



Help Shape the Future Health and Wellbeing of Luton

Board Information Pack

Join the Board of one of Luton's leading community wellbeing charities
and help improve the lives of thousands of people across our town.

Trustee Role Information



Why Active Luton

Improving Lives, Strengthening Communities, Creating Opportunity.

Active Luton is a community wellbeing trust with a mission to make a positive impact on the health and wellbeing of its community, inspiring, motivating and offering opportunities for people of all ages, backgrounds, and abilities to learn and take action to improve their life chances.

Every day, we see the difference our service and programmes make across our diverse offerings, including our leisure sites, libraries, and our health programmes.

At a Glance

- Luton's leading community wellbeing charity
- Trusted partner to Luton Council, the NHS, and local communities
- Leisure centres, libraries, soft play, and community wellbeing services
- Public Health and preventative health programmes
- Significant social impact delivered every year.
- A committed workforce and dedicated Board focused on improving lives.

Our purpose is simple: to create healthier people, stronger communities, and greater opportunity for everyone who calls Luton home.



An Exciting Time to Join our Board

Communities are changing.

Expectations of charities are increasing.

The importance of prevention, health and wellbeing has never been greater.

As Active Luton enters the next phase of its development, we are looking for Trustees who will help shape our future with strategic insight, independent judgement, and a commitment to excellent governance.

The Board will play a key role in:

- Shaping our next strategic plan
- Strengthening long-term financial sustainability
- Supporting innovation and digital transformation
- Building stronger partnerships across health, education, and local government
- Ensuring every decision maximises community impact.

We're particularly interested in people with experience in:

- Law
- Human Resources

However, we welcome applications from anyone with senior leadership experience who shares our values and can contribute strategically to the work of the Board.

Above all, we are looking for people who ask thoughtful questions, bring sound judgement, and want to make a lasting difference to Luton.

Our values

Our Values



Teamwork



Innovation



Inclusivity



Excellence



Three things you should know about us

1.

We're not just leisure – we are a community wellbeing charity managing and operating many services including leisure and libraries on behalf of the Local Authority, but also deliver other services including Energise Holiday camps, training, soft play, and CPD for teachers.

2.

We partner with Turning Point, under the Total Wellbeing brand commissioned via the ICB, deliver key public health programmes including weight management support, stop smoking programmes and operate the Wellbeing Hub in Luton town centre.

3.

We make a difference. On a recent independent review of our social impact by Volterra, it was found that for every £1 in funding received, Active Luton delivered over £7.40 in social return to the community. A total annual benefit of £44m.

The role

Key responsibilities

- Complete an induction for your role.
- Maintain an awareness of how Active Luton operates and delivers its services.
- Read papers and prepare for board meetings and attend 4 meetings per year. As relevant and dependent on skill set, join and contribute to sub-committees.
- Work on specific projects with other Trustees or the Executive Team as required to further the strategic objectives of Active Luton.
- Serve at least one 3-year term.
- Potential membership of a Board Subcommittee.
- As a Trustee you will:
 - Help shape the organisation's long-term strategy.
 - Safeguard the charity's mission, values, and reputation.
 - Oversee financial stewardship and risk management.
 - Support and constructively challenge the Executive Team
 - Ensure high standards of governance and accountability.
 - Act as ambassador for Active Luton

What's in it for you?

- Use your experience to make a positive impact on people in your local area by ensuring Active Luton continues to be sustainable and meets the needs of the community.
- Meet people and build relationships with Trustees and team members.
- Build on your governance, leadership, and strategy skills.
- Increase your own experience.
- Discounted memberships at our Leisure and Golf sites.

What do you need to have?

You don't need specific qualifications or skills, but you will need to:

- Understand and accept the responsibilities and liabilities as a Trustee.
- Be non-judgmental and respect views, values and cultures that are different to your own.
- Have good listening, verbal, and written communication skills.
- Be able to exercise good independent judgement.

- Have good numeracy skills to understand financial reports.
- Be willing to learn about and follow Active Luton's aims, principles and policies, including confidentiality, safeguarding, and data protection.
- Be willing to undertake training in your role. Safeguarding and GDPR training will be mandatory.
- Clean DBS.



How much time do you need to give?

- Three to four face-to-face Board meetings each year.
- Membership of one Board Subcommittee if experience is relevant.
- Annual strategy session.
- Occasional events and stakeholder engagement.
- An initial three-year term is required.
- A comprehensive induction, ongoing training and support will be provided.

Trustee positions are voluntary.



Our Board Culture

A Board That Makes a Difference

We believe great governance is about much more than compliance.

It is about asking the right questions, making informed decisions, and supporting an organisation to fulfil its purpose.

Our Board is collaborative, ambitious, and respectful.

We value Trustees who:

- Think strategically rather than operationally.
- Bring independent perspectives.
- Challenge constructively
- Listen carefully.
- Work collaboratively.
- Act with integrity.
- Share our commitment to public service.

Serving as a Trustee offers the opportunity to:

- Contribute to one of Luton's most important community organisations.
- Develop your own Board and governance experience.
- Work alongside experienced leaders from a range of professional backgrounds.
- Help shape services that improve the lives of thousands of local people.
- Leave a lasting legacy for future generations.

"The best Boards don't simply approve papers—they ask better questions, make better decisions and leave stronger organisations than they inherited." Abdul Ghafoor



Valuing inclusion

Active Luton embraces diversity and inclusion, and promotes equality of opportunity in employment and volunteering, across all the services we provide.

As a Disability Confident Committed employer, we offer a guaranteed interview scheme for candidates with disabilities who meet the minimum selection criteria for the role. If you would like to access this scheme, please make this clear to us when you apply.

We are committed to safeguarding and protecting the welfare of children and vulnerable adults and require all colleagues and volunteers to share this commitment.



I want to find out more about this role

If you would like an informal chat about the role, email us at chiefexecutive@activeluton.co.uk, and we will arrange for our CEO to contact you.

How to apply

Please submit a covering letter outlining:

- why are you interested in becoming a Trustee for Active Luton
- the skills, knowledge and experience you would bring to the Board.
- any relevant experience in Law, HR, or governance
- how your values align with our mission and community focus.

Please also include a current CV or professional profile and apply using our link to our [Volunteero](#) application system.