



**Minutes of the Active Humber
Company Board meeting
20th March 2026
Aura Innovation Centre, Hessele**

Present Trustees/Directors

Rebecca D'Arcy (RD)	Chair / Trustee
Steve Curtis (CA)	Trustee / Vice Chair / Senior Independent Director
Laurie Fergusson (LF)	Trustee
Jo Lambon (LM)	Trustee
Richard Skewis (RS)	Trustee
Ellie Westwood (EW)	Trustee
Andreas Michaelas (AM)	Trustee
Kayleigh Jackson (KJ)	Trustee / Welfare & Safety Director (via online)

Supporting Officers

David Gent (DG)	CEO
Nicola Massingham (NM)	Director of Development
Amanda Potter (AP)	Strategic Director, Y&H
Tony Forrester (TF)	Head of Programmes and Projects
Lucy Gary (LG)	Development Manager - CYP
Ailey McLaughlin (AML)	Development Manager - Adults
Rhiannon Lloyd (RL)	Board Support
Lara Lill	Global Active (External Board Reviewer)

1 Welcome and Apologies

RD welcomed everyone to the meeting and apologies received were from

- Heidi Bradley - Trustee

2 Declaration of Interests

There was no declaration of interests to record.

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

The minutes from the board meeting held on *Board minutes - 12th December 2025* were approved as an accurate record.

4 & 5 Matters arising and Action Log

The CEO provided an overview of the December 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 - March 2026* that had been shared. The Board noted the content of this report and presentations: *Board Presentation March 2026* and approved the following recommendations;

- 6.1 *Horizon scanning & key current strategic issues* - Noted the contents of the presentation and the staff team to apply the findings in the delivery of the 2026/27 business plan.
- 6.2 *Sport England matters* – Noted the report submitted on.
 - Plans for 2027/2031 & timescales
 - Implementation plan 2026/27
 - Sport England staffing restructure
 - Reporting to Sport England at 42 and 48 months
 - State of the sector survey & a possible new suite of measures and metrics
- 6.3 *Quarter 4 report 2025/26* - Noted the report of the achievements made in Quarter 4 2025/26.

6.4 *Values* – Approved the revised values statements and that a plan be implemented to ensure the values are used externally and internally and demonstrate their impact.

6.5 *Business plan 2026/2027* – Approved the plan for 2026/27.

6.6 *Quarter 1 objectives and next steps* - Approved the key actions to be undertaken in Quarter 1.

7 Advocate

The board considered the *Advocacy report - March 2026* 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 June 2026 board meeting. The board approved the following recommendations.

7.1 *AIC Minutes* - the board to note the minutes of the AIC meeting 17th February 2026, *AIC minutes - February 2026*

7.2 *Advocacy Areas* – Noted the progress made in each of the six areas as well as on coastal matters and a further update be brought to the June 2026 board meeting with a focus on our economic approach.

7.3 *Senior persons* - Continue with our attempts to get the Sport England CEO and Chair to the Humber in the first half of 2026.

7.4 *Physical Literacy* – Noted the update and presentation and agreed to the actions proposed.

8 Inactivity

The Board noted the contents of the *Inactivity report - March 2026* 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'. A full report on the Buddle pilot be brought to the June meeting.
- 8.3 *Active Environments* – Noted the initial work being undertaken to implement the action plan and further reports be brought to future meetings.
- 8.4 *Environmental Sustainability Action Plan* - The draft Environmental Sustainability Action Plan was approved. *Active Humber – Environmental Sustainability plan 2026/2028*
- 8.5 *Carbon emissions*
- A) The board noted the work to calculate the organisations carbon emissions and approved the identified amount as in the paper.
 - b) The board be updated at the June meeting on other useful measures to measure our impact – e.g. the amount of plastic we create.
 - c) A programme of environmental sustainability training be developed for the board and staff e.g. Carbon literacy training

9 Inequalities

The Board received the *Inequalities report - March 2026* and agreed the following recommendations.

- 9.1 *GSC minutes* – Noted the GSC minutes: *GSC Minutes - February 2026* and actions around - Children and Young People, Adults, Disabilities & long-term health conditions and Inclusion.
- 9.2 *Adult Plan* – Approved the Adult Plan: *Adult Plan 2026-2027 Final*
- 9.3 *Diversity & Inclusion Action Plan (DIAP)* – Approved the following

- a) the annual DIAP report 2025: *Active Humber - 2025 DIAP Report*, and
- b) the revised DIAP for the period 2026/2028: *Active Humber DIAP 2026_28*

10 Exemplar

The board discussed and noted the contents of the *Exemplar report - March 2026*. The Board noted the contents of the above report and approved the following recommendations.

- 10.1 *GSC minutes* - Noted the *GSC Minutes - February 2026*
- 10.2 *Legal Director trustee* - The CEO to continue to seek a person to join the board with a legal background and the offer of support in this matter from CS and EW.
- 10.3 *External board review* - Noted the work undertaken so far on the external board review and what remains to be completed. The final report will be presented to the June board meeting.
- 10.4 *Changes to the articles* - Noted the proposed changes to the articles and the GSC and CEO to finalise the wording for the board to approve at the June 2026 board meeting.
- 10.5 *Board skills plan* - Approved the *AH board skills improvement plan March 2026* and the plan be updated as necessary once the results are known from the external board evaluation.
- 10.6 *Meet The board* - Noted that several Board members still need to submit their information for the 'meet the board' series to showcase the work of the board and its role in developing sport and physical activity.
- 10.7 *Welfare & safeguarding* - Noted there have been no issues or concerns in this period, and all the relevant paperwork and training is up to date.
- 10.8 *Board member Active Humber email addresses* - Agreed that all board members will have an Active Humber email address to access board papers.

10.9 *Digital strategy* – Approved the draft [Active Humber Digital Strategy](#).

Team and people development

10.10 *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.

10.11 *Development Manager (EDI)* – Approved the revised job description and person specification for the role: [DM EDI Job description & person spec](#)

10.12 *People Plan* – Noted the progress being made with the consultants and the updated version of the People Plan be brought to the June 2026 board meeting.

Finance, Investment & Business planning

10.13 *FAC minutes* - Noted the *FAC Minutes February 2026*

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

10.15 *Finance Manager report* - Noted and approved the contents and recommendations of the Finance Managers report.

10.16 *Budget 2026/27* – Approved the draft 2026/27 budget.

10.17 *Cost of living increase* – (Private minute) Agreed the level of the cost-of-living increase in line with what is suggested within the paper.

11 Any Other Business

There was no other business

12 Date of next meetings

26th June 2026 - Aura Innovation Centre, Conference Room 2 & 3, 09.00 - 12.30.

13 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?

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