



**Minutes of the Active Humber
Company Board meeting
12th December 2025
Aura Innovation Centre, Hesse**

Present Trustees/Directors

Rebecca D'Arcy (RD)	Chair / Trustee
Steve Curtis (CA)	Trustee / Vice Chair / Senior Independent Director
Heidi Bradley (HB)	Trustee
Kayleigh Jackson (KJ)	Trustee / Welfare & Safety Director
Laurie Fergusson (LF)	Trustee
Jo Lambon (LM)	Trustee
Natalie Murphy	Trustee
Richard Skewis (RDS)	Trustee
Ellie Westwood (EW)	Trustee

Supporting Officers

David Gent (DG)	CEO
Nicola Massingham (NMH)	Director of Development
Gemma Armitage (GA)	Finance Manager
Amanda Potter (AP)	Strategic Director, Y&H
Tony Forrester (TF)	Head of Programmes and Projects
Jake Haylett (JH)	Digital Content Officer
Rhiannon Lloyd (RL)	Board support

1 Welcome and Apologies

RD welcomed everyone to the meeting and apologies received were from

- Adreas Michaelas (AM) - Trustee

2 Declaration of Interests

There was no declaration of interests to record.

3 Board minutes of the meeting held on the 12th of September 2025

The minutes from the board meeting held on 12th September 2025 were approved as an accurate record.

4 & 5 Matters arising and Action Log

The CEO provided an overview of the September Board Action Log and the Board agreed that all actions have either been completed or were on the agenda for further discussion.

6 Business Strategy

The Board noted and discussed the Business strategy paper - December 2025 that had been shared. The Board noted the content of this report and presentations Business Strategy presentation December and approved the following recommendations.

- 6.1 *Horizon scanning & key current strategic issues* - To note the contents of the presentation and the staff team to apply the findings in the delivery of the 2025/26 business plan.
- 6.2 *Sport England 42 Month progress report* - To note the report submitted.
- 6.3 *Quarter 3 report 2025/26* - To note the report of the achievements made in Quarter 3 2025/26.
- 6.4 *Quarter 4 objectives and next steps* - To approve the key actions for Quarter 4.

7 Advocate

The board considered the Advocacy report - December 2025 that had been shared. The Board noted the content of this report and presentations and a further update on work in this area be made at the March 2026 board meeting. The board approved the following recommendations.

- 7.1 *AIC minutes* - The board noted the minutes of the AIC meeting 11th November
- 7.2 *'Sport and Physical Activity Matters in the Humber'* - The production of a list of 'sticky facts' from the document to use to explain the value of sport and physical activity and that they be presented at the next board meeting for approval.
- 7.3 *Economic approach Economic Approach* - The Active Humber economic approach plan was approved.
- 7.4 *Senior persons* - Continue with our attempts to get the new Sport England CEO to the Humber in the first half of 2026.
- 7.5 *Physical Literacy* - At the March 2026 meeting a presentation be given around the work we are undertaking around physical literacy.

8 Inactivity

The Board noted the contents of the Inactivity report - December 2025 and approved the following recommendations.

- 8.1 *Place* - Noted all the current work on this and a further report be made at the next board meeting.
- 8.2 *Community Support* - Noted the work taking place to achieve the business objective of 'community support' and the community support plan was approved.

- 8.3 *Active Environments* – Noted the initial work being undertaken to implement the action plan.
- 8.4 *Environmental Sustainability Action Plan* – That an updated plan be brought to the March 2026 meeting.
- 8.5 *Board Environmental Sustainability Champion* – Agreed that the Chair will act as the board environmental sustainability champion until a suitable external candidate can be found.

9 Inequalities

The Board received the Inequalities report - December 2025 and agreed the following recommendations.

- 9.1 *GSC minutes* – to note the GSC minutes November 2025 and the actions around - Children and Young People, Adults, Disabilities & long-term health conditions and Inclusion.
- 9.2 *Diversity & Inclusion Action Plan (DIAP)* - for the next meeting, a) the update of the DIAP, b) a revised DIAP to the 31st of March 2027, and c) a report on year one of the DIAP and all in line with the new guidance from Sport England.
- 9.3 *Disability action plan* – the proposed disability & long-term conditions action plan was approved.

10 Exemplar

The board noted that Lucy Playford was on sick leave and asked their collective best wishes to be sent to Lucy.

The board discussed and noted the contents of the Exemplar report - December 2025. The Board noted the contents of the above report and approved the following recommendations.

Governance

- 10.1 *GSC minutes* – Noted the November 2025 GSC minutes as related to this report.
- 10.2 *Senior Independent Director* – That Steve Curtis is appointed as the Senior Independent Director.
- 10.3 *Register of interests* - That this is now completed.
- 10.4 *Equal Opportunities Data* – That this review is now completed and the results are published on the website.
- 10.5 *External board review* - Noted that Global Active are appointed to undertake this review over quarter 4 of 2025/26.
- 10.6 *Board skills* – Noted that the review is completed and a board skills improvement plan be presented to the next board meeting to address the needs of the board e.g. legal skills.
- 10.7 *Additional board member with a legal skill set* – The CEO undertake a further board recruitment process to recruit a board member with a legal skill set.
- 10.8 *Meet the Board* – Agreed to undertake a series of external communications about the board and its role in developing physical activity.
- 10.9 *Welfare & safeguarding* – Noted there have been no issues or concerns in this period and the board safeguarding session will take place on the 16th of January 2026.

Finance, Investment & Business planning

- 10.10 *FAC minutes* – Noted the FAC November 2025 minutes.
- 10.11 *Finance Manager report* - Noted and approved the contents and recommendations of the Finance Managers report, November 2025.

10.12 *Investment* - Noted the grants made into the Humber.

10.13 *Identity verification* – The Finance Manager and HR to work with all the board members to ensure they comply with the new regulations around identity verification and Anti-Money Laundering checks.

Team and people development

10.14 *Extra Staff posts* – Noted the ongoing work being undertaken with Sport England to secure extra staffing and insight resource to support our place-based work.

10.15 *Confidential staffing item* - this a private minute concerning two individuals.

11 Any Other Business

There was no other business.

12 A Fond farewell

The board thanked Natalie for her fantastic service to the board over the last eight years and her contribution to the success of the organisation today. The board wished her well into the future.

13 Date of next meeting - 20th March 2026 - Aura Innovation Centre 9.00 to 12.30

14 Board review

The board discussed a) How are we performing as a Board? and b) What do we need to discuss further with the CEO? The board were delighted with the content of the board meeting.

15 Close of board meeting - the board meeting closed at 12.30pm.