

leisureopportunities

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Too many 'dreadful' health club managers says Terry

Speaking at the awards ceremony for the third annual Members' Choice Health Club Awards during Leisure Industry Week in Birmingham, Liz Terry, editorial director of *Health Club Management* magazine said there are too many 'dreadful' managers running the UK's health clubs.

Terry said industry leaders must make radical changes to the way managers are trained and the career development available to them if the industry is to prosper.

"Health and fitness, wellness and sport will become key industries of the future, globally," she said. "The opportunities to engage people with exercise and wellbeing are huge and exciting and one of the only things holding us back is bad management.

"It isn't always the managers' fault – in some



Liz Terry said a shake-up is needed in the way health club managers are trained

cases the companies which employ them have over-promoted them to save money or failed to train them and this has to stop," she said. "As an industry, we need to set clear pathways for managers who trust us with their careers. We

must invest in them, develop them and pay them fairly. It isn't good enough just to promote the most willing gym instructor."

The Members' Choice Health Club Awards are presented in partnership with *Health Club Management* and are the only industry awards entirely voted for by the members of health clubs. The awards' aim is to celebrate excellence. "You're among the cream of the managers in this industry," Terry told the 320 assembled guests at the event, which was hosted by the National Motorcycle Museum. "Your customers have told you that themselves – being shortlisted for this award is proof you're doing loads of things right. Congratulations."

Winners are listed here: <http://lei.sr?a=x6r6t>
Continued on back cover

Merlin named 'Britain's best Brand 2013'

Merlin Entertainments has been named 'Britain's Best Brand 2013' – an award which is linked to the Sunday Times HSBC International Track 200, a table which ranks Britain's mid-market private companies with the fastest-growing international sales.

Dr Hamish Stevenson, founder of research and networking firm Fastrack, said: "Not only has Merlin seen phenomenal growth but the group has done this by building a portfolio of strong, distinctive global visitor attraction brands."

Details: <http://lei.sr?a=f7h4s>

'Compact athletics facility' launched

The world's first Compact Athletics Facility (CAF), designed to allow track and field facilities to be built in places where there is limited space, has opened in Hackney, south London.

A joint initiative by England Athletics and Sport England, the £370,000 facility at Stoke Newington School includes a sprint straight, a long jump straight and pit, a high jump area, a throws area and a running trail.

The concept has been designed with community engagement in mind and is part of its successful Run! project, which has been linked to a significant number of people taking part in athletics in the capital prior to and since the 2012 London Games.



The facility was opened by Christine Ohuruogu

There are plans to set up further CAFs to help increase access to athletics in cities and rural areas up and down the country.

Details: <http://lei.sr?a=d9m8v>

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SPORT

Volunteers worth £7.9bn to sport

Figures released by sports website provider Pitchero suggest that Britain's grassroots sport structure is heavily reliant on the hours donated by an army of volunteers.

Pitchero's report shows that there are an estimated 150,000 community sports clubs in the UK – each of which benefits from the support of an average of 24 volunteers.

Pitchero surveyed a total of 2,341 volunteers on its database and found that the average amount of time they volunteered for was 6.7 hours per week.

With the UK's minimum wage set at £6.31 per hour, the time put in by the UK's 3.6 million volunteers totals £7.9bn.

Mark Fletcher, CEO and founder of Pitchero, claims the statistics are a conservative estimate.



Grassroots sport relies heavily on unpaid volunteer work

He said: "We based the calculation on the minimum wage for adults over 21 which is £6.31 per hour rather than an average wage."

Research also showed that 95 per cent of the volunteers who completed the survey were adults aged 30 and over. Less than 2 per cent of those surveyed fell into the 16-21 age bracket. Details: <http://lei.sr?a=D6A9e>

British Cycling investing in Torbay with new velodrome

Torbay is to benefit from British Cycling's legacy plans to get millions more people cycling, through improved infrastructure and facilities.

Plans for the town include an outdoor velodrome and closed road circuit and Torbay Council is currently carrying out a public

consultation to establish the best place for the facilities to be located.

British Cycling is providing 50 per cent of the funding and Torbay Council has agreed to match the remaining 50 per cent, around £800,000. Details: <http://lei.sr?a=H2h9G>

Scotland performance centre location picked

The Scottish government has chosen Edinburgh to host its £30m National Performance Centre for Sport (NPCS).

To be located at the Riccarton Campus of Heriot-Watt University, the NPCS will support the high performance needs of football, rugby and volleyball while offering additional dedicated support to a range of other sports.

The centre is expected to be fully operational by 2016 with construction due to start later this year.

The NPCS will be backed by £25m from the Scottish Government and £2.5m each from Heriot-Watt University and the City of Edinburgh Council.

The centre will offer an indoor full-size 3G football pitch with seating for 500, a full size Hampden grass pitch with seating for 500, a synthetic 3G pitch, two goalkeeper training areas, two grass rugby pitches, five grass football pitches and three outdoor tennis courts.



The centre will accommodate a number of sports programmes

Indoor facilities include: a nine court sports hall; a 100 station fitness suite; hydrotherapy, strength and conditioning and treatment areas; office accommodation for governing bodies; and also incorporate the existing facilities at the University's Centre for Sport and Exercise. Details: <http://lei.sr?a=W9C8H>

Tweddle launches kids initiative

Olympic bronze medallist and triple world gymnastics champion, Beth Tweddle, is launching a gymnastics programme for young children.

Gym Stars is being delivered through Total Gymnastics, an organisation Tweddle formed with fellow Olympic bronze medallist, Steve Parry, in 2009. It develops gymnastic academies in partnership with schools and leisure providers. Currently 650 two-to 11-year-olds are on the academy programme.

Tweddle says that she wants to give every child the chance to try gymnastics at a recreational level. Gym Stars is aimed at two-to eight-year-olds to develop basic gymnastic skills, which are transferable to other sports.

The programme also nurtures gymnastic ability, providing opportunities for the development of young sporting talent, with pathways into local gymnastics clubs.



The programme aims to nurture gymnastic ability in young people

SLM Everyone Active, David Lloyd Leisure, Tempus Leisure and Sportspace are currently signed up to the programme.

South east regional director for Everyone Active, Duncan Jefford, said: "The programme teaches kids crucial skills that will stand them in good stead for other sports and leading a healthy, active lifestyle."

Details: <http://lei.sr?a=e4N6r>

Sunderland planning £11m leisure centre

A planning application for an £11m leisure centre in Washington has been unveiled by the council.

The centre will include a six lane, 25m pool, a four court sports hall, a multi-purpose sports hall, two squash courts, sauna, steamrooms and relaxation area, a soft play centre and football pitches. A wellness centre will comprise a 100-station gym, spinning studio, exercise studio and two consultation rooms.

Pellikaan Construction has already been appointed and the centre could be up and running in 2015. The project will be funded by Sunderland City Council's £60m capital programme fund.

Councillor John Kelly, portfolio holder for public health, wellness and culture says:



The centre will be funded by the council's £60m capital programme fund

"Washington Leisure Centre is an ageing facility and this investment is designed to help secure new and high quality facilities for many years to come."

Details: <http://lei.sr?a=P4w2E>

Independent Scotland "would not be part of Team GB" in Rio

Scottish sports minister Shona Robison has said the government wants to field independent teams, separate from Team GB, at the Olympics and Paralympics at Rio 2016 – if the country votes for independence in a year's time.

Speaking to *BBC Sport*, Robison – who is a Scottish National Party MSP – claimed Scotland would meet the strict conditions in order to become an Olympic nation, but didn't outline how the athletes would be funded.

Details: <http://lei.sr?a=V9S5v>



Sepp Blatter wants the 2022 finals held in winter

Decision time looms on FIFA World Cup 2022

A decision is expected to be made next month on whether to switch the FIFA World Cup in Qatar in 2022 from its traditional summer date (June-July) to the winter months (December-February).

The FIFA executive committee is set to meet on 3-4 October to decide on the details of the 2022 tournament, which has become a headache for the world governing body ever since it controversially awarded the competition to footballing minnow Qatar in December 2010.

After winning the bid, the Middle Eastern country's climate was deemed too hot to host a sports tournament. During the summer months temperatures can reach 50C, resulting in calls for the event to be held in January instead.

A switch to a cooler time of the year has not proven to be a simple task for FIFA.

There was initial vociferous opposition to switching the tournament from summer to winter from European professional football leagues – particularly the English Premier League. League officials said moving the World Cup dates would cause serious scheduling problems for the leagues for three successive seasons from 2020-21 to 2022-23. Details: <http://lei.sr?a=S8U9M>

Wales hockey centre's new £170,000 pitch a 'UK first'

The home of Hockey Wales has been upgraded with a Greenfield TXpitch, the first of its kind in the UK and the same surface that will be used at next year's Hockey World Cup in The Hague, the Netherlands.

The £170,000 investment included the replacement of the playing surface and shock pad and is part of a strategy to create a hockey centre of excellence in Cardiff.

Hockey Wales CEO Helen Bushell said: "The new surface is the first of its type in the UK and will provide our performance athletes with a high quality environment to compete internationally."

The contractor for the project was S&C Slatter. Details: <http://lei.sr?a=y3D6Y>



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HEALTH & FITNESS

National Fitness Day a big success

As part of National Fitness Day on 27 September, hundreds of people descended on Tower Bridge to have an impromptu fitness session outside the office of London Mayor, Boris Johnson.

Jan Spaticchia, CEO of the énergie Group, which founded National Fitness Day, appeared on Sky Sports News earlier in the day to promote the event.

With the support of Change4Life, ukactive, the énergie Group, and Sanofi Inspires, National Fitness Day UK aimed to become the biggest nationally celebrated fitness-focussed day of the year.

The day was recognised by sports and fitness groups, clubs, schools, gyms and members of the public across the UK, all of which took part in the 'empower half hour', which consisted of 30 minutes of physical activity.

Fitness model Louise Glover and a team of fitness instructors from Fit4less held the impromptu fitness class at Tower Bridge in



Jan Spaticchia appeared on Sky Sports News to promote the event

London with Sky Sports on hand with its outdoor broadcast crew to record the event.

Sheila Mitchell, marketing director at Public Health England said: "Being active helps us all to stay healthy. It's great to see how National Fitness Day UK is growing each year and we are delighted to offer support through Change4Life".
Details: <http://lei.sr?a=f9v3S>

Pure Gym open landmark 50th new site

Low cost fitness operator, Pure Gym, has opened its 50th site, in Sunderland.

In keeping with its policy of making fitness affordable and convenient, this site is located at a Tesco Extra. Pure Gym's property director, Angela Crawshaw, says: "The footfall that a Tesco supermarket receives is obviously a huge bonus for us, but as a busy gym operation, we are able to reciprocate that with hungry gym goers."

"Having a gym and a supermarket under one roof also makes it easier for customers to fit exercise in to their normal routine, and we hope that the collaboration will serve as yet further motivation for individuals to combine a healthy diet with regular exercise."

Having opened 50 gyms in just under four



The facility was opened by Olympic champion Christine Ohuruogu

years there are plans to have 100 gyms by the end of 2014.

Monthly memberships for Pure Gym start at £10.99, with no fixed contract and members are given full gym access 24 hours a day and seven days a week.
Details: <http://lei.sr?a=q2c8S>

Second UK club for Speedflex

The UK's second Speedflex centre opened in London at the end of September, following on from the success of the first site in Jesmond, Newcastle-upon-Tyne.

The Speedflex concept taps into the growing trend for high intensity group training and exercise. Forty-five minute group circuit classes are led by a personal trainer and incorporate seven Speedflex units. The Speedflex machines automatically respond to the user's force to create appropriate resistance levels, enabling users of all ages and abilities to work out together at their own pace, while exercising multiple muscle groups.

Equipped with a heart monitor, users can view their progress on screens, encouraging users to reach an intensity zone to work at maximum capacity. All users are given a health screening prior to exercise and are monitored by Speedflex physiologists.

Speedflex was developed in the US, in 2009, by former professional baseball player Darren Holmes, in partnership with orthopaedic surgeon Dr Jim Silliman and mechanical engineer Joe Worley. Speedflex Europe was formed in



Speedflex operates by licences, with start up costs of £250,000

2011 by businessman Graham Wylie, former Newcastle United and England football captain Alan Shearer; former Newcastle midfielder, Rob Lee and Newcastle's club physiotherapist Paul Ferris. All centres are operated by licences, with start up costs priced at around £250,000.

Co-owner of the Jesmond club Cath Jenkins, says membership feedback has been very positive: "We could see the huge business potential, especially with the growing interest in HIT training and hope to open additional centres in the area in the future."

Details: <http://lei.sr?a=f4j3q>

Exercise could help to reduce depression

Exercise could help to reduce moderate symptoms of depression, according to a review published in *The Cochrane Library*.

The updated systematic review, which was conducted by UK researchers, analysed the Cochrane Depression, Anxiety and Neurosis Review Group's Controlled Trials Register (CCDANCTR), which includes randomised controlled trials from various databases.

Scientists analysed 35 trials involving 1,356 participants who were diagnosed with depression.

The study then followed patients who underwent exercise as suggested by the American College of Sports Medicine.

They found that exercise showed moderate benefits regarding the alleviation of depressive symptoms, with exercise proving just as effective as psychological therapy or taking antidepressants.

However, the researchers stated that they do not currently know how much exercise would be beneficial to reduce symptoms, while also saying that their findings were based only on



Scientists analysed 1,356 participants diagnosed with depression

a small number of low-quality trials.

"Exercise is moderately more effective than a control intervention for reducing symptoms of depression, but analysis of methodologically robust trials only shows a smaller effect in favour of exercise," said the authors of the depression study.

"When compared with psychological or pharmacological therapies, exercise appears to be no more effective, though this conclusion is based on a few small trials."

Details: <http://lei.sr?a=B6V9w>

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PETER DUCKER

Is the chief executive of the Institute of Hospitality

Today it is widely recognised that training and development opportunities, underpinned by a caring and positive culture, enable companies to build loyalty and productivity. As the general UK economy recovers and the workforce becomes more mobile again, it is essential that our industry stays on top of its game in order to avoid damaging skills shortages.

Research commissioned by People 1st shows that training spend on senior hospitality and leisure management has increased over the last four to five years. However, it is concerning that it has decreased for middle managers and frontline staff. Training budgets need to be spread more evenly to ensure they reach frontline workers who are the most likely to stay loyal as a result of the investment. What is crucial, however, is not just the size of the training budget and how it is distributed, but the quality of the training itself.

How do you know your business's in-house training or the training it receives fully meets the needs of today's industry?

One of the vital services that the Institute of Hospitality provides is the endorsement of training programmes provided in-house or by external training providers. In recent years we have seen an increase in this area of our work and in the last few months have endorsed a remarkable variety of training programmes. Flow Hospitality Training's online learning modules cover food & beverage and service subjects while we have also endorsed courses from Learning Pool for new entrants into the hospitality and leisure industry.

Endorsement by the Institute of Hospitality is no empty box-ticking exercise. It is conducted by a completely independent panel of academics and industry experts, providing a valuable report and developmental feedback for the training provider. Endorsement by the Institute of Hospitality, therefore, provides assurances to both the learner and the training provider that international quality standards are being met.

HOTELS

Good news for UK hotels says PwC

According to PwC's 2014 UK hotels forecast, the industry has weathered the economic storm of the last three years and occupancy, room rates and revpar are on the up.

After a poor end to 2012 and start of 2013, June saw both occupancy and average daily rate in London improve, with occupancies around 81-82 per cent.

Although room rates have fallen from the Olympic-fuelled high of 2012, they look set to rise again in 2014. The average daily rate is £138.20 in London and £59.40 in the regions.

For provincial hotels, long term average real revenue per available room has been in decline since 2007, but it looks like the decline has now halted.

Occupancies have climbed from 66 per cent in 2009 to 71 per cent in 2013 and this improvement is now feeding through to room rates.



The rate of hote occupancy in London for June was more than 80 per cent

PwC says the challenge for hotels is now to keep a tight rein on costs and "remain nimble" in the face of continued high levels of new supply, especially from the budget sector.

With cost increases still putting margins under pressure, the key to success lies in location, service and attention to detail, as well as embracing digital and technological opportunities. *Details: <http://lei.sr?a=G7Q7b>*

Beaverbrook plans quashed by High Court

Plans to redevelop a 19th century estate to become a hotel, golf course and spa have been quashed after a High Court judge decided that the initially approved plans were 'flawed'.

The original plans for the Beaverbrook estate – the home of press baron Lord Beaverbrook and built in 1866 – would have seen the main house provide 20 rooms, with a further 28 rooms built in the grounds.

A spa with eight treatment rooms, two couples' rooms, a sauna, steamroom and ice room offering wet and dry treatments were also included in the plans.

In addition, a restaurant, a fitness centre with training pool, an 18-hole golf course and a cookery school were proposed.

The plans were rejected by the High Court on the basis that a further golf course was unnecessary in Surrey.

Justice Haddon-Cave said Mole Valley Council – which initially approved the plans – had misunderstood the meaning of 'need' when the plans were approved, with much of



The High Court says that Surrey doesn't need any more golf courses

the decision based on the need for a further golf course in Surrey.

Campaigners had argued that the county is already home to 141 golf courses and that the plans would impact on the green belt.

Longshot, the estate and leisure operator which purchased the property in April 2011 and gained approval in 2012, has said it will appeal the decision.

The council backed the plans because it would reopen the private house and create jobs in area. *Details: <http://lei.sr?a=h7z4y>*

Merlin acquires Turkish aquarium

Merlin Entertainments has announced the acquisition of Istanbul's Turkuazoo Aquarium from Dutch-based company Global Aquariums BV for an undisclosed sum.

The aquarium is Merlin's first acquisition in Turkey's largest city, which the attractions brand sees as a catalyst to potentially develop a 'cluster' of its global midway brands in the city.

The aquarium, which first opened in 2009, will have its displays and infrastructure upgraded to enhance the overall visitor experience.

Merlin owns and operates Sea Life, the largest aquarium brand in the world, which attracts around 14m visitors a year through its 45 aquariums and marine sanctuary attractions.

"Istanbul offers us both a very significant domestic market as well as a fast growing tourist trade and this wonderful site – big enough to



It will be part of Merlin's European Midway Operating Group

be awe inspiring," said Glenn Earlam, managing director for Merlin Entertainments Midway Attractions. "Our objective is to add some additional 'Merlin magic' and underline its position as a world class aquarium and attraction."

Merlin was recently named Britain's Best Brand 2013 – an award which is linked to the Sunday Times HSBC International Track 200. Details: <http://lei.sr?a=M4r7q>

Chessington bans all animal print clothing

Chessington World of Adventures Resort has banned animal print clothing because it is confusing the animals in its wildlife park.

A Chessington representative said that many of the park's animals were "becoming baffled" by what seemed to be zebras and giraffes on their territory.

Keepers said that animal prints could cause the animals to try and communicate with those wearing them, or to run away in fear.

The decision follows the launch of the park's Zafari African experience, which allows guests to go on an off-road 'safari'.

The park has hired bouncers to enforce the new rule, who will supply offenders with grey boiler suits to wear as an alternative.



Animals in the park are becoming confused by animal print clothing

Animal print clothing has been banned in all areas of the park.

Banned prints include zebra, giraffe, leopard, cheetah, tiger, hyena and african wild dog. Details: <http://lei.sr?a=t5j9>

Drusillas launches UK's first Hello Kitty attraction

Drusillas Park in Sussex has announced the opening of Hello Kitty Secret Garden – the first permanent Hello Kitty attraction to be built in the UK.

The new attraction, which is costing around £1m, will open in spring 2014 and will feature

three rides including a Hello Kitty car ride, a tea cup ride and a 'reach for the sky' hopper ride.

A Hello Kitty bedroom and beauty parlour and regular meet and greet events over holiday periods will also be included in the project.

Details: <http://lei.sr?a=u3B4h>



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The consultation everyone should reply to



KURT JANSON
is policy director of
Tourism Alliance

The Department for Business, Innovation and Skills has opened a public consultation on changes to the Package Travel Directive that the European Commission is proposing in order to clarify and enhance consumer protection in the increasingly complex world of travel sales.

While the consultation is directed at tour operators, there is one part that all tourism-related businesses should look at – the definition of a “package”.

At the moment a package is defined as any two of three things – transport, accommodation and other tourism services. Other tourism services is a very broad category which includes any recreational or leisure product such as a ticket to an event or attraction, admission to a gym or spa, a meal at a café or a round of golf.

So if you want to work with a local hotel to provide a value-added product for visitors you are providing a package and are bound by the directive.

This means that, among other things, to sell this type of package, a hotel either has to be bonded or have a trust fund in place to hold customers’ money and is legally responsible for all parts of the product. So, if you are the hotel and the customer trips at the theatre, gets hit by a golf ball or has a dumbbell fall on them, you get sued rather than the company that provided the other tourism service.

Understandably, this means that many hotels are disinclined to provide value-added products, which is detrimental to both the suppliers of other tourism services and to customers who miss out on getting a good deal.

The good news is that the government believes that this type of product should be excluded from the directive. However, before it goes to the European Commission, it needs the industry here to support its position.

If you only reply to one consultation this year, make it this one.

TOURISM

Scottish landmarks need repairs

Scotland’s historic buildings are in need of more than £170m worth of repairs and improvements, with at least 1,700 sites across the country requiring urgent conservation, a leaked report from Historic Scotland has revealed.

Historic Scotland, which maintains 345 landmarks including castles, abbeys, monuments and museums, has warned investment in infrastructure has been inadequate and that both Edinburgh and Stirling castles have management issues.

Written in February, the document had not been shown to the public until recently, with Fiona Hyslop, the Scottish culture minister, making no mention of the study in her parliamentary statements.

The report predicts that £42m will be required over the next 20 years to conserve



Historic Scotland maintains 345 landmarks across the country

historic landmarks, with a further £63m required for new states.

An extra £67m is needed for investment in visitor presentation and tourism, with the combined amount required “over and above” current budgets. *Details: <http://lei.sr?a=e2C7Y>*

Harry Potter and Downton Abbey boosting tourism

British film and television exports are providing a boost to tourism, with the likes of Harry Potter and Downton Abbey bringing significant additional revenue to local economies, with almost one in three UK tourists visiting a historic landmark thanks to a productions’ worldwide successes.

According to a report from Visit Britain, visitors spend a total of around £6.5bn a year, on this kind of tourism, with attendance numbers in locations such as Alnwick Castle where the Harry Potter series was filmed more than doubling over the past year.

Green tourism conference coming to Bristol

The UK’s first international conference on sustainable tourism will be held on 8 November 2013, at the Bristol Science Centre.

The Green Tourism Conference, the highlight of Green Tourism Week, will showcase some of the most successful, progressive practices adopted by the travel and hospitality industries.

The conference will feature delegates from across the UK and abroad, with a number of key-note speakers covering the latest developments and trends, while the conference will also place a significant effort on encouraging networking and exchanging ideas.

The World Tourism Organisation (WTO) recently stated that increased awareness and consumer demand for sustainability is thought to be worth at least 11 per cent of the



The conference will be held at the Bristol Science Centre

global consumer tourism spend.

Industry interest in sustainability is thought to have increased because of a need for energy savings and a desire to reduce costs in both the travel and hospitality sectors. *Details: <http://lei.sr?a=N8c4T>*

Café Royal opens Akasha spa

Café Royal, which reopened in 2012 as a luxury hotel in the heart of London, has just unveiled its wellbeing centre.

The Akasha Holistic Wellbeing centre spans 1,200sq m (12,900sq ft) is open to hotel guests and private members.

It features four different areas, corresponding to the four natural elements: spa/water, gym/fire, yoga/air and organic bar/earth.

Spa and wellness specialist 4SeasonsSpa and David Chipperfield Architects worked on the project. The aim was to capture the mood and style of the historic Café Royal.

Facilities include a carrara marble hammam and private hammam, a Finnish sauna in solid hemlock with a domed ceiling and a large spa pool as well as private spa pools in the treatment rooms.

The spa uses restorative music, aromas and gentle lighting and offers a variety of Watsu hydro-experiences and signature Akasha treatments. The spa menu offers a variety of signature treatments using products by



The Café Royal Hotel reopened in 2012 in the heart of London

skin-care brand Elemental Herbology.

Other features include a 18m (60ft) lap pool, a fully-equipped gym with Kinesis machines, a large aerobics studio and a private training room. Yoga, tai-chi and pilates are offered in the relaxation area.

The Café Royal was once the haunt of London society, with patrons including Oscar Wilde. The hotel is an anchor to the wider regeneration of this part of London which includes London's second Wholefoods and residential space. *Details: <http://lei.sr?a=U4D8r>*

Male grooming boom means more spa use

The number of beauty and grooming products aimed at men has rocketed with a global increase of 70 per cent over the past six years, according to new research from Mintel.

The research looked at statistics based on retail sales and discovered that 21 per cent of men in Britain use hand and nail products, while 42 per cent use facial moisturisers and 74 per cent of men are described as 'keen shoppers' when purchasing personal care products.

Tom Wilscam, CEO of male grooming and beauty specialist, Hommage, believes that the statistics bode well for spas in the majority of countries.

"The United States has the lowest percentage of male spa goers, but while the trend is lower in the US, it appears to have taken off in other countries," he said.

"Asia is where you have the highest percentage of male spa attendance. In the Middle East,



More men are buying beauty products and using spas across the world

treatments and regular shaves are extremely popular among Arabic men.

"Men worldwide all have similar challenges with grooming and can benefit from learning about treatments and best practices in men's grooming usually found in a spa.

"It's about the art of combining this modern technology with many of the ancient traditions found in spa treatments gathered from across the world." *Details: <http://lei.sr?a=T2H6N>*

Spa included in new Brando eco-resort coming in 2014

The Brando, an eco-resort encircled by a coral reef in Tetiaroa, French Polynesia, is due to launch in July 2014.

The 12-island atoll was bought in 1965 by actor Marlon Brando, who discovered it while scouting film locations for a movie.

Deep Nature, a France-based spa and thalassotherapy specialist, is working on the spa.

The 600sq m (6,458sq ft) spa will have five treatment rooms, plus a swimming pool, hammam with scrub room, fitness centre, relaxation room, tea room, baths and a sauna.

Details: <http://lei.sr?a=U4r9J>



The island will also house museums and galleries

New luxury resort for Saadiyat Beach District

UAE-based developer Bin Otaiba Investment Group has unveiled plans to develop a new five-star resort on tourism hotspot Saadiyat Island. Saadiyat Island has become an attractive destination for hospitality investments with new hotel and spa projects from hotel groups such as Shangri-La and Rotana.

Last year the destination saw the opening of St Regis Saadiyat, Island Resort, Park Hyatt Abu Dhabi Hotel and Villas and Monte-Carlo Beach Club.

Details: <http://lei.sr?a=T9Q6v>

First GOCO-branded spa to debut at Ajman Saray

Starwood's new Luxury Collection hotel, the Ajman Saray in the UAE is soon to open with the first GOCO-branded spa.

The 207-bedroom hotel, which will open in December 2013, will include 5,253sq ft (488sq m) of meeting and event facilities and will be a short walk from Ajman beach.

The 12,916sq ft (1,200sq m) GOCO Spa at Ajman Saray is set to open in early 2014 and will include separate male and female spa sections, with treatment areas, locker rooms and a relaxation space.

Details: <http://lei.sr?a=U8Q7w>



The HD One scheme includes a ski slope

HD One leisure development back on in Huddersfield

Huddersfield's HD One leisure development is back on the agenda, after a shares deal has resolved the financial situation.

Planning permission was granted in January 2010 for the £100m leisure and retail development on land around the John Smith's Stadium, but had been held up because of uncertainty over the shares deal.

The HD One scheme involves a ski slope, dozens of bars, restaurants, a hotel, two nightclubs, a bingo hall, shops and flats. Details: <http://lei.sr?a=v6N6X>

Scunthorpe chair hints at potential new stadium plans

New Scunthorpe United Football Club (SUFC) chair Peter Swann has hinted at plans to move the club away from its current Glanford Park stadium.

Speaking at a question and answer session with fans, Swann – an entrepreneur who was appointed SUFC chair in May 2013 – said a new stadium was “an important prospect”.

He said: “We’re looking at a new stadium and are working with the council now. We’ve had several meetings and things will be coming to surface in the next few months.”

Swann is eager to increase the club's commercial opportunities and to make operations more economically sustainable – as well as to move to a site which is more accessible.

A potential site for the new stadium could be the Lincolnshire Lakes project – an ambitious regeneration development which would result in up to six new villages being built to the west of Scunthorpe.

In league competition, Scunthorpe have not fared so well in recent years, suffering relegation from the Championship down to League Two in the space of just three seasons, though attendance has been steady for the club over that time.

Details: <http://lei.sr?a=H2Z6h>

Landmark concert venue opens in Scotland

Described as a cross between the Royal Albert Hall and the Coliseum, Scotland's latest entertainment venue opened its doors in Glasgow on 23 September.

Rod Stewart was the opening act for the Hydro, the 12,000-seat music, sport and entertainment arena which is expected to be the fifth busiest entertainment arena in the world, alongside venues such as London's O2 Arena.

Situated next to the Clyde Auditorium and SECC, the £125m arena will augment existing facilities and is expected to create 1,400 jobs, attract one million visitors and inject £131m a year into the local economy, with a programme of 140 events.

Designed by Foster and Partners, an elliptical shaped roof was inspired by ancient Greek and Roman amphitheatres, and offers the optimum balance of viewing angles and distance from the stage. The façade is made up of pneumatic, translucent cushions and a special film originally developed for the space industry, which allows natural light to illuminate the foyers in the day and glow at night.

The UK's first specially designed music venue, the Hydro will be central to the Queen's Dock redevelopment. Details: <http://lei.sr?a=g6z3w>



Foster and Partners are behind the design of Glasgow's new arena

Major leisure expansion for Lakeside

Intu has submitted an outline planning application to create a £100m leisure development at Intu Lakeside, its shopping centre in Thurrock.

The development will create a series of outdoor spaces around a large town square, featuring a range of leisure and restaurant outlets and a hotel.

The public spaces will host a busy events programme, including farmers' and Christmas markets, street theatre, music shows and live screenings of big sporting events.

The new public spaces will link the existing shopping centre with Alexandra Lake and will include a waterfront area, including a new boardwalk and park next to the lake.

Discussions are already underway with potential tenants, including tenpin bowling, a health club, a comedy venue and restaurants.

The move comes after public consultation showed 82 per cent of respondents would



A consultation showed a need for more leisure facilities

spend more time at the centre if additional leisure facilities were available.

Asset management director for Intu, Jonathan Ainsley, says: “We’re passionate about providing people with the perfect shopping experience and the new leisure development will attract more people, from a wider area, and provide a great reason for them to stay with us for even longer.”

Details: <http://lei.sr?a=X4W6R>

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Making choices – the leisure industry

Making a career choice at a young age is tough. Tuition fee hikes and levels of youth unemployment are just two concerns that make it hard for young people to make a decision on career development

Research from banking group Santander reveals just how tough making a career choice can be. Conducted among 1,000 people, its study showed that 79 per cent of pre-university students believe that a degree provides the best long-term career prospects. But that leaves a potential 21 per cent who believe there are other ways to build a career.

Economic uncertainty and changing educational legislation will inevitably play on young people's minds. However, unlike some industries, leisure continues to hold its ground in a landscape of economic uncertainty, with the sector offering various options to both school leavers and graduates to gain a foothold on the career ladder – potentially making the choice a little less stressful.

“The leisure industry offers a wide range of opportunities for young people and is particularly for those who don't feel an academic route is for them and see the appeal of a more vocational training route to their

career,” says Victoria Branch, global marketing director of Premier Training.

“The real benefits are in the way that vocational training allows such a quick and easy way into the workplace. Also, with vocational training, young people can be far

“Vocational training allows a quick and easy way into the workplace”

more specific with the skill set they acquire and therefore better qualify themselves for the career paths they would like to take.”

Options

Vocational programmes are available from a variety of providers offering specific entrance points to young people. Each of the

programmes aims to enhance both students' professional experience and allow them to gain certified accreditation in a specific field.

Providers include the likes of The Training Room which is able to provide training and qualifications, while companies like Lifetime Training are able to set students up with apprenticeships, giving them the chance to earn as they learn in leisure capacities. Often these apprenticeships will result in students gaining certified qualifications.

Certified accreditation is important as most employers see it as a basic requirement. For example, those wanting to pursue a career in health and fitness will need to gain accreditation which is certified by the Register of Exercise Professionals (REPS), an independent public register which recognises the qualifications and expertise of exercise instructors in the UK.

SkillsActive, which is responsible for REPS, has also launched the Register of Aquatic Professionals (RAPS), which seeks to maintain aquatic training standards.

Emma Sleight

Where are you working and what is your position?

Working at YMCA and Sherwood E-ACT Academy as a member advisor and fitness instructor.

What does your day-to-day role include?

Greeting members, devising training schedules, admin duties, teaching classes.

What attracted you to the leisure industry?

My interest in sport and the leisure industry, taking part in my own fitness regime, the willingness to learn more and exploring my interest further.

What attracted you to this particular sector?

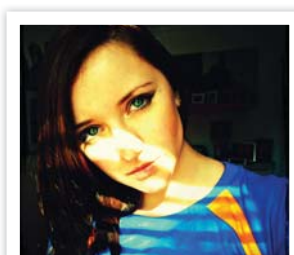
The opportunity to interact with members on both a one to one and group basis and in general, working with a subject matter I have enjoyed for many years.

How easy was it to find a job?

Got my first job through word of mouth, training at a smaller centre and getting to know the instructors, my second job took a while to acquire with a lot of interest in the industry.

How did you enter the industry? What training course did you do before your first job?

After my initial interest in the industry I began exploring my training options through enquiring about different courses. In



the end I decided to train with The Training Room which was a fast-track course for six weeks, the most convenient in time.

How well do you think your training prepared you for a career in leisure?

My course definitely prepared me with the knowledge that I needed to take forward into the industry as well as the confidence needed to lead group classes, for example.

What advice would you have for school leavers looking to get into the industry?

Explore your options, explore different gyms and get to know various instructors asking them about their experience in the industry.

Is there anything you would do differently if given the chance?

I wished I'd have known sooner that I wanted to go into the fitness industry, as initially I wanted to become a journalist.

Is working in the leisure industry what you expected?

Through experiencing gyms as a member I definitely expected the environment to be the way it turned out to be when working in the gym.

What are the best aspects of the leisure industry?

Meeting new people and making a positive change to their lives.

And the worst?

Gym environments fluctuate so it is at its worst when it is quiet! These are typically the summer months in the holiday season.



Newly qualified students will often look for work in entry-level positions such as lifeguarding or personal training

Companies offering training and accreditation in leisure fields also have a wealth of experience and will often seek to help students find work experience and employment opportunities once they have finished their courses. Newly qualified students will often look for work in entry-level positions like lifeguarding and personal training.

“Working in the leisure industry is hugely enjoyable, very rewarding and entry level jobs such as lifeguarding provide a stepping stone into a diverse range of jobs,” says Tara Dillon, executive director of IQL UK, which manages high quality aquatic qualifications on behalf of the Royal Life Saving Society UK (RLSS UK).

These types of certification can also be vital for graduates too. “University degrees such as sports science or leisure management offer a good theoretical grounding in the industry, but they don’t always meet the requirements of employees,” adds Branch.

“While university courses will likely provide the knowledge required to work at a

CASE STUDY

Paola Rios

Where are you working and what is your position?

Fitness manager for LA Fitness.

What does your day-to-day role include?

Ensuring all studio classes run smoothly, that the club is in a ready state and that health and safety procedures are followed.

What attracted you to the leisure industry?

I have always been passionate about health and fitness.

What attracted you to this particular sector?

Having practised dancing and skating since a very young age I have always wanted to share and promote the concept that exercise and other forms of physical activity can be fun.

How easy was it to find a job?

I was lucky enough to be offered a position as a freelance personal trainer before I had received my diploma.

How did you enter the industry? What training course did you do before your first job?

I pursued the full Personal Training diploma with Fitness Industry Education.

How well do you think your training prepared you for a career in leisure?

I do feel my training was very thorough and provided a good base from which to build a successful personal training career.



However, no training course can ever fully prepare you for the real world, and the only way to learn the ropes is to get out there and actually do it.

Have you attended any training arranged by your current employer?

Yes, my current employer is very supportive in this way. I have attended training courses covering first aid, sales and people management.

What advice would you have for school leavers looking to get into the industry?

Do your research and be true to yourself. This industry has a lot to offer, but many find it difficult to succeed because they start out with unrealistic expectations.

Is there anything you would do differently if given the chance?

Hindsight is a wonderful thing, and I would certainly have followed my own advice! I threw myself in at the deep end by starting right away as a freelance personal trainer.

Is working in the leisure industry what you expected?

There are both positives and negatives to achieving career goals and aspirations; however, on balance yes I would say it is.

What are the best aspects of the leisure industry?

Helping individuals to make changes in their lives to improve their health and fitness practices and achieve their goals.

And the worst?

The demanding long days and odd schedule of a life.

more senior level, often these courses do not provide the vocational skills needed for the hands on approach required at grassroots level. For example, a student leaving university with a degree in sports science will still need to achieve a vocational qualification in fitness instruction or complete a bridging course before being recognised by REPS and able to work on the gymfloor. Vocational training therefore offers a real practical advantage.”

So could this practical, vocational advantage mean a university degree is redundant when looking for work in leisure? Not necessarily, says Dillon, who suggests that graduates can bring different qualities to industry positions, allowing them to explore various positions within organisations.

“Graduates joining the leisure industry with a qualification such as a sports science degree have the flexibility to work within a variety of roles including marketing, sales and aquatics,” says Dillon. “This allows them to explore different aspects of an organisation before deciding to concentrate on a specific area. Another advantage is that graduates can often advance quickly within a business and be fast-tracked to supervisory and management roles.”

Graduate management schemes

Large organisations are often keen to make use of graduates with a well-rounded

knowledge of the leisure industry and therefore provide management schemes for those with a degree to develop leading positions within their businesses. These schemes are available across different leisure sectors, ranging from health and fitness through to hospitality and attractions.

“There are a number of organisations which offer graduate trainee management schemes,” adds Dillon. “These training programmes for graduates will include practical work experience in all aspects of leisure provision through to management. In addition, training programmes often include attendance on recognised external training courses. Whilst employment cannot be guaranteed at the end, opportunities are obviously enhanced through gaining valuable on-the-job experience and new qualifications.”

Some of the most popular graduate management schemes include those offered by Merlin Entertainment for attractions and Parkwood Leisure for health and fitness, while most large hotel management companies also offer numerous opportunities for graduates to develop managerial roles.

Impressing employers

As with most industries, qualifications can only get prospective employees so far and the same goes for leisure. Those looking for a job in the field will also need to be able to

Graduates in the industry must be flexible and willing to work in a variety of roles such as sales and aquatics



James Flaherty

Where are you working and what is your position?

I am currently working at Hatfield Swim Centre for Finesse Leisure Partnership. My current position is a fitness instructor.

What does your day-to-day role include?

My day to day role includes performing gym inductions for new members and reviewing programmes for existing members as well as ensuring the gym is clean and safe for users.

What attracted you to the leisure industry?

I began to learn about basic training principles and wanted to find an industry that would cater for my interests.

What attracted you to this particular sector?

I find that the public sector offers a much better close-knit, client friendly environment and not just out to make money for itself.

How easy was it to find a job?

At first it was difficult to find a job with zero experience but as part of my course I performed work experience at my current gym. I then enquired about starting as a casual gym staff member. I slowly worked more and more hours each month until a full time position became available.

How did you enter the industry? What training course did you do before your first job?

I entered after performing work experience for the same company. The work experience was part of both my Level 2 NVQ & CYQ fitness instructor course and Level 3 NVQ & CYQ personal

trainer. I studied both of these courses full time at Oaklands College, Smallford.

How well do you think your training prepared you for a career in leisure?

I believe I was well prepared via my training courses as the NVQ required the work experience needed for performing gym inductions with clients that I had previously never met.

Have you attended any training arranged by your current employer?

Finesse is very pro active in learning opportunities. I have been on various courses from first aid to Level 4 Nutrition.

What advice would you have for school leavers looking to get into the industry?

Volunteer at a local gym to help build experience and become recognised to aid potential employment opportunities.

Is there anything you would do differently if given the chance?

I can't think of anything I would do differently.

Is working in the leisure industry what you expected?

The shift work was a bit of a shock to the system at first but I quickly adapted to the early starts and late finishes.

What are the best aspects of the leisure industry?

Meeting new people every day and making an impact on their life just by sharing your knowledge and experience.

And the worst?

The worst aspect of the industry would have to be working an early shift after a night out!



demonstrate other qualities, as well as a genuine interest in what they're applying to do.

"The industry is fast-paced and passionate and you must be prepared to work hard, get qualified and keep learning throughout your career as new information and trends come to the foreground," says Lucy Birch, head of training at The Training Room. "You must also be ready to sell yourself and be open to all types of clients."

Employers will also be looking for practical examples of interest in the industry and many young people choose to undergo work experience or volunteering to prove they're keen on building a career.

"It's more attractive to employers if they're able to see that you've spent your summers actively seeking jobs relative to the industry, as opposed to working in bars," adds Birch. "Not only can you work in a gym as a personal trainer, some choose to travel the world and work at holiday resorts through companies such as Mark Warner or on Steiner Cruise Ships to gain experience."

Other experts also echo the importance of young people showing a determination to work. "Being able to show a potential employer that you're not afraid to roll your

sleeves up and do whatever it takes to survive shows true grit," says Premier Training's Branch. "Often by starting at the bottom you are able to quickly demonstrate your capabilities and employers will be quick to spot them, which could open up further doors of opportunity."

Given that many leisure opportunities are public-facing roles, it is also important applicants consider their communicative and interpersonal skills. "Good people skills are essential and candidates must have the ability to communicate effectively and interact with a broad range of people," adds Dillon at IQL. "Many of the roles are public-facing so candidates must have the ability to communicate effectively and interact with a broad range of people."

It is evident that leisure can offer something for everyone – both school leavers and graduates – with many of the same opportunities open to both. What is required in potential employees is a passion for the industry, a love of your work and the ability to use the support on offer to provide you with the best possible training and qualifications around to enable you to begin a rewarding, enjoyable career.



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Dive into aquatic register, industry urged



IAN TAYLOR
is chief executive
at SkillsActive

After its recent launch at Oasis Sports Centre in London, Leisure Industry Week (LIW) proved a fantastic platform for the Register of Aquatic Professionals (RAPs) to showcase the ways in which we are helping to further professionalise the aquatic industry.

RAPs' presence at LIW, one of the major industry events of the year, offered the public, employers and existing aquatic professionals the opportunity to speak directly to those organisations involved with its development. The warm welcome RAPs received from the aquatic industry at the event is testament to the strong commitment we are seeing from employers in relation to increasing the professionalism of the sector.

We are committed to making RAPs a success and engaging directly with employers and individuals alike is the only way to do this. That's why over the coming 12 months we will be travelling across the country to engage in our very own 'Big Conversation'.

SkillsActive is dedicated to developing the workforce in all of our sectors and to do this we will be engaging directly with employers and operators to help us shape the future direction of not only SkillsActive, but of the various sectors in which we operate.

Not only will our 'Big Conversation' events deliver key messages about SkillsActive and our registers, but we will also use these opportunities to develop strategies with employers to improve the image of our sectors, inspire talented individuals to join our industry and upskill our existing workforce.

It is imperative we work together to achieve our mission of 'More People, Better Skilled, Better Qualified'.

By working together in collaboration, we can change the direction of our industry. Join us in conversation and help to shape the future. For more information see: www.aquaticregister.org

TRAINING

PM gives Instructability Big Society Award

Instructability, the programme created by spinal cord injury charity, Aspire and YMCAfit, to provide fitness industry training for people with disabilities, has been given a Big Society Award by the Prime Minister.

The programme offers participants the opportunity to gain a level 2 gym instructor qualification and gives them support to find a job in the fitness industry.

So far, successful graduates have involved people with spinal cord injury, spina bifida, cerebral palsy, limb loss and loss of function caused by stroke or brain injury.

Since the first pilot course in September 2010, 54 people have qualified and 10 more are in training. Of these, 29 have found voluntary placements and 14 employment. Thirty more courses are scheduled across England, thanks to a Sport England grant.

Both YMCAfit and Aspire hope this award



Instructability trains disabled people to work in health and fitness

will raise the profile of the programme and create awareness in the industry.

Head of YMCAfit, Denise Page, said: "This award recognises the fact that disabled fitness instructors have a lot to offer the fitness industry. Employers are beginning to recognise that a disability does not affect professionalism or skill set. Details: <http://lei.sr?a=g2N6r>

Spinnaker Tower wins 'Staffing Award'

Portsmouth's Spinnaker Tower has been recognised with a staffing award based on its employee training and service to guests.

The 'Staffing Award', which was presented at the World Federation of Great Towers conference, in Berlin, was given in recognition of the employee training and service to guests delivered by management and staff at the tower.

Spinnaker Tower forms part of the Continuum Leading Attractions Group, which delivers training using its own guest service charter and as part of a training programme operated by WorldHost.

The WorldHost Training programme covers the essential principles of customer service, while the guest charter was developed by the Continuum Group to embed the company's visions



Spinnaker Tower has been recognised for its training quality

and values into the guest service it delivers. Details: <http://lei.sr?a=n2H7D>

Premier signs deal with genetics training company DNAFit

Premier Training has announced a new partnership with DNAFit to provide accredited nutrigenics training to personal trainers.

DNAFit specialises in genetic testing for athletes to make their training more efficient, testing up to 30 genes and their variations to

assess what diet would benefit them most and how well they will respond to various exercises.

The deal will see up to 2,000 UK trainers become DNAFit accredited and will teach them how to effectively use genetics testing to further develop training regimes.

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A workshop for pool lifeguards, pool trainer assessors and pool supervisors is just one of a number of training courses and seminars that is being offered by QLM this year. The workshop will explore recent criminal and personal injury cases, including a recent case that led to a fine of £200,000 and how they impact on lifeguards and customers.

QLM are experts in pool management and their expert consultants have been engaged as expert witnesses on this and a number of other recent cases.

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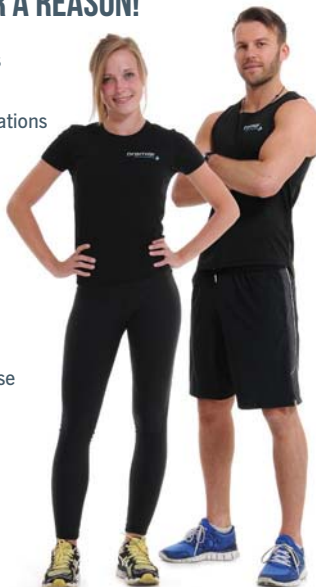
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Leading leisure operator Everyone Active is inviting applications from people keen to work in the fitness industry to apply for one of its 12 month apprenticeships.

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WE ARE RECRUITING NOW...

In total Everyone Active has trained over 300 apprentices. This year we are looking for a 100 new recruits to our programme. Here are some success stories from Fareham Leisure Centre, the FLAME Leisure Centre of the year 2013.



Above: The people behind our apprenticeship successes.

Reece Selway - Fitness Motivator Apprentice

"The Apprenticeship scheme is brilliant, because it is getting me qualified and I'm also getting paid for it. I am now taking Personal Gym Inductions and teaching many workshops including Power Plate, TRX and ViPR at Fareham Leisure Centre. I would recommend anyone who's leaving school to consider apprenticeships like I did."

Josh Hibberd – Team leader/ Duty Manager "I was a young unemployed adult and Everyone Active offered me a place on their programme. I experienced working in every department within the centre. A year down the line I was taken on as a team leader. I am currently still there, and my burning desire is to continue working hard in order to progress within the company."



Above: Demonstrating the Everyone Active Online Platform in-centre.

Dan Gray – Recreation Assistant "Being an apprentice has been great. The staff have given me professional training and comprehensive materials which helped me a lot on my course and they've been a superb bunch to work with. I feel I have learnt a huge amount doing the apprenticeship scheme and I believe this has given me a big kick start to a career in the leisure industry."

Owain Hoskins – Recreation Assistant "Having always been mad on sports I was really pleased to gain an apprenticeship. This has enabled me to work and gain an apprentice (NVQ) qualification in an environment I love. Being part of a great team really keeps me motivated and makes work enjoyable. Overall an apprenticeship has given me a step on the ladder to a future career in sports and leisure."

To find out more about our award winning programme call : 0117 314 3058 or email: everyoneactive@lifetimetraining.co.uk

www.everyoneactive.com/apprenticeships



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The successful candidate for this post will be subject to checks by the Criminal Records Bureau.

For an informal discussion about the post please contact Jamie Groves, Head of Communication, Marketing & Leisure on 01824 712723.

If you are interested in this vacancy please apply on-line via the website www.denbighshire.gov.uk For alternative methods of applying please contact Corporate Customer Services on 01824 706101 or email hredirect@denbighshire.gov.uk

We regret that we are unable to reply to all applications. If you have not received a reply within three weeks of the closing date, you must assume that you have not been short listed for interview.

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Tonbridge & Malling Leisure Trust is a brand new organisation that will 'go live' on 1 November 2013. The Trust will be responsible for the management of four sites in a 20 year management partnership with the Borough Council. The indoor leisure facilities are all rated Excellent or Good under Quest and the Golf Centre is recognised as one of the premier municipal golf venues in the South East.

The established in-house team will transfer to the Trust and this exciting opportunity to become a member of the senior management team exists.

If you fit the bill for the post and are keen to join a team that is committed to the success of this new venture then please call Martin Guyton, Chief Executive (Designate) on 01732 876150 for an informal chat or apply online at www.tmbc.gov.uk/jobs

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FOH Receptionist, Everyone Active, Cheam, UK
Personal Trainer, At Home Fitness, Various locations locations, England & Wales, UK
Customer Service Advisor, GLL, Rugby, CV22 5LJ, UK
Operations Manager, Hertfordshire Football Association, Hertfordshire, UK
Sports and Leisure Officer, Stratford Upon Avon School, Warwickshire, UK
Golf Complex Manager, Oak Leaf Golf Complex, Newton Aycliffe, Co Durham, UK
General Manager Required, New Private members' Club, Hertfordshire, UK
Assistant Manager Events and Corporate Liaison, Lee Valley Regional Park Authority, Stratford, London, UK
Assistant Manager Operations/Customer Experience, Lee Valley Regional Park Authority, Stratford, London, UK
Chief Executive, Wave Leisure, East Sussex, UK
Full Time Bar Supervisor, New Malden Sports Club, New Malden, UK
Assistant Manager Product Delivery/Development, Lee Valley Regional Park Authority, Stratford, London, UK
P.E Department Assistant/ Pool Attendant, City of London School for Girls, London, UK
Athletics Development Officer
Chelmsford City Council, Chelmsford, UK
Football Coaches, The Sports Factory, New Jersey, United States
Sales & Marketing Manager, Branton Golf & Country Club, Burton upon Trent
Membership Manager, énergie group, East Grinstead, UK
Lifeguard, Everyone Active, Stratford Upon Avon, UK
Personal Trainers, The Gym Group, London Wood Green, UK
Sales and Retention Manager, DW Sports Fitness, Carlisle, UK
Membership Manager, Énergie Group, Harlow, Essex, UK
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Gym Managers and Assistant Gym Managers, Pure Gym Limited, Nationwide, UK
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General Manager, DW Sports Fitness, Coatbridge, UK
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Personal Trainers, The Gym Group, Plymouth, UK
Personal Trainer, Pure Gym Limited, Various locations locations, UK
Trainee Personal Trainer, The Training Room, Nationwide, UK

Commercial Manager, The Gym Group, London, UK
Swimming Teachers, Everyone Active, Harrow, UK
Aqua Instructor, Everyone Active, Gloucestershire, UK
Personal Trainers, Lisa Foley Fitness, Manchester and Cheshire area, UK
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Assistant General Manager, DW Sports Fitness, Various locations locations, UK
Assistant General Manager, The Gym Group, Swansea, UK
Personal Trainers, The Gym Group, Farnborough, UK
Membership Sales Advisor, énergie group, North West London, UK
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Spa Manager, Auchrannie Hotel and Spa Resort, Isle of Arran, UK
Operations Manager, GOCO Spa, Ajman, United Arab Emirates
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Recreation Assistant, Parkwood Leisure, Buckinghamshire, UK
Managing Director, Sentinel Leisure Trust, Lowestoft, UK
Duty Manager, Rolls Royce Leisure Fitness Centre, Derbyshire, UK
Lead Officer, Denbighshire County Council, Ruthin, North Wales, UK
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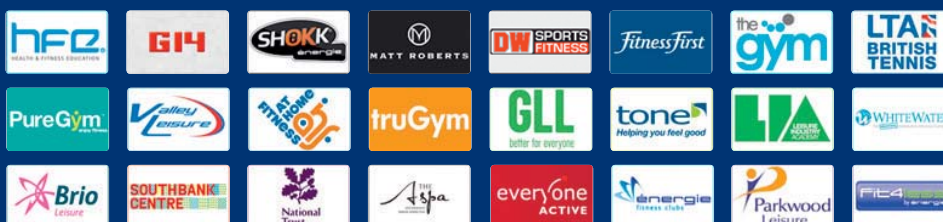
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Astley Castle wins Stirling prize

A modern holiday home inserted into the walls of a castle in Warwickshire has won this year's Riba Stirling Prize for architecture.

Astley Castle was chosen from six shortlisted buildings including the University of Limerick Medical Centre, the Giant's Causeway Visitor Centre in Northern Ireland and Bishop Edward King Chapel in Oxfordshire to win the award, which is the highest accolade the Royal Institute of British Architects (RIBA) has to offer.

"Astley Castle is an exceptional example of how modern architecture can revive an ancient monument," said RIBA president Stephen Hodder, who also called Astley Castle "a real labour of love."



Astley Castle was renovated after being destroyed by a fire in 1978

London-based Witherford Watson Mann Architects, designed the rebuild of the fortified manor house, which has links to three English queens and gained Grade II listed status in 1951. Details: <http://lei.sr?a=G8F3y>

DCMS appoints Owen as new permanent secretary

The Department of Culture, Media and Sport has appointed Sue Owen as the new permanent secretary.

Owen is currently director general, strategy at the Department for Work and Pensions. She takes up the role at the beginning of

October, taking over from Jonathan Stephens.

"It is a great honour to be asked to lead the Department of Culture, Media and Sport," she says. "The department has a big and exciting agenda to help Britain economic growth and quality of life." Details: <http://lei.sr?a=4T8P1>

Health Club Award winners announced

Continued from front cover

This year at the third annual Reader's Choice Health Club Awards, the 400 entries came from a mixture of small independent health club operators, public sector leisure centres, hotel health clubs and some of the best known health and fitness brands in the industry, with a total of 40,000 members voting.

In the regions, entrants were split into Budget, Mid Market and Premium categories, ensuring clubs competed with their peers. Winners included Fit4less Dundee, which took gold for Best Budget Club Scotland, and Xercise4less, which won two golds in the budget category. The regional premium categories were dominated by LivingWell, which won gold in seven of the 14 regions.

Fitness4less also enjoyed success in the national categories, with golds for Best Budget



Mark Durden-Smith presented this year's awards

Chain and Best Medium Chain, while Sandwell Leisure Trust won the Best Small Chain award and Everyone Active took the Best National Chain crown for the second year running.

A list of winners can be found in the October issue of *Health Club Management*. For more, visit www.healthcluboftheyearawards.co.uk

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www.hha.org.uk
- IAAPA +1 703 836 4800
www.iaapa.org
- IEAP +44 (0)1403 265 988
www.ieap.co.uk
- Institute of Hospitality +44 (0)20 8661 4900
www.instituteofhospitality.org.uk
- LPF +44 (0)1462 471932
www.leisurepropertyforum.org
- Natural England +44 (0)845 600 3078
www.naturalengland.org.uk
- People 1st +44 (0)870 060 2550
www.people1st.co.uk
- REPs +44 (0)20 8686 6464
www.exerciseregister.org
- SAPCA +44 (0)24 7641 6316
www.sapca.org.uk
- Sports Aid +44 (0)20 7273 1975
www.sportsaid.org.uk
- Sport and Recreation Alliance
+44 (0)20 7976 3900
www.sportandrecreation.org.uk
- Sport England +44 (0)8458 508 508
www.sportengland.org
- Springboard +44 (0)20 7529 8610
www.springboarduk.org.uk
- SkillsActive +44 (0)20 7632 2000
www.skillsactive.com
- Tourism Management Institute
+44 (0)1926 641506
www.tmi.org.uk
- Tourism Society +44 (0)20 8661 4636
www.tourismsociety.org
- ukactive +44 (0)20 7420 8560
www.ukactive.org.uk
- VisitBritain +44 (0)20 7578 1000
www.visitbritain.com
- World Leisure +1 250 497 6578
www.worldleisure.org