification. HGI's plan to pursue further accreditation was therefore an important part of the assurance we took at that assessment.

We followed this up through a previous Condition, which required HGI to provide a plan for developing independent assurance of the qualification it accepts for entry to the register. That Condition was assessed as met in 2024, based on HGI's plan to seek university accreditation.

HGI told us that it has continued to seek external accreditation for the Diploma, but has not yet secured it. In the meantime, it has taken steps to obtain external assurance, including using sector-developed principles for considering the academic level of non-validated counselling and psychotherapy courses. HGI has also appointed independent external reviewers to review the Diploma curriculum, teaching materials, assessment approach, student assessments, student experience and student feedback. HGI intends to use the findings from this review to support its further work towards accreditation.

We recognised that HGI had taken steps towards external review of the Diploma. However, we did not yet have the outcome of that review, evidence that accreditation had been secured, or evidence to conclude that HGI was making sufficient progress towards equivalent external quality assurance.

We therefore issued a Condition requiring current evidence of independent accreditation, equivalent external quality assurance, or clear progress towards such assurance.

Standard 5: Complaints and concerns about registrants

Summary

Standard Five examines how the register handles complaints and concerns about people on its register. This includes checking that there are fair and robust processes for investigating concerns, that all parties receive appropriate support, that decisions are made transparently, and that outcomes are published to help protect the public.

The Decision Maker found that Standard Five was met. No Conditions or Recommendations were issued under this Standard.

Decision Maker findings

HGI publishes how it handles complaints and concerns about registrants, covering a registrant's treatment, business practices, health affecting their practice, competence, and professional or personal behaviour relevant to fitness to practise. Complaints are handled by the Registration and Professional Standards Committee (RPSC), separately from the Board. When a complaint is received, the RPSC co-ordinator, acting as complaints manager, completes a Complaint Assessment and Progression Matrix (CAPM) to assess its seriousness and decide the route. Less serious matters may be resolved informally or through mediation; the CAPM also identifies matters that cannot be mediated, such as an alleged abuse of trust, which proceed to the formal process. The formal process includes investigation, a "case to answer" decision based on whether there is a realistic prospect that a breach of HGI's Codes can be proved, and a hearing where required. Where a safety concern arises, HGI can suspend a registrant's practice as a precaution while the matter is dealt with.

The process is designed so that complainants are supported rather than left to pursue a case alone. HGI's office staff will help a person put their concerns in writing, a single point of contact guides them through the process, and responsibility for presenting the case at a hearing rests with HGI through its Case Presentation Officer rather than with the complainant. HGI can also accept complaints from concerned third parties where, for example, a client cannot complain directly because of age or infirmity. Both parties have the right to appeal, lay members are involved, and the External Oversight Committee (EOC), composed of non-registrants, provides independent oversight of the RPSC's handling of complaints and reviews patterns and trends. Where a complaint is upheld, HGI's Upheld Complaints Policy provides that sanctions, conditions, suspensions and removals are published on the register for the relevant period, other than where the outcome is advice only.

A Condition from the previous renewal, requiring HGI to report relevant complaint outcomes to other appropriate bodies, was met in 2024 through its Indicative Sanctions Guidance, which addresses reporting to other Accredited Registers. HGI reported no change since in the number of complaints received or in how it handles them. We were satisfied that HGI has fair, robust and transparent arrangements for dealing with concerns about registrants, and that Standard Five continues to be met.

Standard 6: Governance

Summary

Standard Six looks at how the register is governed and managed as an organisation. This includes examining the leadership structures, financial management, transparency measures, and decision-making processes to ensure they support the register's public protection role and promote accountability and integrity.

The Decision Maker found that Standard Six could be met with a Condition. It also issued one Recommendation.

Condition:

- 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.

Recommendation:

- HGI should consider incorporating its public protection aims into its constitutional documents when these are next reviewed.

Decision Maker findings

HGI is a private limited company governed by its Articles and Memorandum of Association. Its Board is responsible for overall governance, strategy, policy, financial management and oversight of committees and specialist groups.

The current governance structure includes the Registration and Professional Standards Committee, External Oversight Committee, Clinical Governance Group, Finance and Audit Committee, Conference Group, and Communications and Marketing. This structure provides separation between Board oversight, registration and professional standards, complaints and appeals, external oversight, financial oversight and clinical governance.

HGI publishes governance information, Board terms of reference, Board minutes, organisational structure information and a declaration of interests register. It also has published processes for managing conflicts of interest, complaints about the Accredited Register, financial oversight, data processing and organisational risk management.

We noted that HGI's public protection focus is set out in wider governance and public-facing material, particularly its Ethics and Conduct Policy, but is not clearly reflected in its constitutional documents. This does not prevent the Standard being met, but we made a Recommendation that HGI should consider incorporating its public protection aims into its constitutional documents when these are next reviewed.

We checked whether business continuity arrangements were in place. HGI provided evidence that business continuity risks are considered through its risk register, which is reviewed by the Board. The risk register includes controls for computer system failure, data loss, hacking and

loss of office equipment. These include regular data back-ups, off-site cloud storage, anti-virus software, two-factor authentication for systems storing personal data, insurance cover, office security measures and monitoring of website resilience.

HGI also provided evidence of current commercial insurance covering areas including property damage, computer equipment, business interruption, employers' liability, public and products liability, and commercial legal protection. This provides assurance that HGI has identified and mitigated key operational risks.

We considered that a documented business continuity plan would build on these controls by setting out how HGI would maintain its core register functions if disruption occurred. This is important for HGI's own operational resilience, and for public protection, because it would help ensure that registration, complaints handling, access to records, decision-making and communication could continue during disruption.

We therefore issued a Condition requiring HGI to develop and provide a business continuity plan focused on maintaining the register's critical functions. We expect the three-month response to provide practical arrangements sufficient to show how HGI would maintain its core register functions if disruption occurred. HGI may then develop these arrangements further as part of its ongoing business planning and risk management.

Standard 7: Management of the risks arising from the activities of registrants

Summary

Standard Seven assesses how well the register understands and manages the risks that could arise from the activities of people on its register. This includes checking that potential risks to service users and the public are identified, monitored, and properly addressed through appropriate safeguards and controls.

The Decision Maker found that Standard Seven was met. No Conditions or Recommendations were issued under this Standard.

Decision Maker findings

HGI maintains a risk matrix covering risks arising from registrants' activities. These include risks linked to personal behaviour, technical competence and business practice, such as boundary violations, abuse of the professional relationship, safeguarding failures, conflicts of interest, working outside competence, poor record keeping, misleading claims and insurance-related risks.

Previous assessment and annual check evidence recorded that the risk register is reviewed through Board-level governance. HGI reported no new risks associated with registrants' activities in its 2026 renewal form.

HGI also provides public information about the benefits and limitations of Human Givens therapy. Its website explains that therapy may help with mental and emotional distress, but also states that practitioners should not keep clients in therapy indefinitely where there is no improvement and should refer to another professional where another form of help is more appropriate. This addresses earlier concerns about public information on scope, limitations and referral.

Standard 8: Communications and engagement

Summary

Standard Eight examines how the register communicates with the public and engages with relevant stakeholders. This includes checking that the register's website and other materials provide clear and accessible information, and that the register works collaboratively with other organisations to strengthen public protection.

The Decision Maker found that Standard Eight was met. They issued the following Recommendation:

Recommendation:

- HGI should ensure that registrants describe PSA accreditation accurately, making clear that accreditation applies to Human Givens Institute (HGI)'s register and not to the Human Givens therapeutic approach, treatment claims, or evidence of efficacy.

Decision Maker findings

HGI communicates with the public, registrants and stakeholders through its website, register, policies, complaints information, news items, newsletters, bulletins, podcasts, social media and sector collaborations. Its website provides routes to information about the Human Givens approach, the Professional Register, registration requirements, how to find a therapist, how to raise concerns, complaints outcomes and PSA accreditation.

HGI has demonstrated engagement with other Accredited Registers and wider stakeholders through SCoPEd, the Partnership of Counselling and Psychotherapy Bodies, the Accredited Registers Collaborative and the Information Sharing Protocol. It also publishes information about its membership and registration categories, key processes, PSA accreditation and use of the Accredited Registers Quality Mark.

We noted one issue from website checks. One registrant's website referred to Human Givens as an accredited therapeutic approach. This could mislead readers, as PSA accreditation applies to HGI's register, not to the Human Givens therapeutic approach or its efficacy. We therefore made a Recommendation that HGI should ensure registrants describe PSA accreditation accurately.

Standard 9: Equality, Diversity and Inclusion

Summary

Standard Nine assesses the register's commitment to equality, diversity and inclusion. This includes checking that its processes are fair and free from discrimination, that it understands the diversity of its registrants and service users, and that it works actively to promote equality and remove unnecessary barriers to access.

The Decision Maker found that Standard Nine was met. No Conditions or Recommendations were issued under this Standard.

Decision Maker findings

HGI publishes EDI-related policies, including its Equality, Inclusion and Diversity Policy, Anti-Harassment and Anti-Bullying Policy, Recruitment Policy and Reporting of Wrongdoing Policy. These set out commitments to equality of opportunity, inclusive practice, fair recruitment, protection from harassment and victimisation, reasonable adjustments, diverse representation in governance where possible, and reducing unconscious bias in decision-making.

HGI has taken action following a separate Standard 9 assessment. This includes collecting demographic data from registrants, improving the response rate through a further EDI survey, developing unconscious bias training for decision-makers, and using EDI information to identify potential barriers.

One example identified was potential unfairness for registrants based abroad returning to practice, where HGI began developing online options and supervisor role plays to support evidence of competence. HGI also identified Pragmatic Tracker as a route for understanding service-user demographics and continues to participate in EDI work through the Partnership of Counselling and Psychotherapy Bodies.

4. Share your experience

We ran a public consultation for HGI between 5 May 2026 and 15 June 2026. We received mainly positive feedback about Human Givens-based support and training. Several respondents described it as helpful, clear and effective.

We received one response raising concerns about HGI's education and training requirements. The response questioned whether registrants may qualify without mandatory personal therapy as part of their training, whether this could create a public protection risk, and whether differences in training models are sufficiently transparent to people seeking counselling or psychotherapy.

We considered this feedback under Standards 4, 7 and 8. HGI's route to registration is completion of the Human Givens Diploma to Practitioner Level, followed by assessment against its registration requirements. The assessment records that HGI's education standards are linked to National Occupational Standards, and that applicants must demonstrate competence, clinical judgement, reflective practice, awareness of limitations and compliance with HGI's ethics and risk policies.

HGI explained that it does not require mandatory personal therapy because it does not consider there to be empirical evidence demonstrating a link between mandatory therapy for trainees and safer or more effective practice. It instead requires self-reflection and development of self-awareness throughout the Diploma, including reflective exercises, use of supervision, and a final written reflective assessment. HGI also stated that trainees receive supervision at a rate of one session to every eight hours of therapy, and that trainees and practitioners are ethically required to address any issue that may need therapy or counselling.

We also considered HGI's position within the wider counselling and psychotherapy sector. HGI is part of the **Scope of Practice and Education (SCoPEd)** framework and the **Partnership of Counselling and Psychotherapy Bodies (PCPB)**. HGI stated that mandatory

personal therapy had been discussed through SCoPEd governance, and that it was not adopted as a framework requirement. The evidence reviewed did not indicate that HGI's approach was inconsistent with its SCoPEd alignment or its participation in PCPB.

Our role is not to determine which psychotherapy training model is preferable. We considered whether the feedback identified evidence that HGI does not meet the Standards. Taking account of HGI's explanation, its safeguards around reflective practice, supervision, competence, ethical standards and referral, and its alignment with SCoPEd, we did not identify a public protection gap requiring further action.

We also considered transparency. HGI publishes the qualification required for entry to the register, the structure and typical duration of the training route, its registration categories and how those categories align with SCoPEd. It also publishes information about the benefits and limitations of Human Givens therapy, including that clients may need referral to another form of help where appropriate.

We did not identify a current transparency gap that would affect whether the Standards are met. No additional action was proposed as a result of this feedback.

5. Impact assessment (including Equalities impact)

We carried out an impact assessment as part of our decision to renew accreditation for HGI with Conditions. This impact assessment included an equalities impact assessment as part of the consideration of our duty under the Equality Act 2010.

Human Givens Institute (HGI)'s application did not identify significant changes to the register, registration processes, standards, education and training requirements, complaints handling, governance, EDI activity, communications, financial sustainability, or risks arising from registrants' activities.

The impact assessment identified the overall impact of continued accreditation as positive and neutral. Positive impacts arise from HGI's published standards, registration requirements, supervision and CPD requirements, complaints and urgent protection processes, lay and external oversight, EDI policies, and work to collect and use demographic data.

We did not identify adverse equalities, cost, market, social or environmental impacts requiring further action.