



ACTIVE
HUMBER

BECOME AN ACTIVE HUMBER TRUSTEE

Our vision for the Humber, is that it is a place where everyone, every day is physically active

“Having been involved as a trustee for a number of years I was thrilled to take up my current position as chair of the board of Active Humber, and work more closely with the management and staff to achieve our mission to make the Humber a place where everyone, every day is physically active”

Richard Smith, Chair of Trustees - Active Humber



ACTIVE
HUMBER

CONTENTS

- 3 WELCOME FROM THE CHAIR**
- 4 ACTIVE HUMBER**
- 5 OUR VALUES**
- 6 ENSURING EVERYONE IS PHYSICALLY ACTIVE EVERYDAY**
- 7 THE ROLE OF THE BOARD**
- 8 SUPPORTING NEW TRUSTEES**
- 9 ROLE & PERSON SPECIFICATION**
- 11 HOW TO APPLY**

WELCOME FROM THE CHAIR

Dear applicant

Thank you for your interest in creating happier, healthier and stronger communities across the Humber. We are looking for people aged 18 and over with the qualities outlined in this pack to join our team of trustees and help us beat inactivity.

Physical activity transforms lives. It reduces our risk of developing major illnesses by up to 50% and our risk of depression by up to 30%. Active Humber will not rest until everyone in our area enjoys these benefits. Across England, 36.3% of the population are not doing enough regular physical activity to ensure they enjoy good health, and that figure rises to 39.6% across the Humber and higher in the poorest of our communities

The Board is made up of a group of volunteers who commit time and energy to supporting the team that makes an impact on the lives and wellbeing of people across the Humber region. To achieve our goals, we need a board of trustees who are as diverse as the people we are trying to reach.

This is an exciting time to join us as, due to the four-year term ending for a number of our trustees, Active Humber are looking to recruit to the following Board vacancies:

- Chair of the Board
- Senior Independent Director
- Welfare and Safety Director
- Non-Executive Trustee

On the [recruitment pages of our website](#) you will find the role descriptors for these roles.

We are particularly seeking people with knowledge or experience in one or more of the following areas;

- Experience of chairing a Board
- Knowledge of Safeguarding and Welfare, in relation to Children and Young People and/or Adults at risk
- Experience of governance matters, or legal issues
- Experience within environmental sustainability matters
- An understanding of equality and inclusivity

As trustees we have a range of experiences and skills and all have the same commitment to improving the health and well-being of our communities through taking part in physical activity and sport. We need the skills and influence to drive changes in policy, perspectives, and behaviour. We need trustees who are committed to tackling barriers that prevent people of all ages, abilities and backgrounds from enjoying an active lifestyle. Your passion for beating physical inactivity could come from lived experience or professional interest. If the role and person specification resonate with you, we encourage you to apply. You could play a critical role in guiding our future strategy.

You will contribute to the decision making processes in the organisation and have a role in monitoring and evaluating our performance against our strategic aims. As a charity there are legal responsibilities, we, as a Board, need to fulfil. This includes sound financial management, good employee relations and ensuring the organisation meets its statutory obligations. As a Board member you will be supported by your colleagues and the team at Active Humber. Details on current Board members is available here: <https://activehumber.co.uk/about-us/meet-the-trustees>

I would encourage you to have an informal discussion with our CEO or myself if you are interested in applying for any of these vacancies

Thank you for your interest in a trustee role on the Active Humber Board. Yours sincerely

Richard Smith
Chair of the Active Humber Board

ACTIVE HUMBER

Active Humber is a registered charity, which exists to beat physical inactivity. We are one of 42 Active Partnerships nationwide who are funded by Sport England to improve lives through physical activity and sport.

Our vision is that the Humber is a place where everyone, everyday is physically active.

Our mission is to get the most physically inactive to be active.

Our role is to help people think differently about physical inactivity.

You can find more about our role and purpose at <https://activehumber.co.uk/about-us/purpose-and-role>

We champion active lifestyles by influencing organisations and policy, and driving physical activity campaigns.

We support those who are least active by developing local insight, raising awareness of inequalities and working with inactive groups.

We develop the physical activity workforce to ensure everyone working in the sector has the skills, knowledge, and confidence they need to support or deliver life-changing activities.



CHAMPION
ACTIVE
LIFESTYLES



SUPPORT
THE LEAST
ACTIVE



DEVELOP THE
PHYSICAL ACTIVITY
WORKFORCE

“Joining the Active Humber board has given me new insight into the challenges faced in the physical activity sector, but also given me a unique opportunity to help shape and influence the work and the response across the Humber”

Active Humber board member



ACTIVE
HUMBER

OUR VALUES

Our three core values underpin the way we work and everything that we do:

»»» INTEGRITY

We will be honest, dependable and trustworthy and strive to apply this in our relationships with co-workers, partners and stakeholders.

»»» COOPERATION

We will work together as a team and with our partners with contagious enthusiasm for the achievement of our shared goals.

»»» EXCELLENCE

We will be passionate about our work, creative in our execution and continually learning and improving the ways in which we work in pursuit of excellence.

We are looking for trustees that embody these values. As a trustee, you will:

- Help us forge new partnerships and connect with individuals or organisations who can help us beat inactivity
- Encourage and enable us to innovate and use our resources in a brave and effective way
- Bring diversity of thought and experience, whilst respecting the views and experiences of others

This could be as simple as introducing us to people you know, asking constructive questions during meetings, or helping us adapt systems or approaches you have used effectively elsewhere.



ENSURING EVERYONE IS PHYSICALLY ACTIVE EVERYDAY

Anyone can be physically inactive at any point in their life. But there are some communities who are less likely to take part in regular physical activity and sport than others. Often, these are the people who have the most to gain from being active.

We are committed to ensuring that everyone has the support they need to be active. Our work focuses on inactive people who are:

- From lower socio-economic backgrounds
- Children and young people
- Over the age of 55
- Living with a disability
- Living with, or at risk of developing long-term health conditions
- Culturally diverse communities

We are looking for trustees who can help us better understand and connect with our priority audiences.

THE ROLE OF THE BOARD

The purpose of the Board is to enable the Active Humber to achieve its mission and charitable objects through effective leadership, governance, influence and accountability.

The Board members are both the charity trustees and the company directors of Active Humber, which is a charitable company registered with both the Charity Commission and Companies House.

The Board's key roles are:

- **Leadership** – to provide effective leadership to the charity, the staff team, our key stakeholders, guiding, upholding and protecting the values, integrity and reputation of Active Humber and the wider Active Partnerships network.
- **Governance** – to ensure the charity complies with its Articles of Association, governing documents, governance best practice, Code of Sports Governance and any other relevant legislation or regulations, safeguard the assets and continuity of the organisation.
- **Strategy** – to set the strategic direction and strategic objectives of Active Humber, develop, approve and monitor the implementation of strategic plans.
- **Financial** – to take financial responsibility to safeguard the assets and continuity of the organisation, agree strategic priorities for funding, investment and business development, assess and manage risk and compliance, and ensure that financial information is accurate and that controls, monitoring and reporting systems are robust and defensible.
- **Partnership** – to ensure that strategic relationships and alliances are developed at high levels through effective partnership engagement, transparent communication, relationships and satisfaction.
- **Advocacy and Influence** – to champion and advocate the work of the Active Humber, engaging with and influencing key decision makers and influencers.
- **Delivery and Impact** – to provide scrutiny and constructive challenge with regard to delivery plans, policies, progress and impact.

The charity's Articles of Association further outline the formal powers of the Board.



SUPPORTING NEW TRUSTEES

We aspire to have a diverse group of trustees who are representative of our local community. If you have the skills and experience outlined in this pack, please do not be put off because you have never been a trustee before. We are actively seeking new voices and can provide training and support to help you excel as a trustee.

We are also keen to work with applicants and make adjustments, where needed (perhaps due to a disability or sensory impairment), to make it easier to become a trustee.

WHAT DOES BEING A TRUSTEE MEAN?

As a trustee, you will help lead Active Humber and keep us on track with our mission and purpose. You might ask questions to help us think differently, make suggestions to move things forward, or act as a sounding board for ideas.

You can find out more about the legal responsibilities of a trustee here:

[*Charity trustee: what's involved, The Charity Commission*](#)

WHAT WOULD I BE DOING?

Active Humber trustees meet once every three months across the Humber or virtually, for board meetings. Board papers are sent out one week before the meeting. You will be expected to read these and come prepared with thoughts, questions or queries.

Trustees may be invited to attend occasional planning days with the full team and board. Those with a particular interest or skill may also be asked to join action groups that support particular areas of work.

In between meetings, we ask you to advocate for Active Humber and to be available by phone or email should we need your support.

INDUCTION AND BUDDY SYSTEM

Every new trustee will have an induction with our CEO and Chair of Trustees. After this, we can pair you with a trustee or team member to help you learn more about our organisation and your role.

“We value hugely the wide experience and expertise of our trustees, but moreover we enjoy engaging with them regularly, ensuring we are always seeking to improve the organisation with their input.”

Active Humber employee



ACTIVE
HUMBER

ROLE & PERSON SPECIFICATION

Contribute to a great cause, develop your skills, build your professional network and gain strategic experience.

Role: Trustee

Remuneration: Unpaid

Time commitment: Up to 1 day per month, including quarterly board meetings

Location: Meetings take place across the Humber, with the option to join virtually

The Board's collective responsibilities are:

- To provide effective leadership and governance
- To set the strategic direction and objectives of the charity
- To ensure strong organisational oversight and financial management
- To advocate and help build relationships for Active Humber
- To provide scrutiny and constructive challenge

Essential duties:

- To ensure that Active Humber complies with its governing documents, charity law, company law and other relevant legislation and regulations
- To ensure that Active Humber pursues its charitable objects as defined in its governing document
- To attend and fully participate in board meetings quarterly
- To support the chair of the board in the management of the chief executive, including monitoring their performance and remuneration
- To contribute actively to the board's role in giving strong strategic direction, setting overall policy, defining goals and setting and evaluating targets
- To safeguard the good name and values of the organisation
- To ensure the management and administration of the organisation is delivered effectively and efficiently, making best use of the charity's resources
- To ensure the financial stability of the organisation and oversee management of risk
- To act as an advocate for the organisation and assist in communications with stakeholders and potential partners
- To sit on, chair or facilitate action groups and their goals as appropriate

A Trustee's individual responsibilities are:

- To be guided by the values of Active Humber and live the values in every aspect of their role
- To know the organisation's vision, mission, values, activities and needs
- To read and make every effort to understand all board papers and ask questions if anything is unclear
- To prepare for, attend and actively participate in board meetings
- To advocate for the organisation and its work
- To be generous in opening up connections, networks and resources to help the charity achieve its mission

PERSON SPECIFICATION

We are looking for trustees who demonstrate these qualities and skills, or the potential to develop them with training and support:

- Good independent judgement and willingness to speak their mind
- Impartiality, fairness and confidentiality
- Strategic and/or creative thinker
- Excellent communicator with strong interpersonal skills
- Commitment to Active Humber's vision, mission and values
- Understanding of the legal duties, responsibilities and liabilities of trusteeship

We are looking for trustees with skills/experience in at least one of the following:

- Supporting people with long-term health conditions and/or a disability
- Charity leadership and/or campaigning
- Working with minority ethnic groups
- Working in a health and social care context
- Experience in active design and environmental planning and development

HOW TO APPLY

Thank you for your interest in becoming an Active Humber trustee. If you would like an informal chat about the role, please contact us using the email below. Or explore www.activehumber.co.uk to find out more about our organisation.

To apply, please submit a CV and short covering letter (no more than 2 sides of A4) or a video application, explaining:

- Which role you are applying for
- Why you are interested in becoming a trustee of Active Humber, and how your skills and experience meet the criteria set out in the role and person specification.
- How you meet the criteria set out in the role and person specification

Please send your application to: hr@activehumber.co.uk

Please send your application as soon as is reasonably possible, but no later than 9th July 2025.

Your personal information will be stored securely, in line with our [Privacy Policy](#), and only used in order to communicate with you regarding your application.

Candidates needing any assistance and or adaptations to complete their application, please contact: hr@activehumber.co.uk

EQUAL OPPORTUNITIES MONITORING

Active Humber are an equal opportunity employer and the aim of our policy is to ensure that no applicant (whether employed or voluntary) or employee receives less favourable treatment because of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.

We would like to use your data to ensure that this policy is fully and fairly implemented. We will use your data to compile statistics on the representation amongst our team. To use this information, we need your consent.

Completing this form will indicate that you consent to your data being used for the purposes stated. You may withdraw your consent at any time by contacting hr@activehumber.co.uk. Any responses you give will assist us in our commitment to equality, diversity and inclusion in the workplace. Your responses will be kept strictly confidential and will not be used in any decisions affecting you. Completion of this form is optional.

[Active Humber Equal Opportunities Monitoring Form](#)