

leisure opportunities

23 July - 5 August 2019 Issue 767

Your careers & recruitment partner

David Lloyd commits to 'silver fitness'

David Lloyd Clubs (DLC) has revealed plans to become the first fitness operator to commit to having a fitness trainer aged 55 or over in every one of its clubs by the end of 2022.

The move has been designed to attract more older people to DLC clubs by offering them support from fitness professionals they can more easily relate to.

As part of the commitment, DLC – which is set to open its 100th club in the UK later this year – is introducing a training programme designed to empower all of its fitness teams to deliver support to its older members. Teams will receive education on developing confidence and motivation, offering nutritional advice and creating individual training programmes to suit specific needs.

The move follows recent research by Public Health England and ukactive, which revealed that older age groups feel more self-conscious when exercising in public and, as a result, workout less often than other age groups.



■ The move has been designed to attract more older people to David Lloyd clubs

"As our population continues to age, we believe it's our social duty to do this," said Glenn Earlam, CEO.

"Our ethos is to be welcoming to all ages. It's something on which we pride ourselves and something we deliberately nurture and promote across all our clubs.

"We hope the rest of the sector will follow our example."

[More: http://lei.sr/R2J6N_0](http://lei.sr/R2J6N_0)



We hope the rest of the sector will follow our lead

Glenn Earlam

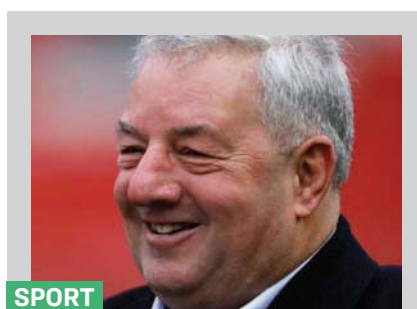


FITNESS

Boutique operator Ten looks to double in size

Founder Joanne Matthews looks to expand in London

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SPORT

Premiership giants Leicester Tigers put up for sale

Club has received "a number of expressions of interest"

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ATTRACTIONS

London Museum designs revealed

Director Sharon Ament describes ambitious plans

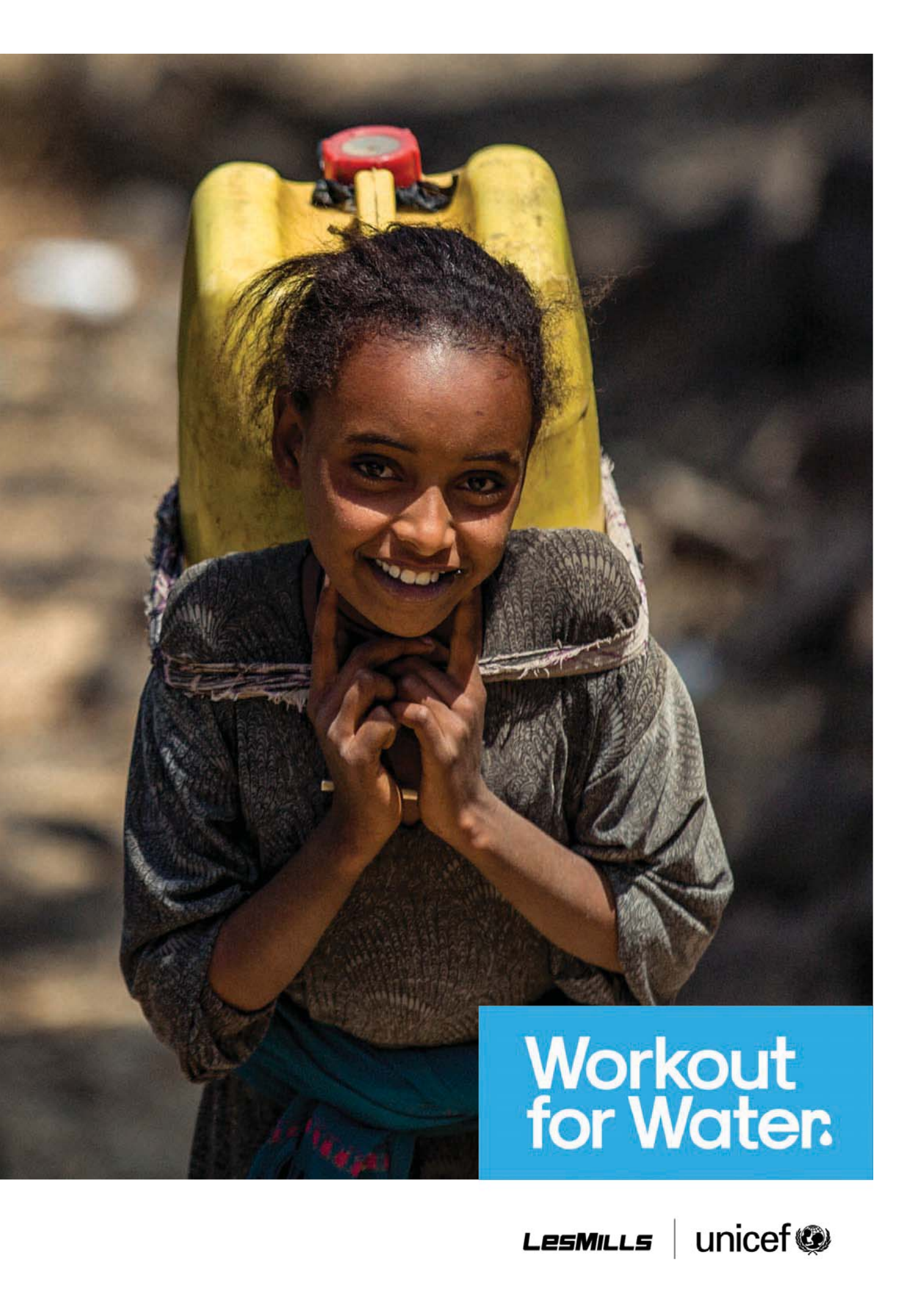
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LES MILLS

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Duncan Bannatyne takes back the reins at Bannatyne as CEO Justin Musgrove steps down

Duncan Bannatyne is to return to frontline involvement in the health club, spa and hotel business that bears his name, as current CEO, Justin Musgrove, announces his departure for a new role in the Middle East.

Bannatyne, who will function as executive chairman, said he was "thrilled to be back at the frontline, leading the business at a time of great opportunity and excitement in the UK economy".

He told *Leisure Opportunities*: "Our CEO, Justin Musgrove, has done a great job in the last five years and we wish him well as he embarks on a new career in the Middle East. He leaves the business in fine fettle and



■ The group is undergoing a significant investment programme

"Justin Musgrove has done a great job in the last five years and I will now enjoy running the business again in a more hands-on role"

I will enjoy running it again in a more hands-on role."

Bannatyne added that, following a period of

investment, the business is expected to maintain its growth and profits. The group has been progressing

through a three-year, £50m re-equipping and refurbishing programme – and currently has 210,000 members and employs more than 3,000 people.

Bannatyne Group has a portfolio of 72 health clubs, 47 spas and four hotels, boasting a turnover of £127.5m in the year to December 2018 in its latest results. This figure represents growth of 8.5 per cent on its 2017 results (£117.6m). Profit improved slightly, from £14.3m to £14.6m between the two years.

It recently launched a new app allowing members to monitor their fitness using personal electronic wristbands.

Paramount re-joins Kent mega project as **PY Gerbeau** named CEO of London Resort Company



■ PY Gerbeau is a former Euro Disney executive and CEO of the Millennium Dome (now O2)

Just over two years after pulling out of a deal to be the brand lead for a multi-billion pound theme park development in Kent, UK, Paramount Pictures has entered into a new partnership with London Resort Company Holdings (LRCH), re-engaging with the project to supply its iconic IPs.

Since Paramount's exit from the project, LRCH has signed up ITV Studios to sit alongside its BBC IPs. With Paramount rejoining the

"The new partnership with Paramount is fantastic news for everyone"

project, this will unlock the potential for the addition of iconic franchises such as *The Godfather*, *The Italian Job* and *Mission Impossible*.

The news is coupled with the appointment of PY Gerbeau as chief executive of LRCH. In previous roles, the Frenchman was credited with contributing to the development of Euro Disney in the late 90s and the

Millennium Dome in London in 2000. Gerbeau went on to be chief executive of X-Leisure, operator of the Xscape centres and other leisure facilities.

"The new partnership with Paramount is fantastic news for everyone," said Gerbeau.

"Now the best of Hollywood will be joining the best of British from BBC Studios and ITV Studios, to create amazing experiences."



■ Alvaro Silberstein (centre) founded Wheel the World to inspire accessible travel for those with disabilities

"It's about providing the right info to accommodate these visitors and to make services more accessible"

Alvaro Silberstein calls on visitor attractions to become more accessible

Inspiring accessibility in the most challenging of locations is the main goal for Wheel the World's Alvaro Silberstein. It's a challenge that faces many obstacles, the biggest of those being effective collaborations with attractions managers, governments and tourism organisations, he says.

Silberstein, who co-founded Wheel the World with lifelong friend Camillo Navarro, wanted to organise trips for disabled people to enjoy some of the world's most iconic sights and attractions.

In its first year, the company helped more than 500 disabled customers to travel to exotic locations all

over the world, including a recent headline-grabbing excursion to the ancient Incan citadel of Machu Picchu, high in the Peruvian Andes. Plans for new locations are being added all the time.

"There's a range of equipment if you don't want to modify your infrastructure," he told *Leisure Opportunities*.

"It's about providing the right information to accommodate these visitors and to make services more accessible. Getting the people who run things like national parks and travel attractions to collaborate with us is the main challenge we continue to face."

leisure opps

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■ Nickerson said that the Swim England target is for all children to learn to swim at school

Swimming must become more relevant, says **Jane Nickerson**, Swim England CEO

People see swimming as lacking relevance to their lives, and lacking visibility in comparison to other sports. These are barriers that the sport is working to overcome, according to Swim England CEO Jane Nickerson.

Speaking to *Leisure Opportunities*, Nickerson outlined a number of targets and initiatives that the governing body is working towards, with 81 per cent of people in England aged over 11 able to swim, and

"We must show people the benefits of swimming and how it can fit into their busy lives"

1.2m children and 30,000 adults on the organisation's Learn to Swim programme.

Asked what the major challenges affecting participation are, and how these are being tackled, she said: "We undertook research into the key challenges. Firstly, it's a lack of confidence in swimming ability. In order to combat this, we're utilising a significant amount of

resources to ensure all 11-year-old children leave school able to swim 25m, are competent in multiple strokes and can perform a safe self-rescue.

"Secondly, swimming is seen as lacking relevance to people's lives. We're working to overcome this barrier by showing people the benefits of swimming and how it can fit into their busy lives, and by working with partners."

énergie Fitness **top team** hails innovation award win following successful rebranding exercise

Énergie Fitness has tasted success at the HSBC Franchise Awards, winning the Brand Awareness & Innovation category.

énergie beat off competition from a shortlist consisting of O2, The Christmas Decorators and Oscar Pet Foods to take the award, with Andy Brattesani, UK head of franchising at HSBC, saying the fitness operator had earned the accolade by "showing innovation in brand strategy and implementing this thoughtfully throughout the network".

The win follows an overhaul of parts of the company's portfolio – from Fit4Less to



■ The énergie Fitness team accepting the HSBC award

"It's very important that franchisees understand exactly what it takes to be successful"

énergie Fitness – which also saw the introduction of The Yard – an in-club boutique fitness concept – and the

Take the Stage programme, which is designed to train gym owners to deliver a world-class service

to every gym member on a daily basis.

Finance director Robin Cundell said the rebrand was built around a message that énergie is a place where everybody is welcome. "We're focused on creating a functional space where you can get together with other people and do a sport or exercise, where your skill doesn't matter," he said.

Peter Croney, head of franchise recruitment, revealed that the company was receiving around 300 enquiries per month from prospective franchisees – a number that needed to be whittled down significantly even before face-to-face meetings could take place.



■ Rich is a fitness industry veteran formerly with Matrix Fitness

Jo Rich and Matt Gleed join Funxton as it sets out UK expansion plans

Interactive digital fitness company Funxton, which supplies virtual instructor technology in the form of giant mobile phone-shaped screens, is looking to grow its business in the UK, with two new appointments.

Jo Rich, formerly director of key accounts at Matrix Fitness, has been appointed head of UK Sales. Her background includes stints at Fitness First, LivingWell, Sona and Cybex International.

Matt Gleed will support Funxton as master trainer. Gleed has more than 19 years'

experience working with fitness brands, public and private operators, elite sports teams and educational institutes.

Both will be based in the UK but report to Raimo Treffers, director of international sales, who's based at Funxton's head office in The Netherlands.

Funxton technology is used by 700 gyms in 25 countries, its solutions include Funxton Interactive, a cloud-based platform that has been designed to make functional training safer, more accessible and fun for users at all skill levels.

"Gleed will support Funxton as master trainer, while Rich, formerly director of key accounts at Matrix Fitness, has been appointed head of UK Sales"

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BOUTIQUES

Boutique operator Ten to 'double in size'

Boutique health and fitness operator Ten Health and Fitness plans to double the size of its business over the next three years, having secured a £4m growth capital investment from Foresight Group.

The company currently has eight studios across London, with a ninth under construction, and says it will roll out its brand to additional locations in Greater London with the new financial backing behind it.

Founded by managing director Joanne Matthews in 2007, Ten claims to be the only London boutique provider to bridge the gap between fitness and the medical sector. As well as its

Dynamic Reformer Pilates programme (described as "Pilates with a bite"), it offers one-to-one training, selected small-group fitness classes, physiotherapy and massage therapy.

In 2018, Ten launched TenClinical – a specialist, prescribed exercise regime for clients living with the effects of life-altering clinical diagnoses such as heart disease, cancer and diabetes.

Matthews said the company's goal is to become the market leader in wellness within the boutique sector: "Our mission has always been to 'bring more Ten-ness to more people in more places'," she said

[More: http://lei.sr/r2h9M_0](http://lei.sr/r2h9M_0)



■ Ten runs a programme of Dynamic Reformer Pilates



“
Our mission is to
'bring more 'Ten-ness'
to more people

Joanne Matthews

SUPPLIERS

KPS completes Life Fitness acquisition



Under the deal, private equity firm KPS will pay £388m in cash to acquire the entire Life Fitness estate

The acquisition of commercial fitness equipment manufacturer Life Fitness by KPS Capital Partners has completed, following the initial announcement of its sale in May this year.

Under the deal, private equity firm KPS will pay US\$490m (€434m, £388m) in cash to acquire the entire Life Fitness estate, which comprises the Life Fitness, Hammer Strength, Cybex, Indoor Cycling Group, SCIFIT and Brunswick Billiards brands, from its previous owner, manufacturing conglomerate Brunswick Corporation. KPS operates by making controlling



■ Life Fitness product lines include SYNRGY360

equity investments in manufacturing and industrial companies across a diverse array of industries. Within its portfolio are interests in branded consumer, healthcare and luxury products, automotive parts, capital equipment and general manufacturing.

[More: http://lei.sr/7M9J2_0](http://lei.sr/7M9J2_0)

POLITICS

Labour puts wellbeing at the centre of health policy



We will adopt a comprehensive national strategy

Jonathan Ashworth

A Labour government of the future would put wellbeing at the heart of all future policy decisions, as well as place a duty on health services and public bodies in England to take account of public health and wellbeing in their decision-making.

A proposed *Future Generations Wellbeing Act* has been launched by shadow health secretary Jonathan Ashworth, who said that: "The next Labour government will adopt a comprehensive national strategy to tackle health inequalities, attacking the wider determinants of ill health and putting prevention first".



■ Wellbeing is at the heart of Labour's proposed plans – but the role of activity is understated

When asked how the proposed act would impact on the activity sector, a Labour spokesperson said there were no details on this currently.

Public health services will be fully funded and budgets ringfenced, according to a Labour Party statement.

[More: http://lei.sr/5D5b7_0](http://lei.sr/5D5b7_0)

BOUTIQUE FITNESS

Digme looks to franchising to drive UK growth

Boutique fitness studio operator Digme Fitness will begin offering its business model to franchisees, as it looks to grow its brand in the UK and internationally.

Launched in 2016 by husband and wife team Geoff and Caoimhe Bamber, Digme currently owns and operates five studios in London and one site in Oxford.

Offering pay-as-you-go indoor cycling, HIIT and yoga classes, Digme will look to replicate the success of the likes of F45 and Orangetheory – boutique operators which have rapidly grown their footprint through franchising.



■ Digme currently owns and operates five studios



This is a significant milestone in our growth ambition

Geoff Bamber

According to Geoff Bamber, Digme founder and CEO, the company will use franchising as a way to expand in the UK, as well as finding its first overseas location.

"This is a significant milestone in our growth ambition and we're looking for the right locations around the UK and the rest of the world to share in our success to help widen the reach of Digme," Bamber said.

[More: http://lei.sr/P3A2S_0](http://lei.sr/P3A2S_0)

Mayo Clinic study: HIIT has 'anti-ageing benefits'

A study by Mayo Clinic has suggested that high-intensity interval training (HIIT) can reverse signs of ageing at the cellular level.

The research, published in the *Cell Metabolism* journal, studied 72 sedentary adults divided into two age groups of "young" (18 to 30 years old) and "older" (65 to 80 years old).

Each individual was then assigned one of three 12-week workout routines – HIIT cycling, strength training or a regime combining the two.

[More: http://lei.sr/J9s6d_0](http://lei.sr/J9s6d_0)

RESEARCH

'Silver pound' a significant growth driver

Creating opportunities for older people to get physically active represents a major driver for growth in public leisure, according to new research.

A study by ukactive and the DataHub – based on nine million members and 246 million individual visits across 596 leisure centres over the past three years – shows that people aged 65 or older currently make up 12 per cent of leisure centre members, compared to 22 per cent of the population.

The *Moving Communities: Active Leisure Trends 2019*, also reveals that while the proportion of older members has increased slightly over the past two years (from 7 per

cent to 8 per cent), there is still major room for growth in attracting older customers.

Other key insights include that UK leisure members are more diverse than Britain in general, with ethnic minorities making up 26 per cent of leisure centre members – compared to 14 per cent of the general population.

DataHub director Utku Toprakseven said: "It is important that operators action this insight to develop an offer which serves the entire community and that we work collaboratively to move forward the national debate about the role sport and activity can play in achieving positive health and outcomes."

[More: http://lei.sr/T6Y3f_0](http://lei.sr/T6Y3f_0)



■ People aged 65 or older currently make up 12 per cent of public leisure centre members



It is important that operators action this insight

Utku Toprakseven

REDEVELOPMENT

Bannatyne Group completes Cookridge Hall upgrade



The two-level gym has been refreshed with the installation of a full range of Skill Line Technogym equipment and a functional training area

The Bannatyne Group has completed a £750,000 redevelopment of its latest acquisition, the historic Cookridge Hall in West Yorkshire.

The operator acquired the building, which dates back to 1721, in January 2019 in a deal worth a "seven figure sum".

The 38,693 sq ft facility is set among an 18-hole golf course – which wasn't included in the deal – and was previously owned and operated by both Esporta and Virgin Active.

Following the extensive revamp, the two-level gym has been refreshed



■ Bannatyne's regional manager, Dan Gray (right) with operations manager Jez Howarth at the club

with the installation of a full range of Skill Line Technogym equipment and a functional training area. At the heart of the functional training area sits a bespoke rig designed specifically for the space by ESP Fitness.

[More: http://lei.sr/d9Z3p_0](http://lei.sr/d9Z3p_0)

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NEW OPERATOR

Stylist opens female-only gym in Mayfair

Women's fashion magazine *Stylist* has entered the fitness market by opening a female-only boutique studio in London's affluent Mayfair district.

The studio will be operated under a new lifestyle brand, *Stylist Strong*, which the magazine hopes to develop into a leading women's fitness line.

The *Stylist Strong* studio will specialise in class-based strength training, specifically tailored for women. It will also host classes, events, talks and panel discussions on fitness and strength-training.

Classes have been designed to build both physical and mental

strength in a "smart and informed way", with trainers having been educated to help women optimise their workouts – from aligning training with their menstrual cycles to taking into account individual lifestyles.

A tailored training programme, created by Nike global master trainer Joslyn Thompson Rule, will also be available.

Lisa Smosarski, editor-in-chief at *Stylist*, said: "We watch trends closely at *Stylist* and we have seen a real growth in women's strength training – for body, for mind and as a way of reclaiming a traditionally male space."

[More: http://lei.sr/t3V4S_0](http://lei.sr/t3V4S_0)



■ The studio will specialise in class-based strength training



“
We've seen a real growth in women's strength training

Lisa Smosarski

INVESTMENT

Gympass valued at US\$1bn following Softbank investment



“
We are revolutionising the way employees engage in exercise

Cesar Carvalho

Corporate fitness sales specialist Gympass, which has operations in the UK, has secured additional financial backing believed to be around US\$300m (€265m, £237m).

Led by Japan-based SoftBank Vision Fund and its SoftBank Latin America Fund, the funds will be used to further grow the business – including "major enhancements in product and technology" for a "more personalised user experience".

Gympass, which was founded in 2012, currently works with more than 2,000 corporations across 14 countries, providing staff with monthly fitness passes.



■ Gympass operates in 14 countries, including the UK

"We believe this partnership will enable us to bring our solution to more organisations around the world, revolutionising the way that employees engage in physical activity," said Cesar Carvalho, co-founder and CEO of Gympass.

[More: http://lei.sr/U4G3A_0](http://lei.sr/U4G3A_0)



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www.rlss.org.uk/the-rookie-lifeguard-programme-getting-started-guide



Throughout the Swim England Learn to Swim Framework, swimmers are learning essential aquatic skills to progress on to any aquatic discipline. Outcomes achieved during Stages 1-7 make sure swimmers have a basic awareness of how to be safe in and around water and give them the knowledge to perform safe self-rescue. Those reaching the point where they're ready to complete Learn to Swim Stage 7 of the Swim England Learn to Swim Programme, can be ready to move on to new disciplines and be considering joining a Swim England sport-specific club or Rookie Lifeguard programme. The Rookie Lifeguard programme is about extending the skills and abilities of young swimmers who would like to do more than swim. The Rookie Lifeguard awards offer parents the comfort of knowing their children are aware of how to avoid dangers and enjoy the water safely. It's important for Learn to Swim providers to offer a variety of aquatic activities for those wishing to stay active through aquatics, but who don't wish to enter into a competitive environment. Offering alternatives such as Rookie Lifeguard will help maintain and retain your swimmers for longer.

KATIE TOWNER, HEAD OF LEARN TO SWIM, SWIM ENGLAND



For more information on Rookie Lifeguard, visit www.rlss.org.uk/rookie-lifeguard, email info@rlss.org.uk or call our Customer Services team on 0300 323 0096

MARKETING

This Girl Can campaign focuses on cycling

Sport England and British Cycling are partnering on a new "This Girl Can" campaign designed to highlight British Cycling's recreational, women-only bike riding programme, which offers hundreds of free bike rides across the UK.

The HSBC UK Breeze initiative has attracted 250,000 participants since its inception in 2011, helping women to overcome barriers to participation – such as lack of confidence, fear of judgement and simply fitting activity into a busy lifestyle.

Using a series of targeted social media films and image adverts, the six-week campaign will mirror previous bold and eye-catching This

Girl Can campaigns, showing how women, regardless of age, background, fitness or experience, can take up cycling and overcome those barriers in a judgement-free environment.

Kate Dale, Sport England's campaign lead for This Girl Can, said that the huge number of women attending HSBC UK Breeze events every week showed how effective the programme had already been: "This Girl Can is designed to break down the emotional barriers women face when considering exercise. One of these emotional barriers is fear of judgement and Breeze is brilliant at addressing this."

[More: http://lei.sr/u8y3T_O](http://lei.sr/u8y3T_O)



■ HSBC UK Breeze has attracted 250,000 participants since 2011



This Girl Can is designed to break down the emotional barriers

Kate Dale

SUSTAINABILITY

£40m eco-friendly Riverside centre opens its doors



The centre uses a combined heat and power unit to generate a proportion of its own electricity

A new £40m leisure centre built to include a number of sustainable innovations has opened in Chelmsford, Essex.

The Riverside Leisure Centre in Chelmsford has been awarded a 'very good' BREEAM sustainability rating, owing to its energy efficient design.

The centre uses a combined heat and power unit to generate a proportion of its own electricity. As it does this, it produces heat, which is used to supply hot water for the pool, showers, taps and heating systems. If extra heat is required, modulating



■ The centre has a 'very good' BREEAM rating

'smart' gas boilers are used to meet demand. Underfloor heating throughout the ground floor provides efficient background heating and helps warm and dry the floors in the changing areas.

There are also smart sensors, which monitor the weather outside and control the heating accordingly.

[More: http://lei.sr/Q3u5H_O](http://lei.sr/Q3u5H_O)

ELITE SPORT

Premier rugby club Leicester Tigers put up for sale



We have received several expressions of interest in the club

Simon Cohen

One of England's most successful rugby clubs, Leicester Tigers, has been put up for sale.

Simon Cohen, Leicester Tigers CEO revealed plans for the sale of the club, alongside a full strategic review and a long-term plan to reclaim its status as a force in English and European rugby.

Tigers, who have won 10 Premiership titles and two European Cups, dominated professional rugby for more than a decade, including a run of nine trophies in 10 years between 1993 and 2002. Its last domestic title, however, is from 2013 and the club battled to avoid relegation last season.



■ The club has received a number of enquiries

According to Cohen, the club has received a number of enquiries from potential new owners since CVC Capital Partners acquired a 27 per cent stake in Premiership Rugby last year.

"CVC's investment sparked several expressions of interest in the Tigers from new investors, prompting the board to run a formal sale process in the best interests of the club, its players, supporters and shareholders," Cohen said.

[More: http://lei.sr?a=h5Y4a](http://lei.sr?a=h5Y4a)

CHILDREN AND SPORT

Resource to help kids be physically ready for school

A team of Loughborough University academics have launched an online resource to help early-year practitioners and parents deliver physical development opportunities to children.

The Early Movers service (<https://www.earlymovers.org.uk/>) provides information on some of the core principles underpinning physical development in children.

It is split into two key sections: 'Core Skills' and 'Activities' and aims to provide those looking after children with the tools to help youngsters progress from the building blocks



■ The Early Movers service provides info on the core principles underpinning physical development in children



The guide aims to provide those looking after children with the tools to help youngsters progress from the building blocks of each core skill to simple and advanced levels

of each core skill to simple and advanced levels.

The resource was launched in response to research undertaken at Loughborough University, which revealed how many four-year-olds are not physically ready to start school with 30 per cent of Foundation Stage children found to be 'of concern' – and almost 90 per cent demonstrating some degree of movement difficulty.

[More: http://lei.sr/7M7y7_0](http://lei.sr/7M7y7_0)

Solent University opens £28m sports centre

Solent University has officially opened its new £28m sports and fitness centre.

The centre houses two sports halls, three gyms, an indoor cycling studio, two exercise studios, a physiotherapy treatment room and a dedicated basketball centre – one of only two of its kind in the country.

"The new sports facility marks a new era for our university," said Martin Nailor, head of sport for Solent University.

The new facility is part of the ongoing £100m estate development plan.

[More: http://lei.sr/u2q2y_0](http://lei.sr/u2q2y_0)

HIGH PERFORMANCE FUNDING

Winter sports given cash boost to build medal success



These awards will build on our success at Pyeongchang

Chelsea Warr

Medal success by British ski, snowboard and wheelchair curling athletes at world championship level is to be rewarded with increased funding in the run up to the 2022 Beijing Winter Olympics and Paralympics, UK Sport has announced.

Britain's para skiers and snowboarders picked up nine medals at the 2019 Para Alpine World Championships, including two golds for Menna Fitzpatrick and her guide Jen Kehoe. Their success has resulted in an additional £748,000 of funding devoted to the programme.

Almost £1.3m in additional funding is to go to ski and snowboard athletes in the



■ Snowboarding is one of the sports to gain additional funding as GB chases medal success

new Olympic discipline of Ski Big Air, along with Half Pipe and Snowboard Cross.

Chelsea Warr, director of performance at UK Sport, said: "These awards are intended to support our efforts to build on our most successful Winter Olympic and Paralympic Games in Pyeongchang last year."

[More: http://lei.sr/v4X2s_0](http://lei.sr/v4X2s_0)

PHYSICAL ACTIVITY

School activity plan to increase sporting opportunities

Children will be offered a greater opportunity to take part in 60 minutes of daily sport and physical activity under new government plans.

The School Sport and Activity Action Plan, outlined by education secretary Damian Hinds and sport minister Mims Davies, will set out a range of new measures to strengthen the role of sport within a young person's daily routine.

It will also promote a joined-up approach to physical activity and mental wellbeing.

Under the plan, schools and sports clubs will be encouraged to work together to share their



■ The plan looks to focus on ensuring boys and girls have an equal and coordinated offer of sport



Schools and sports clubs will be encouraged to work together to share their facilities and expertise

facilities and expertise, giving more pupils access to competitive sport and volunteering opportunities.

There will be a focus on ensuring boys and girls have an equal and coordinated offer of sport, competition and activity, including modern PE lessons and access to high-quality clubs and competitions after school and during weekends and holidays.

[More: http://lei.sr?a=N602d](http://lei.sr?a=N602d)

Activity Alliance calls time on 'negative perceptions'

A new national campaign looks to dispel negative perceptions about disability, inclusion and sport.

Charity Activity Alliance (formerly the English Federation of Disability Sport) has launched the "Who Says?" initiative, which aims to empower people – on and off the field of play – to challenge their own and others' perceptions disability sport.

"For far too long disabled people have faced misconceptions on what is and isn't possible," the organisation said.

[More: http://lei.sr/Q3p3a_0](http://lei.sr/Q3p3a_0)

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Community Leisure UK

The voice for community leisure trusts across the UK

The community leisure trust collective has launched a new brand that seeks to support and develop our public leisure and culture services. **Community Leisure UK** – formerly Sporta - is the association that specialises in charitable leisure trusts across the UK, enabling networking and knowledge sharing with peers and external stakeholders.

Collectively, member community leisure trusts manage a **combined budget of more than £1.6bn, employ over 67,000 people**, and receive **233million visits per year**.

Charitable trusts are key community anchors who **reinvest every penny** into developing services focused on their local people across the life course. Trusts are working with more and more partners to develop supported routes to **mental and physical health improvement**, while reshaping services to meet local strategic objectives.

The ultimate aim of community leisure trusts is to **engage all people across the community**, whether that is having a health check, a coffee in a safe and warm space, going for a swim, taking a walk in the park, borrowing a library book or becoming a member of a gym.

Community Leisure UK are keen to help organisations who would like to know more about the public leisure landscape and / or the charitable trust model. Please do get in touch at:

www.communityleisureuk.org

@CommLeisureUK

cateatwater@communityleisureuk.org

Thank you for reading.



Bucking the trend on apprenticeships

The latest government statistics show the continued fall in apprenticeship starts for 16- to 18-year-olds, and a drop of more than 50 per cent in level 2 starts since the apprenticeship reforms were introduced.

This is depressing news, but our sector need not contribute to these figures. In fact, it is very well placed to benefit from apprenticeships.

A new product

We constantly hear about the acute shortage of entry level technical roles in the industry, specifically lifeguards, swimming teachers and fitness instructors. Well now we have a solution – a brand new apprenticeship programme that embeds all three of these technical functions in one apprenticeship.

The new Leisure Team Member Apprenticeship is the result of an inspiring partnership between four outstanding organisations – Creative Sport & Leisure, Institute of Swimming, Royal Life Saving Society UK and Future Fit Training – who have come together under the direction of CIMSPA to deliver this fantastic new apprenticeship to solve the shortfall that is plaguing the sector.

The apprenticeship was designed following full consultation with a large group of employers to meet their needs. Employers can therefore be assured that apprentices will gain the

skills needed to support, enhance and deliver the day to day operations and services of a leisure/fitness facility. They will learn to undertake a range of operational duties while also covering leisure and fitness operations, lifeguard duties, swimming teaching duties, gym instruction and leading group activities, all while gaining vital qualifications and embedding themselves in the culture of the organisation.

Partnership effort

The new Leisure Team Member Apprenticeship demonstrates partnership working at its best and is yet another example of CIMSPA fulfilling its obligations to the sector by meeting the needs of employers and our workforce.

The apprenticeship is available now and I urge you to take advantage of it, whether you are a levy payer or not. For further information, please visit <http://www.creativesportandleisure.co.uk/apprenticeship-standard/leisure-team-member#>. ●



■ Tara Dillon, chief executive of CIMSPA



The new apprenticeship was designed following full consultation with a large group of employers to meet their needs



■ CIMSPA now has more than 300 courses for PTs, lifeguards and leadership professionals

Spa & wellness news

SUSTAINABILITY

GSN reveals first results from research programme



We're thrilled to be bringing of-the-moment data on green or related topics to GSN members and the wellness community

Bonnie Baker

The Green Spa Network (GSN) has released some of its sustainability research, collected from its community of 5,000 members.

The first surveys, which started in January 2019, reveal that 84 per cent of GSN members say consumers are choosing brands because they are green.

Furthermore, 57 per cent of GSN members say time is the biggest challenge to being green.

"We're thrilled to be bringing of-the-moment data on green or related topics to GSN members and the wellness community," said



■ Joanna Roche (left) and Bonnie Baker (right) of the Green Spa Network

Bonnie Baker, board president.

Conducted surveys have been geared towards gaining knowledge to increase members' ability to successfully transform their businesses into socially and environmental responsible leaders in the wellness industry.

[More: http://lei.sr/K9Q2u_0](http://lei.sr/K9Q2u_0)

RETREATS

The Lanesborough reveals Bodhimaya residency

The Lanesborough Club & Spa in Belgravia, London, has announced a new partnership with Bodhimaya, that will see the wellness retreat specialist begin a residency at the London health club and spa.

Launching later this year, The Lanesborough will offer a series of retreats, ranging from one to three days, that will focus on physical and emotional wellbeing, such as the Restorative Retreat and the Meditation & Nutrition programmes.

Each retreat will include daily mind and meditation consultations



■ The Bodhimaya retreats include signature spa treatments, yoga sessions, and Reiki



Launching later this year, The Lanesborough will offer a series of retreats, ranging from one to three days

with Bodhimaya founder Cornelius O'Shaughnessy, signature spa treatments, yoga sessions and Reiki treatments with sound healing, as well as private consultations with Bodhimaya nutrition expert, Olga Hamilton.

Further specialised programmes, including weight management, stress management, will also be on offer.

[More: http://lei.sr/w3m2w_0](http://lei.sr/w3m2w_0)

AA Hospitality Awards launch new accolade for spas

The AA Hospitality Awards, hosted by the Automobile Association (AA), is set to introduce a new award recognising outstanding spa provision in hotels.

The Spa of the Year award, which is judged by a panel of AA inspectors, will award hotel spas providing excellent overall spa experiences and products.

The awards, which recognise excellence in hospitality, will take place on 23 September at London's Grosvenor House and will be hosted by journalist and TV presenter Kate Silverton.

[More: http://lei.sr/p3c4j_0](http://lei.sr/p3c4j_0)

ASSOCIATIONS

UKSA: significant membership growth

The UK Spa Association has reported a 25 per cent increase in new spa operator members since January 2019, after implementing a new growth strategy at the beginning of the year.

Designed to meet the needs of its growing membership, the strategic plan is based on five key pillars - Spa Line (a helpline for spa professionals), Events, Benchmarking, Campaigns and Work for Wellness - which aim to offer long term solutions to make the spa industry more profitable and sustainable.

It has demonstrated an upward trajectory for UKSA, which has also reported a number of 'pioneering' developments, including the

its independent industry KPI Benchmarking project, Spa Directors Assemblies and its National Spa Week campaign, in addition to significant membership growth.

In other news, the association has announced that Lisa Barden has stepped down as chair of UKSA, after just a few months in the role. Barden has been replaced by beauty business strategist Adam Chatterley, while long-term board member Christina Hartigan has taken on the role of vice chair.

Alongside Chatterley, UKSA has made several new appointments, including Juliet Wheeler, to raise brand awareness.

[More: http://lei.sr/H5b4E_O](http://lei.sr/H5b4E_O)



■ There has been a 25 per cent increase in new operator members



The UKSA has reported a number of pioneering developments, including the independent industry KPI benchmarking system

NEW OPENING

Grantley Hall aims to become leading spa hotel



The Three Graces Spa will offer a range of treatments from Ila and Natura Bissé in five dedicated treatment rooms

The Grade II listed, 17th century Grantley Hall hotel and wellness retreat has reopened near Ripon, UK.

The property has undergone extensive renovation work over a three-and-a-half year period, with design by owner Valeria Sykes and now has a high-end gym, spa and a range of restaurants.

The overarching vision is for the hotel to become one of Europe's top gym, spa, and wellness facilities. The property has signed with Relais et Châteaux.

The Three Graces Spa will offer a range of treatments from Ila and Natura Bissé in five dedicated



■ Grantley Hall has undergone extensive renovation work, over a three-and-a-half year period

treatment rooms. There will also be a healthy snack bar and English Heritage-listed Japanese garden.

In addition, the hotel has an 18m pool, hydrotherapy pool, steamroom and sauna, as well as a snow room.

[More: http://lei.sr/r8K8c_O](http://lei.sr/r8K8c_O)



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Jenny Waldman,
Director,
14-18 NOW

Other new speakers for VAC 2019 include Joss Croft of UKinbound, Martha Lytton Cobbold of Knebworth, Abigail Ollive of Castle Howard and David Willrich, immediate Past President of the Themed Entertainment Association.

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MAJOR PROJECT

Roman answer to Jorvik planned for York

A world-class new museum project documenting York's Roman history will be part of a proposed £150m city centre redevelopment called the Roman Quarter.

York Archaeological Trust is partnering with York-based property developers North Star, DC Architecture and hotel operator Native to deliver the project in Rougier Street, York City Centre. Three buildings will be demolished to make way for the development, enabling a 33,000sq ft (10,058sq m) museum, 145-bedroom hotel, more than 200 apartments and 15,500sq ft (4,724sq m) of new cafés, retail outlets and restaurants.

The Trust, which developed York's hugely popular Jorvik Viking Centre following a dig at Coppergate in the city in the 1970-1980s, said it will conduct another dig at Rougier Street for two years before building work starts. It's hoped that waterlogged ground conditions at the site will have preserved a large number of significant 2,000-year-old artefacts that will be displayed in the basement museum.

"This is a unique opportunity to understand York's origins and find out more about how the city developed," said David Jennings, CEO of the Trust.

[More: http://lei.sr/P9A8N_0](http://lei.sr/P9A8N_0)



■ An early rendering of how the Roman Quarter would look



This is a unique opportunity for the city

David Jennings

NEW ATTRACTION

Silverstone Experience faces further delays



We will confirm a new opening date as soon as we can and we thank everyone for their continued support.

Silverstone Experience

The Silverstone Experience – a new visitor attraction coming to the home of the British Formula One Grand Prix – has had its opening pushed back until at least September after its main contractor went into administration.

The new attraction was set to open its doors on 9 July, however, the Shaylor Group – a Walsall-based construction firm – entered administration on 17 June temporarily halting the development process.

"The Silverstone Experience project will still go ahead but this development will inevitably cause some delay to the



■ The opening has been pushed back until September

public opening date, previously planned for 9 July and the preview weekend planned for 6 and 7 July," said the group in a statement to *Leisure Opportunities*.

When open, stories of human endeavour, great sporting rivalries and engineering innovation will be told using interactive displays.

[More: http://lei.sr/n6v6g_0](http://lei.sr/n6v6g_0)

Attractions news

REDESIGN

New designs revealed for Museum of London



The new will be a totally porous space available night and day

Sharon Ament

The Museum of London has revealed the designs for its new home in West Smithfield, with the development scheme laying out a 24-hour cultural hub in the heart of the capital.

Described as one of the largest cultural projects in Europe, the design process has been led by Stanton Williams and Asif Kahn, with Julian Harrap Architects also involved.

Celebrating the existing architecture of the Westfield site, which is derelict and in desperate need of renovation and repair, the £262m (US\$330m, €292m) development will offer



■ The plans make use of space both above and below ground, offering more room to display exhibits

more exhibition space, with exhibits making use of the historic buildings both above and below the ground.

"As people will see from our latest design concepts, the new Museum of London will be a totally porous space available night and day to welcome all of London's visitors," said Sharon Ament, director of the Museum of London.

[More: http://lei.sr/c9y4D_0](http://lei.sr/c9y4D_0)

MARKETING

"Focus on what makes your museum unique"

Adam Koszary, the man behind the social media success of The Museum of English Rural Life (MERL) in Reading, has encouraged all museums to maximise their social media assets.

Koszary has been credited with MERL's Twitter following jump from 9,700 to 137,000 in a year, after a social media adventure that included the now infamous "absolute unit" tweet.

"We've had a big boost in visitor numbers, which we think is partly the social stuff, partly the museum getting into its groove of big events," Koszary said.



■ MERL now receives visitors from as far as the US



Give up the fear and experiment all the time

Adam Koszary

"Our online statistics are crazy. It's started influencing how we do our marketing and we're revising our strategy."

Koszary puts the social media growth down to creativity and a willingness to react. His advice is simple.

"Give up 'the fear' and experiment all the time. Focus on what makes your museum unique."

[More: http://lei.sr?a=4Q1u5](http://lei.sr?a=4Q1u5)

Westminster Abbey partners with Avius to improve visitor experience

London's Westminster Abbey, a UNESCO World Heritage Site, has announced a new partnership with Avius, a provider of survey and customer experience software, to capture and measure customer satisfaction.

The new partnership will see the implementation of survey kiosks – located in the Abbey precincts, outside the Chapter House and the Cellarium Cafe – which will enable the collection of in-the-moment feedback.

[More: http://lei.sr/L2w6L](http://lei.sr/L2w6L)

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Moving the world

The UK has been declared the most active nation in the Technogym Let's Move for a Better World campaign

■ The initiative motivates both staff and members to get active



Equipment giant Technogym has revealed the results of its latest Let's Move for a Better World initiative – a social media campaign using people's competitive nature to get them more active.

Now in its sixth year, the campaign connected a community of 200,000 people around the world.

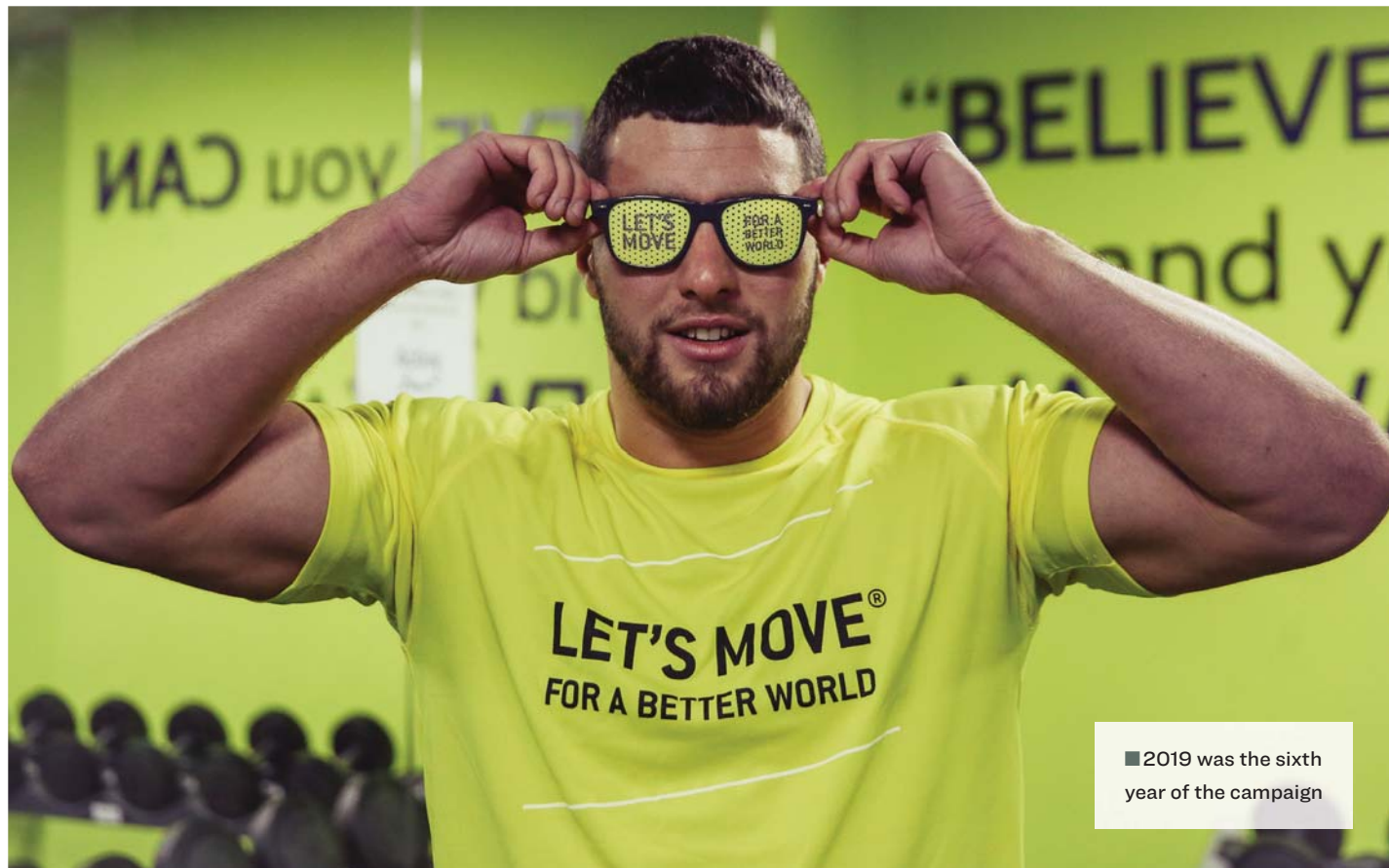
GET THEM MOVING

'Let's Move for a Better World' is one of the biggest social campaigns in the fitness and wellness industry and was set up by Technogym as part of its stated mission to improve wellness on a global scale.

Utilising the Technogym mywellness cloud, the campaign sees gym members in fitness facilities around the world join forces to "donate their movement". The more active the users were, the bigger the donation to the community. The global movement has captured the imagination of exercisers in a number of countries – including the UK, where a record-breaking 124 Million MOVEs were registered during the campaign. With more than 350 facilities attracting well over 35,000 participants to take part in the campaign, the UK was declared the most active country, beating 2018 winners Spain.

The north of the UK did particularly well. The top four sites – Ribby Hall Village,

Our members and staff certainly had fun taking part, with several participants coming up with some very creative ways of getting active



■ 2019 was the sixth year of the campaign

Every year we aim to improve on the previous year's performance – this year we had a 'lockdown' at one of the clubs

Glasgow Club Tollcross, Crow Wood Leisure and The Club at Burntwood Court – each donated three million moves or more.

LOCAL IMPACT

"This is the fourth year we've taken part in the Let's Move Challenge and this has been our best outcome by far," says Natalie Westgate, wellness manager at Ribby Hall Village.

"We're delighted to have finished top of the leader board and, in doing so, have raised some funds towards wellness equipment for a very worthwhile cause, The Alzheimer's Society.

"As we joined the fight against a sedentary lifestyle, our members and staff certainly had fun taking part, with several participants coming up with some very creative ways of clocking up their MOVES including; using the mywellness outdoor tracker on Brooklyn Bridge New York, dancing the night away on a Dublin dance floor on St Patricks Day and sneaking out at midnight to run a 10K!"

ENGAGEMENT IS KEY

Participants' MOVES, (the Technogym unit for measuring movement) were logged through the mywellness cloud – an open platform for the industry, connecting people and fitness facilities all over the world.

Sharon Campbell, health, fitness and infrastructure manager of Glasgow Life says: "Glasgow Life has always supported Let's Move for a Better World, as it brings clubs and members together from all over the city – and also helps us motivate our gym instructors and staff, encouraging everyone to have fun and get healthier.

"Every year we aim to improve on the previous year's performance and, this year, we made the decision to trial a 'lockdown' in Glasgow Club Tollcross. This was received well by members and, with more than 1,000 taking part, we amassed an amazing 3.8m MOVES."

The initiative has grown in size each year and Technogym plans to include even more facilities during 2020. ●



■ Members and staff who take part in activities "donate" their movement to the community they represent



Women's football is the football of today and it is our duty to empower the women's game

Aleksander Čeferin, UEFA president



Breaking boundaries

The success of this summer's Women's World Cup has prompted UEFA to provide more funding for women's football



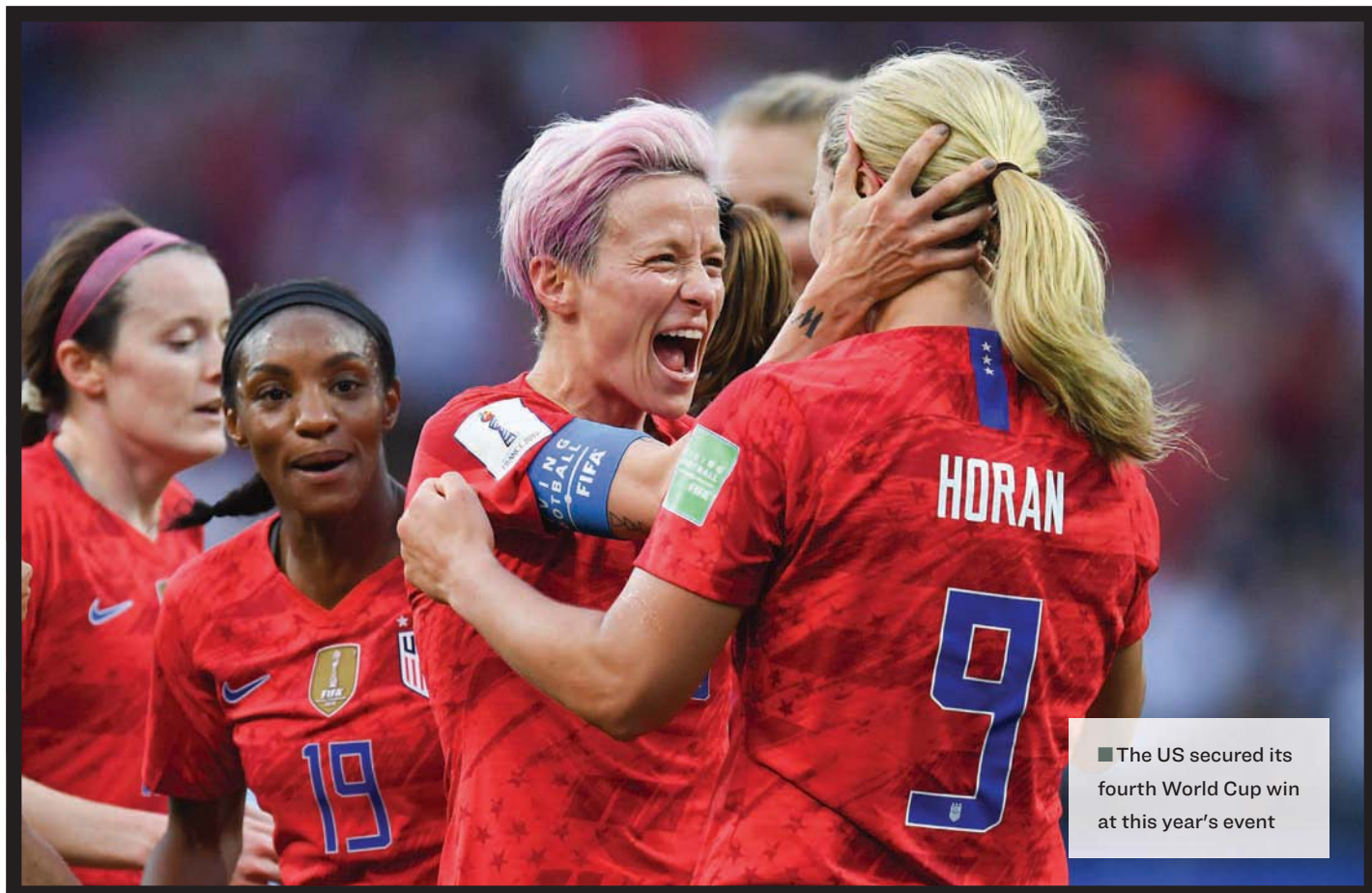
■ This year's competition smashed a number of TV audience records for women's football across a number of countries – including France, the UK and the US

With the plaudits rolling in for the quality of football at the FIFA Women's World Cup, European governing body UEFA

has announced increased funding for national associations within Europe, through its UEFA Women's Football Development Programme (WFDP).

From 2020, the 55 member associations will receive £134,000 every year specifically for growing the women's game. This is a 50 per cent increase on the previous payments of £90,000 per year.

European nations have fared well at the World Cup, making up seven of the eight quarter finalists. The Netherlands is to meet the USA in the final in Lyon, France, on Sunday 7 July, while England and Sweden contest the third place play-off in Nice the day before.



More than 50 per cent of the 459 funded applications – totalling £73.78m across UEFA – were for grassroots

Alongside this increased funding, UEFA has released more details of where funding in the women's game in Europe is being spent, and in May it launched its first ever women's football strategy: *Time for Action: UEFA Women's Football Strategy 2019-24*.

The latter aims to double the number of women and girls playing football in UEFA member associations to 2.5 million, double female representation on all UEFA bodies, increase the reach and value of its Women's Euro and Women's Champions League competitions, and improve player standards by reaching standard agreements for national team players and putting safeguarding policies in place in all 55 member associations.

UEFA's HatTrick funding cycle uses revenues from the UEFA European Championship. It was launched in 2004 and by 2020 will have invested £1.62bn back into the game, including

grassroots football, women's football and elite youth player development.

The WFDP has funded 459 applications to the tune of £73.78m across the UEFA associations, with more than 50 per cent of these being centred on grassroots projects, creating opportunities for girls and women to play football. Some £10.77m has been invested in 94 club and league development projects, and £12.12m of funding has helped national associations to enhance their elite youth pathways, coaching and development, resulting in higher standards at the top of the women's game.

The support for the women's game in Europe comes right from the top of the organisation too. "Women's football is the football of today; it is not the football of tomorrow," said UEFA president Aleksander Čeferin. "It is UEFA's duty as European governing body to empower the women's game." ●



England's successful performances have seen interest in the women's game increase in the UK



Our findings suggest that maintaining a regular sleep schedule has a host of beneficial metabolic effects

Susan Redline, co-author



Wellness through sleep

Irregular sleep patterns have been linked to metabolic disorders – could providing 'good sleep' be the next growth area for wellness operators?



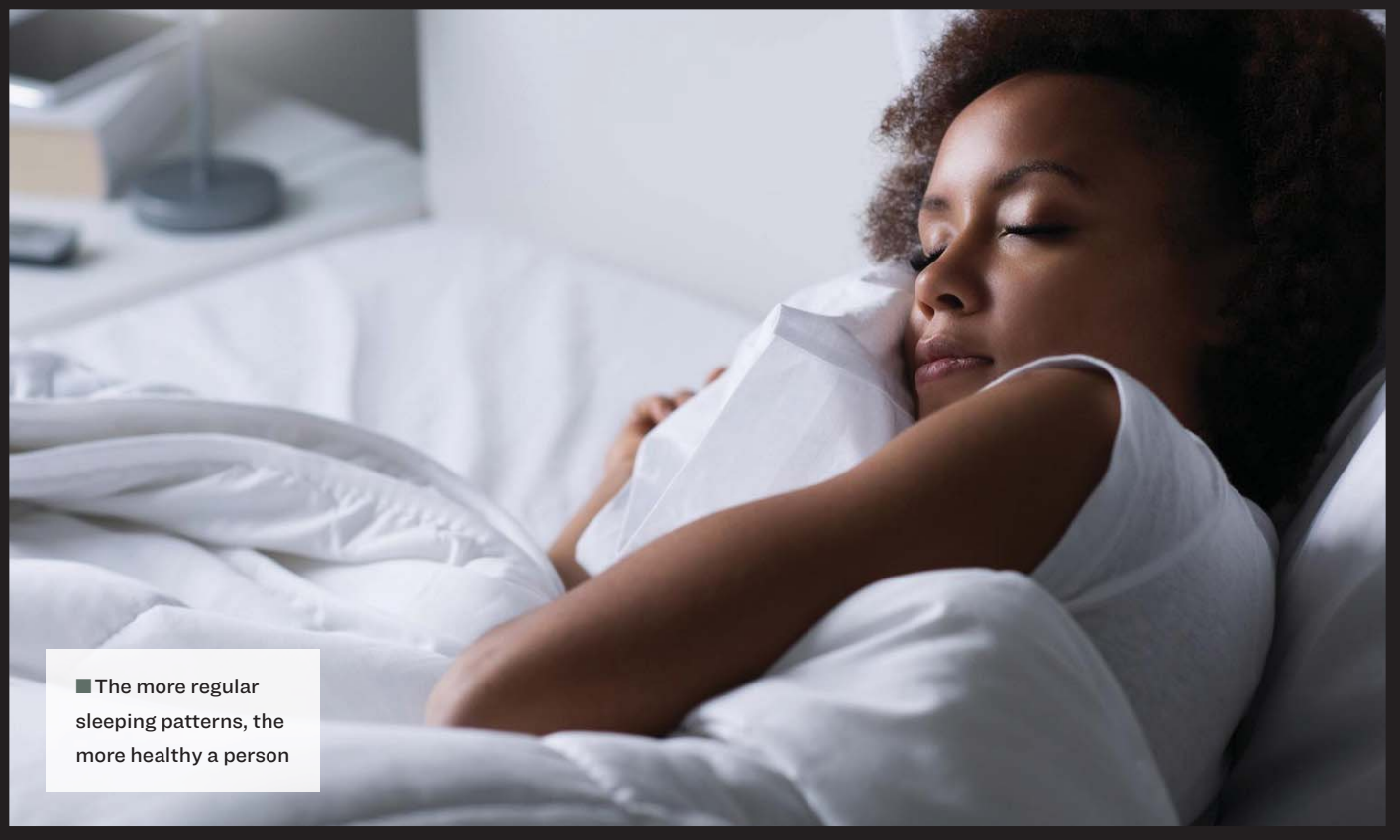
■ The research found that even small variabilities in circadian rhythms could have an adverse effect on health

A new study has found that not sticking to a regular bedtime and wake up schedule – and getting different amounts of sleep each night – can put a person at higher risk for obesity, high cholesterol, hypertension, high blood sugar and other metabolic disorders.

In fact, for every hour of variability in time to bed and time asleep, a person may have up to a 27 per cent greater chance of experiencing a metabolic abnormality.

The results of the study, which was funded by the National Heart, Lung, and Blood Institute (NHLBI), part of the National Institutes of Health, appear today in the journal *Diabetes Care*.

"Many previous studies have shown the link between insufficient sleep and higher risk of obesity, diabetes, and other metabolic disorders," said study author Tianyi Huang, Sc.D., epidemiologist of the Channing Division of Network Medicine at Brigham and Women's



■ The more regular sleeping patterns, the more healthy a person

“ The study may enrich current prevention strategies for metabolic disease that focus on promoting sufficient sleep ”

Hospital, Boston. “But we didn’t know much about the impact of irregular sleep, high day-to-day variability in sleep duration and timing. Our research shows that, even after considering the amount of sleep a person gets and other lifestyle factors, every one-hour night-to-night difference in the time to bed or the duration of a night’s sleep multiplies the adverse metabolic effect.”

For the current study, researchers followed 2,003 men and women, ages 45 to 84, participating in the NHLBI-funded Multi-Ethnic Study of Atherosclerosis (MESA). The participants were studied for a median of six years to find out the associations between sleep regularity and metabolic abnormalities.

Individuals with greater variations in their bedtimes and in the hours they slept had a higher prevalence of metabolic problems, and these associations persisted after adjusting for average sleep duration. This was also the case when they looked at the participants

who developed metabolic disorders during the 6.3 years of follow up.

The results showed that the variations in sleep duration and bedtimes preceded the development of metabolic dysfunction. According to the authors, this provides some evidence supporting a causal link between irregular sleep and metabolic dysfunction. Increasing sleep duration or bedtime variability was strongly associated with multiple metabolic and simultaneous problems such as lower HDL cholesterol and higher waist circumference, blood pressure, total triglycerides, and fasting glucose.

“Our results suggest that maintaining a regular sleep schedule has beneficial metabolic effects,” said study co-author Susan Redline, senior physician in the Division of Sleep and Circadian Disorders at Brigham and Women’s Hospital. “This message may enrich current prevention strategies for metabolic disease that primarily focus on promoting sufficient sleep and other healthy lifestyles.” ●



■ Irregular sleeping patterns can lead to obesity and other health issues

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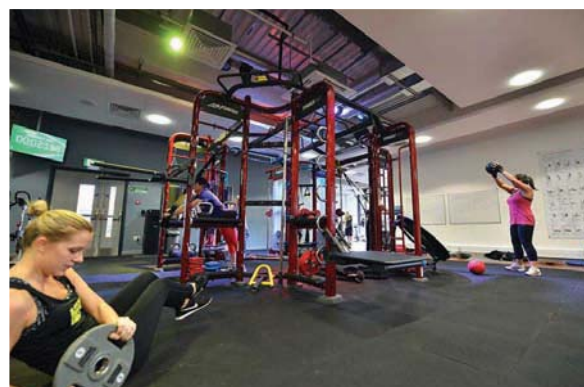


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Are you a passionate and skilled swimming instructor with a talent for inspiring all ages to swim?

Swimming Nature is the UK's largest independent provider of private and bespoke swimming tuition, from babies through to adults with nearly 30 years of experience in the sector.

Following Swimming Nature's award-winning teaching programme, you will help your students progress through each skill level, supported by our unique rewards programme, and technology that's second to none. Working hours will include afternoons Monday to Friday and Saturday and Sunday mornings, although additional hours may be required. Flexibility is advantageous.

Instructor benefits

Alongside the opportunity to work in a progressive, dynamic and rewarding environment, Swimming Nature instructors enjoy a full range of employment benefits, including:

- A secure permanent position in the company
- An ongoing bespoke training programme, continuing professional development and various career pathways leading to join our sector Quality Assurance Programme
- A robust performance-related pay scale ranging from £16 to £21 per hour
- Opportunities to contribute in the media as part of our expert panel
- 28 days annual leave (pro rata)
- Access to a workplace pension and Perk Box benefits
- Annual appraisal and pay review

The essential ingredients

We are looking for teachers who were born to swim, and who are keen to train in the ground-breaking Swimming Nature method. Applicants will need to attend an in-water interview to demonstrate they can swim to a high standard. Other requirements include:

- An ASA Level 2 or an STA Full Swimming Instructor Qualification or the equivalent international qualification
- Exceptional communication skills and experience in a customer-facing/service environment
- A current lifesaving qualification (preferred although we can provide this if necessary)
- Excellent swimming ability with up-to-date knowledge of the sport

Interested?

APPLY NOW <http://lei.sr?a=y8j2S>



NATIONWIDE **APPRENTICESHIPS** NOW AVAILABLE!

Do you want a career in the Leisure, Sport and Fitness industry?

Everyone Active offer 12-month apprenticeship contracts and are looking for candidates who are keen to work in the sports and leisure industry.

Our apprenticeships are available in a wide range of leisure roles which include lifeguarding, gym instructing, multi-skilled activity leading, reception and swim instructing apprenticeships. No qualifications or previous experience are required to apply.

Why Everyone Active?

Become part of our family and you will receive a free membership to over 180 leisure facilities nationwide, plus great development and career opportunities and a host of other great benefits!

Find out more and register your interest today at
www.everyoneactive.com/about-us/careers/apprenticeships

EVERYONE CAN EARN WHILE THEY LEARN



WE ARE RECRUITING NATIONWIDE

EMPLOYED PERSONAL TRAINERS

Focus on PT Sessions



Excellent commission



Huge membership base



Guaranteed income



Peak timeslots

FREELANCE GROUP EXERCISE INSTRUCTORS

All disciplines



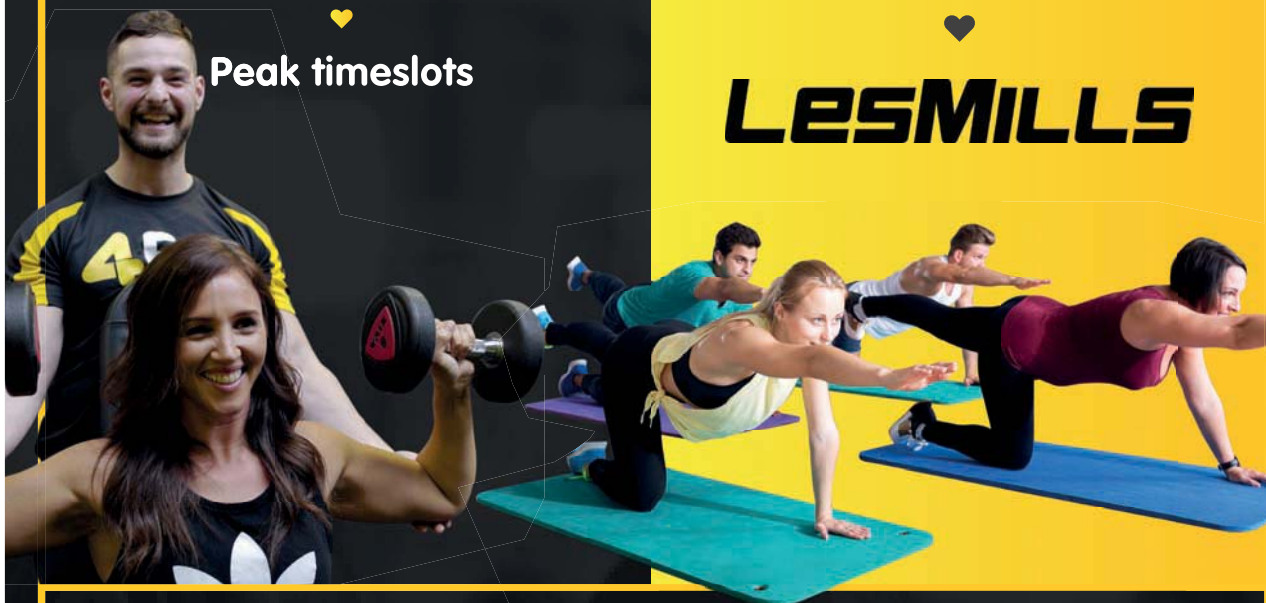
Back to back classes



£20 per hour



LES MILLS



Send your cv and cover letter to
stacey.gould@exercise4less.co.uk



Assistant Manager

At DPD Coaching Services we are looking for an enthusiastic and hardworking individual who is keen to learn and help grow our business while developing their own skills within a busy working environment.

The Assistant Manager role maintains a high level of interaction and presence with all customers and staff and will assist with overseeing daily operations, ensuring company procedures are upheld and enforced.

The position will include working at our head office in Pulborough as well as swimming teaching at our various sites around West Sussex.

Don't worry if you're not a qualified swimming teacher already, we'll train you up to level 2!

This position is perfect for somebody who loves working with children and has a real passion for helping them to progress and learn in a fun and friendly environment.

Candidates who have had at least one year's experience working with children either in childcare or coaching would be desired, however full training in all areas will be provided to the successful candidate.

A driving licence and car is a must for this position.

Essential Requirements:

- Good IT skills; proficient in basic windows packages and the ability to learn new systems
- Excellent time keeping
- Team management skills
- Problem solving skills
- Ability to undertake the physical requirements of the role
- Able to commute reliably to all our venues

How to apply:

Please click on 'apply now' to send us your CV and covering letter, stating why your skills and experience make you ideal for this position.

All offers of employment are conditional upon your signing the contract of employment and the following being secured:

- Two satisfactory references;
- Proof of attainment of qualifications;
- Evidence of your right to work in the United Kingdom; and
- Satisfactory Disclosure and Barring Service (DBS) check.

We will be in touch once we receive your application. Thank you for your interest.

APPLY NOW
<http://lei.sr/F8n7a>

Jump Giants Trampoline Park

Trampoline Park Manager

Burton on the Wolds, Loughborough, UK

Competitive Salary



Main Responsibility:

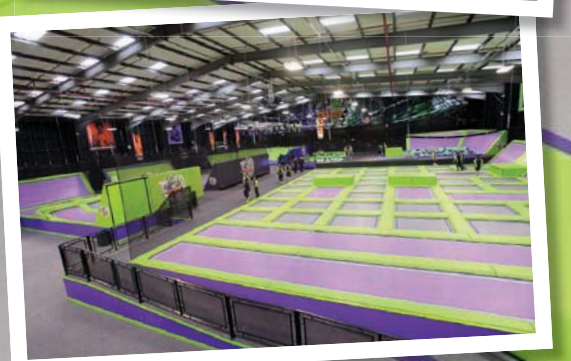
To take responsibility for the day to day running of the trampoline park. To control and develop all aspects of the operation, including staff training/first aid, financial controls and product development.

You will ensure that the business operates in line with its targets plans and objectives. Ensuring that health and safety issues are monitored, maintained and reported in line with and as per current legislation guide lines.

Key Responsibilities:

- To offer leadership to the team
- To control the budget and ensure long and short term objectives are met
- To promote the organisations customer service standards
- To recruit, train and develop staff
- To prepare reports and presentations for the Directors
- To operate the sales and computer record systems
- To be responsible for all purchasing on site

The ideal candidate will be a commercially astute business manager who is adept at managing a young team and has extensive experience in managing a multi revenue stream business. With a financial package to match and prospects to develop and grow your skills within the leisure industry this is a sort after opportunity!



Apply now: <http://lei.sr/O9F9D>

Facilities Manager

Location : Oxford, UK

Salary : £39,243 to £41,164 per annum
(pro-rata for part time)

Closing date : 05 Aug 2019 (Reference : 001647)

www.oxford.gov.uk



This is an exciting new role to manage the day to day operations of facilities including a beautiful Grade II* Victorian Oxford Town Hall and manage the facilities management function.

We are looking for a person who will strive for excellence and a high quality service provision whilst delivering a diverse range of services in a safe way. You will have experience of managing buildings and facilities as this is a critical element of this role. You will have demonstrable skills in being a great communicator, be flexible and adaptable to change. You will have great people skills and know how to motivate and get the best out of your team and deliver the client's expectations to agreed service levels

About us

Oxford City Council prides itself on delivering high quality, cost effective public services. Oxford is a world class city and the Council has high aspirations for its services and employees. We are a multi-award winning Council and in May 2017 we were re-accredited at Gold level for Champion IiP status. Our other awards include the Institute of Revenues Rating & Valuation (IRRV) 'Excellence in Innovation' winners 2017, Oxfordshire Environment Partnership (OEP) 'Best Food Waste Reduction and Collection System', and several 'Team of the Year' national and regional awards across our Service Areas. This builds on our previous success in achieving 'Council of the Year' in 2015.

With over 700 staff dedicated to delivering the best service possible to our communities this is an exciting time to be working in Local Government. We focus on improving outcomes for local people and you might be surprised at the range and quality of the services we provide.

We offer a fantastic range of staff benefits that include generous holiday (from 28 days a year plus bank holidays), local government pension scheme, subsidised leisure membership, discounted travel and flexible working in many roles. We offer well-defined opportunities through our learning and development programme. We also have an employee wellbeing programme, an employee assistance programme and support via our dedicated occupational health service.

How to apply

Applications should be made via our online application system (no CVs please).

For further information and how to apply online, please click on 'apply now'.

If you are unable to access our website please call 01865 252848.

For an informal discussion about the post please contact David Hunt on 01865 529123.

Note: For roles that require a DBS Certificate (Enhanced and or Barred List check), candidates are required to supply their complete work history. Please ensure you explain any gaps in your work history.

We are an equal opportunity employer:

We value the diversity of our people and actively seek to have a workforce that represents the rich diversity of the community we support. We have policies in place to ensure that every applicant and employee can flourish and succeed. Currently we are underrepresented in some areas, and would particularly welcome applicants from BAME communities. All applicants will be given fair consideration for work and will not receive less favourable treatment on the grounds of any protected characteristic.

Oxford City Council is not currently licensed as a sponsor and cannot employ migrant workers outside the European Economic Area and Switzerland under the Point Based System rules, issued by the UK Border Agency.

Closing Date: 05 August 2019

Late applications will not be processed

Interview Date(s): 20 August & 22 August 2019

Apply now:
<http://lei.sr/4U8Y3>



We are recruiting apprentices from 16-60+

énergie Fitness, the UK's leading fitness franchise operator, are building an apprenticeship programme without boundaries. You can view the 4 key job roles of Host, Sales Prospector, Personal Trainer and Club Manager on the énergie Leisure Opportunities portal www.leisureopportunities.co.uk/jobs/energie

At énergie we recruit apprentices from all ages and backgrounds. You can earn attractive salaries and are guaranteed free training leading to recognised, national qualifications. If you want to make a difference to the lives of people, and create a fitness club where people feel they belong, then let's have a conversation.

énergie operate over 100 clubs over UK and Ireland, locally-owned, nationally-led.

Apply now: <http://lei.sr?a=W4C8t>



**énergie
Fitness**
where you belong...

WW (the new Weight Watchers) are Recruiting!

WW COACH

Nationwide, United Kingdom
Full-time and Part-time positions



If you're passionate about helping others and like the sound of building a community centred on wellness and healthy habits, you could be just what we are looking for. WW (the new Weight Watchers) are looking for WW Coaches to run weekly workshops. We have opportunities nationwide so come and join our award-winning organisation.

Positive, lasting change is a journey

Being a Coach means you'll become a big part of not only our members' wellness journeys, but their lives – the highs, the lows, the achievements and the struggles. It's a big responsibility, but for a people person, there's nothing more rewarding than helping people feel they're not in this alone.

Helping healthy habits become second nature

WW helps healthy fit into real lives – not the other way around. You'll be inspiring members to develop healthy habits by eating well while enjoying the foods they love, moving more and shifting their mindset.

Where wellness is accessible to all

Whether you can only give up time in the evenings or you'd like to do more at weekends, being a Coach means you're in charge of your schedule. Plus, with an active social media presence, you can influence and engage with members both online and face-to-face.

The motivation to take the next step

To kick-start your own journey as a Coach in the best way possible, we provide in-depth training to make sure you're feeling good about your new role. Also, our community of Area Managers, Mentors and Coaches are always on hand for guidance.

How we live, how we feel and who we become

Being a Coach means you can make people feel great every week – including yourself! To show our appreciation for all your hard work, we offer fantastic perks including free WW membership, 30% employee discount on all in-workshop products, discounts from major retailers/gyms, an annual wellness allowance and an employee assistance program offering a range of services.

Salary – £24 per workshop plus commission based on workshop performance and in-workshop product sales (10% on all products sold). The more you put in the more you can potentially earn!

Are you our next WW Coach?

For more information and to apply: <http://lei.sr/K8f2o>

SO YOU CAN TURN YOUR PASSION INTO YOUR CAREER.



WE ARE HIRING

Finding your fit. It's what The Gym is all about. No matter your shape or size or experience, there's a place for everyone here! Seeing everyone at The Gym grow by taking on amazing development opportunities in a growing business, and trying their hand at new things gives us a warm fuzzy feeling. And we want everyone who comes to us to get a piece of that amazing just-smashed-my-personal-best action. The Gym is where you take yourself to the next level.

- **GENERAL MANAGERS**
- **ASSISTANT GENERAL MANAGERS**
- **PERSONAL TRAINERS/FITNESS TRAINERS**
- **CAREERS IN GYM SUPPORT**

Come and find your fit at The Gym, head to www.thegymgroup.com/careers.

the
gym.
find your fit



WESTON PARK



HEAD OF ESTATE OPERATIONS

Location: Weston Park, Shifnal, Shropshire, UK

Weston Park is owned by an independent charity, the Weston Park Foundation, which combines public enjoyment and learning with a dynamic hospitality and events business which sustains the property and charitable objectives.

We are looking to recruit a Head of Estates Operations to manage some key aspects of these commercial activities, related resources and facilities to ensure they meet the charity's operational and financial needs, now and in the future.

As a member of the Senior Management Team, you will provide a vital role in ensuring that the estates infrastructure provides an appropriate environment to allow the company to deliver its corporate objectives and growth plans.

This role is key to our commercial development in the outdoor event and visitor experience businesses and how we continue to grow these and enhance the visitor experience.

You will provide strategic leadership and effective management of the Estates team, manage and be accountable for the efficient

and effective provision of comprehensive client-centred services for estates planning, management and facility support activities.

You will continue to develop your own professional specialisms, have meaningful work where you can see the difference you make, collaborating with an innovative, holistic, multidisciplinary team.

Knowledge, Skills and Experience

You must have exposure to and management experience in at least three of the following areas: Attraction & Event Management; People Management; Facilities; Maintenance Planning and delivery; Budgeting; Procurement; Project Management.

**For further details of job purpose,
person specification requirements
and to apply please visit:**

<http://lei.sr/j5X7Z>

No agencies or direct calls please.

Deadline for submissions: Friday 23rd August.

www.weston-park.com



Visitor Experience Manager

Salary: Competitive

Job location: Colchester, UK

Colchester Zoo is home to over 240 species in 60 acres of parkland and lakes. The Zoo's mission is to provide a first class experience for all its visitors and at the same time further understanding and respect for animals. Through visitors' funds, Colchester Zoo undertakes breeding programmes for endangered species and funds in situ projects in the wild via the Zoo's charitable arm, Action for the Wild and its very own UmPhafa Private Nature Reserve in South Africa.



About the Role

The Visitor Experience Manager must be able to demonstrate a passion for excellent guest service as they will be the voice of the visitor throughout all aspects of Colchester Zoo ensuring every customer has a positive and memorable experience, and will be the person responsible for recovering and turning around any unsatisfied visitors. Act as Duty Manager on a regular basis to include weekends and public holidays, and late night opening events.

Preferred Qualifications:

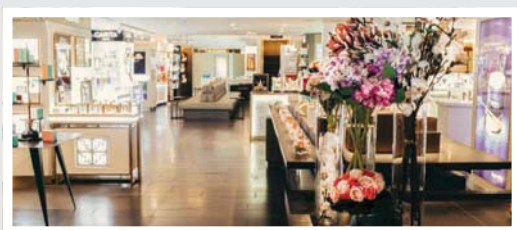
1-2 years experience in a supervisory or management role in a visitor attraction; theme park; museum; or leisure environment
Experience dealing with guests in difficult situations, and maintaining the highest level of service in high pressure situations
Knowledge of Microsoft Excel; Word and Outlook
Excellent communication and motivational skills

**APPLY
NOW**

<http://lei.sr/B8m3E>

**For more information and to apply please visit: <http://lei.sr/B8m3E>
Closing date for applications: Monday 5th August 2019**

URBAN RETREAT



VACANCIES

Knightsbridge, London, Competitive Salary and Benefits

From the creators of Urban Retreat, 'The White House' a new hair, beauty and hospitality concept is set to open in Knightsbridge this Spring. Be a part of this amazing team set to redefine the London beauty scene.

We are currently recruiting for 2 roles and are looking for individuals who are hardworking, highly skilled and professionals! If you are someone who has real passion for the beauty industry, who would like to be part of the best team in luxury surroundings, and able to provide services of the highest standards then we'd love to hear from you!

Beauty Therapist

Essential key skills:

- Minimum of 2 years' experience in a professional salon environment
- Professionally recognised qualification equivalent to NVQ Level 2 and have certifications or comparable
- Experience in manicure, pedicure, gel, everlasting and acrylic services
- Demonstrable experience of delivering customer excellence
- Excellent organisational and time management skills
- Fluency in English and excellent communication skills
- Sales-driven with the ability to achieve targets
- Sales / retail ability or experience
- Ability to work cohesively with other employees as part of a team
- A high level of professionalism and understanding of client confidentiality
- Must be flexible and prepared to work evenings weekends and Bank Holidays
- Must adhere to salon standards of exceptional personal grooming, representing the Urban Retreat brand to the highest of standards

Hair Specialist

For the right candidate, The White House are offering the opportunity to spend three weeks training in the Frederic Fekkai salon in NY.

Essential key skills:

- Minimum 3 years shop floor and colour generating experience
- Excellent all-round colour skills; possess the ability to perform classic, contemporary and trend styles
- Excellent all-round knowledge and experience with colour techniques
- Ability to blow-dry and finish in a modern way
- Good command of English both verbally and in written communication
- Level 3 NVQ or equivalent
- Documented professional development over your career
- Certified training with any of the major providers such as L'Oreal
- Ability to work in areas such as session work, shows, competitions, seminars etc.

To find out more about these roles click the link below!

Apply now: <http://lei.sr/J5o9Z>

HandPICKED HOTELS

BUILT FOR PLEASURE

Spa Therapists

Nationwide Competitive Salary plus Benefits

We are looking for talented Spa Therapists to join the Hand Picked Hotels team.

We have a range of Full Time & Part Time positions available to include weekend shifts on a rota basis and live in accommodation available at some of our sites starting from only £52 per week.

Our spa teams are passionate and dedicated to their profession. They aim to optimise the effectiveness of the treatments and therapies offered. When guiding our clients towards the right choice of treatment and product we take into account their overall lifestyle and its requirements and also their individual circumstances on the day and how they wish to feel.

Working at the spa is fun and we want you to love your job and embrace the warm, friendly personalities of our guests and be focused on delivering first-class experiences and exceeding their expectations at every turn. We are a family and we treat our team like family.

What we need from you:

- To be passionate about delivering the very best spa experience each and every day
- To be smart and well presented
- To have previous experience in a similar role or a real desire to prove yourself as a first-time therapist
- NVQ Level 3 or similar level spa related qualifications and be fully qualified as a minimum in manicures, pedicures, waxing, massage and facials
- Excellent level of spoken and written English
- To be able to work shifts as required that will include weekends and bank holidays
- Proof of eligibility to live and work in the UK



What we can offer you:

- Competitive salary
- Live in accommodation is available at some of our Hotel properties
- Annual leave rising with service
- Free car parking
- Discounted hotel accommodation across the Hand Picked group of hotels
- Employee of the month/year awards
- Full Elemis product and treatment training and development opportunities
- Uniform
- Meals on duty

Hand Picked Hotels is a collection of 19 country house hotels throughout the United Kingdom and Channel Islands. With a welcoming and charming service delivered in inspirational surroundings, our guests are encouraged to feel at home, relax, kick off their shoes and indulge!

Our core values of family, individuality, initiative, welcoming and local engagement are not just words - it's what we do - every day.

Candidates must be eligible to live and work in the UK.

Apply now: <http://lei.sr/b7EOZ>



Senior Sales Assistant

KNIGHTSBRIDGE, LONDON

COMPETITIVE SALARY & BENEFITS PACKAGE

Strip has just celebrated 12 years of excellence in the Beauty industry, delivering unparalleled hair removal treatments in their opulent and luxurious boutiques, ensuring attention to detail with the highest level of customer service in everything they do.

Now with 6 high profile boutiques Strip is looking forward to further growth and are recruiting for exceptional, highly professional Salon Managers who are passionate about the beauty industry, delivering outstanding customer service and has a genuine interest in people and how to lead and motivate them.

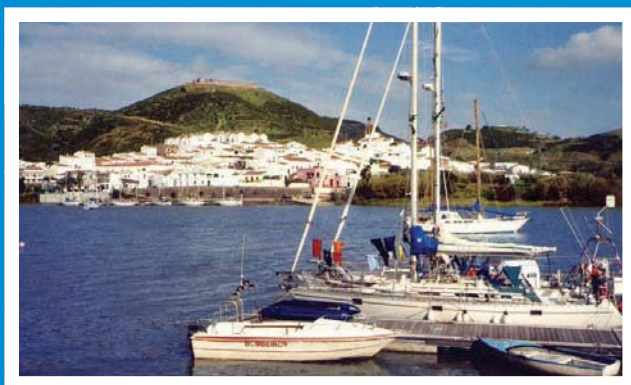
You will be responsible for

- Ensuring a proactively managed & busy diary maximising revenue potential at all times
- To drive sales forward and maximise business profitability
- Ensure staff retention is maximised, through good HR practices, fully supporting & leading your team
- Ensuring all staff members are motivated and hitting their monthly targets through mentoring, excellent communication and leading by example
- Managing and forecasting professional & retail stock levels
- Staff rota, holidays, sickness and cover
- Assist and mentor new starters as part of their training program
- Ensure everyone is working to the company standard operating procedures at all times
- Ensure a five-star experience is delivered to every client at all times along with excellent management of any client complaints

The ideal candidate must have worked in a management role in the beauty or retail industry and be extremely driven, ambitious, personable and sales orientated.

- Minimum 2 yrs management experience gained within a beauty business environment
- Have a consistent upbeat demeanour
- Demonstrate strong leadership skills being a true people's person
- Have lots of initiative and thrive working under pressure
- Proven track record in setting and delivering against KPI's/sales targets
- Strong business acumen
- Must be able to demonstrate an excellent track record or fantastic client service skills
- Proficient in MS Office along with previous experience in a salon booking system is essential
- Excellent written and verbal communication skills
- Highly organised and motivated
- Have the aspiration of progressing and want a career path in this industry
- A minimum of 3 years working Visa
- Fully Flexible working ability (This will include working some weekends and evenings)

Apply now: <http://lei.sr/c7X8b>



SALE OF EXCEPTIONAL DEVELOPMENT SITE

PORTUGAL'S FIRST TRULY HOLISTIC WELLNESS RETREAT

Moinhos de Cadavais (mills of the river Cadavais) is an exceptional opportunity to own, develop and operate an exclusive model wellness and leisure retreat – in effect the take-over of a project already approved in principle – in a stunning waterside location just 1.5 kms. Inland from the river Guadiana at Alcoutim.

The mainly hilly 52 ha estate has been owned since 2009 by Cadavais Investimentos Turísticos, Lda and its founder and managing director has now fully developed his vision of a high quality, exclusive retreat which will take full advantage of the tree-lined hillsides, the river Guadiana and the large reservoir.

Key facilities will include a 1230m² wellness centre overlooking the reservoir with restaurants, lounge, conference rooms, cinema, hotel, 100 luxury 2 and 3 bedroom lodges, a large health spa plus a possible recovery centre (those ‘healing’ elements), restored windmills and miles of Cadavais trails to walk or cycle along.

The provision of these facilities is flexible and others are possible such as tennis course and use of the reservoir.

For more information click here: <http://lei.sr/n3s8r>



The misty Guadiana river
at sunrise in Sanlúcar de
Guadiana and Alcoutim