



**Minutes of the Active Humber  
Company Board meeting  
27th June 2025  
Ergo Centre, Hessle**

**Present Trustees/Directors**

Richard Smith (RS)	Chair / Trustee
Chris Adams (CA)	Trustee / Senior Independent Director
Jane Stafford (JS)	Trustee / Welfare & Safety Director
Natalie Murphy (NM)	Trustee
Steve Curtis (SC)	Trustee
Rebecca D'Arcy (RD)	Trustee
Jo Lambon (JL)	Trustee
Ellie Westwood (EW)	Trustee (via Teams link)
Laurie Fergusson (LF)	Trustee

**Supporting Officers**

David Gent (DG)	CEO
Nicola Massingham (NMH)	Development Director
Gemma Armitage (GA)	Finance Manager
Amanda Potter (AP)	Strategic Director, Y&H
Lucy Playford (LP)	Marketing Manager
Ian Spencer (IS)	Development Manager (D&LTHC)

**1 Welcome and Apologies**

RS welcomed everyone to the meeting

Apologies received were from - Richard Skewis (RSK)

## **2 Declaration of Interests**

There were no declaration of interests to record.

## **3 Board minutes of the meeting held on the 21st March 2025**

The minutes from the board meeting held on 21st March 2025 minutes were approved as an accurate record.

## **4 Matters arising and Action Log**

The CEO provided an overview of the March 2025 Board Action Log and the Board agreed that all actions have either been completed, or were on the agenda for further discussion.

## **5 Business Strategy**

The Board noted and discussed the Business strategy paper that had been shared. The Board noted the content of this report and presentations and approved the following recommendations;

*5.1 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 2025/26 business plan.

*5.2 Measurement, evaluation, learning & Impact* - Noted the ongoing work being undertaken to develop our approach on measurement, evaluation, learning & Impact and a further report be brought to the September 2025 board meeting.

*5.3 End of Year report 2024/5* - Noted the report of the achievements made in 2024/25.

*5.4 Quarter 1 report 2025/26* - Noted the report of the achievements made in Quarter 1 2025/26.

5.5 *Revisions to business plan objectives 2025/26* - Agreed to the changes as proposed at 2.6 in the report.

5.6 *Quarter 2 objectives and next steps* - Agreed to the next steps for Quarter 2 as outlined at 2.7 in the report.

## **6 Advocate**

The board considered the Advocacy paper that had been shared. The Board noted the content of this report and presentations and approved the following recommendations;

6.1 *Minutes of the AIC* - Noted the minutes of 13th May 2025.

6.2 *Insight and learning* - Noted the most recent Active Lives (adults) results.

6.3 *Humber Advocacy document* - Noted the ongoing work to use this document across the Humber and a further report be brought to the September 2025 meeting.

6.4 *Physical literacy* - Noted the ongoing work to use this concept across the Humber and a further report be brought to the September 2025 meeting.

6.5 *Senior persons* - Noted the ongoing work to bring these persons to the Humber and a further report be brought to the September 2025 meeting.

6.6 *Promote* - Noted the ongoing work of the Marketing Team to extend the reach and influence of Active Humber.

## **7 Inactivity**

The Board noted the contents of the Inactivity paper. The Board noted the contents of this report and approved the following recommendations;

7.1 *Place* - Noted all the current work on this and a further report be made at the next board meeting.

7.2 *Community Support* - Noted the work taking place to achieve the business objective of 'community support' and a revised community workforce plan be presented to the next board meeting.

7.3 *Change of sub-committee responsibilities* - It was agreed that the AIC leads on the Active Environments and Sustainability objective with support from the other sub-committees as required.

7.4 *Active Environments Plan* - Approved the draft Active Environments plan.

7.5 *Environmental Sustainability Action Plan* - Noted the draft Environmental Sustainability Action Plan and a final version be presented to the next board meeting.

7.6 *Active Environments and Sustainability board champion* - Put this appointment on hold until after the current round of board recruitment is completed.

## **8 Inequalities**

The Board received the inequalities paper and noted the recommendations.

8.1 *GSC minutes* - Noted the minutes and the work reported at the most recent GSC meeting around Children and Young People, Adults and the area of Inclusion.

8.2 *Adults offer* - Agreed the revised adult objective and offer as in the paper.

8.3 *Inclusion offer* - Agreed the revised inclusion objective and offer as in the paper.

8.4 *DIAP* - Noted the need to update the DIAP and a revised DIAP to the 31st March 2027 and a report on year one of the DIAP be presented to the next board meeting.

8.5 *Transgender* - Noted that further advice is being sort from Sport England on issues of transgender people and sport and this be reported on at the next board meeting.

## **9 Exemplar**

The board discussed and noted the contents of the exemplar paper. The Board noted the contents of the above report and approved the following recommendations;

### **Governance**

9.1 *GSC minutes* - Noted the GSC minutes 13th May 2025.

9.2 *Board recruitment* - Noted the progress being made to recruit 4 new board members.

9.3 *Board external review as part of the Code of Sports Governance* - Noted that the board does not need to undertake this until March 2026. The CEO to progress the procurement of an external auditor to undertake this role.

9.4 *Board appraisals and skills matrix* - The Chair and CEO to ensure by the September 2025 board meeting that all board members have had as appropriate an end of tenure review, appraisal and completed the skills matrix.

9.5 *Board sub-committee membership* - Agreed the interim arrangements for the membership of the sub-committees until the new board members are recruited.

9.6 *Welfare and safeguarding interim arrangements* - Approved the interim welfare and safeguarding lead board member and officer arrangements as per the paper.

9.7 *Identity verification* - The Finance Manager to work with all the board members to ensure they comply with the new regulations around identity verification.

### **Finance, Investment & Business planning**

9.8 *FAC minutes* - Noted the FAC Minutes 13th May 2025

9.9 *Finance Manager report* - Agreed to the contents and recommendations of the FAC Finance managers report 13th May 2025.

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

9.11 *External 4 year financial audit* - Noted this will not be required by Sport England in 2025.

### **Team and people development**

9.12 *Staffing arrangements* - Noted the staff appointments made as per this paper and the new members of staff be invited to the next board meeting.

9.13 *People Plan* - Noted the review of the People Plan and no further action to be taken until what Sport England requires is known.

9.14 *Extra Staff posts* - To proceed with the discussion with Sport England to secure staffing resource to support our place-based work as outlined in the paper.

## **10 Any Other Business**

There was no other business.

## **11 Date of next meetings**

12th September 2025 - Aura Innovation Centre 9.00 to 12.30

## **12 A fond farewell**

The board thanked Jane Stafford for her time on the board and the positive contribution she has made. The board wished her well into the future.

## **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? The board were delighted with the content of the board meeting.

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