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Private fitness sector worth 'north of £15bn'

The successful IPO of The Gym Group last month is likely to prove the catalyst for renewed investor interest in the private gym sector, with the prospect of further listings.

That's the view of fitness industry analyst Gareth Jones, who says that after looking at the financial aspects of the Gym Group listing, "there is an argument to suggest that the private fitness sector is worth north of £15bn."

Jones – who is head of leisure at global audit, accounting and consulting group Mazars – said in a blog post for ukactive that the £250m valuation of the Gym Group will give "confidence to investors who see the low cost model as a worthwhile investment, and are prepared to pay a premium to be involved."

The Gym Group shares have risen steadily since trading began at 195p on 9 November. By the end of November, the price had hit 205p, with several analysts tipping the shares to perform strongly.



The Gym Group's directors have led the way with a bold IPO

Having tracked the IPO closely, Mazars is also currently working on a project with ukactive to calculate the true value of the wider physical activity sector – although a figure is not expected to be anounced until next year. Speaking at the Flame conference

this summer, ukactive chair Tanni said the ability to produce such a figure would see the physical activity sector broaden its appeal to investors and gain an even bigger wingspan.

In his analysis of the Gym Group IPO, Jones wrote that the "successful float of one company does not signal an avalanche of similar floats," but noted that many of The Gym Group's rivals will be watching closely.

He said the potential £15bn value of the industry is something they may wish to take advantage of "sooner rather than later," particularly those with private equity investors to satisfy.

"The Gym Group IPO has shown the appetite for investment into the physical activity sector, reinforcing

the continuing success of the low cost gym model," concluded Jones. "How the IPO helps the expansion of The Gym Group will be watched by competitors and welcomed by those who see the huge potential of the low-cost model." *Details: http://lei.sr?a=G7h7C_O*

Human error to blame for Alton Towers crash

A rollercoaster crash which seriously injured a number people, including two people who underwent leg amputations, was the result of human error when an operator manually overrode the ride safety system, it was revealed last month.

The investigation did not find any technical or mechanical problems with the ride itself. The finding was announced as Alton Towers completed its investigation into the Smiler incident that took place on 2 June at the UK theme park. Continued on back cover

Surprise budget boost for UK Sport

Elite sport quango, UK Sport, will receive a 29 per cent increase in government funding to help Britain's athletes at the 2016 Olympic Games in Rio and also in Tokyo in 2020.

The surprise announcement came in the government's recent Spending Review.

Chancellor George Osborne told parliament: "I will help UK Sport – which has been living on diminishing returns – with a 29 per cent increase in its budget, so we can go for gold in Rio and Tokyo."

The Exchequer provides a third of UK Sport's funding, with the rest coming from the National Lottery. The amount will increase from £135m to £148m in



UK Sport chair Rod Carr has come up trumps

the run up to the Tokyo Olympics in 2020.

The announcement is an achievement for UK Sport chair Rod Carr and his team, who were anticipating cuts and had expressed concern at the prospect. *Details: http://lei.sr?a=C3s7J_O*

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SPORT

Aberdeen inches closer to new home

A strong financial performance could pave the way for the development of Aberdeen Football Club's (AFC) new stadium - although any move is likely to be at least five years away.

The Scottish Premier League club had solid results, posting an operating profit of £509,000 and record turnover of £13.1m for the year ending 30 June 2015.

Club chair Stewart Milne said that the strengthening of AFC's

balance sheet meant it was "in a much better position" to deliver the "much sought-after" training facilities and stadium.

He added that he was "encouraged by the progress being made" with Aberdeen's City Council and development partner Loirston over the building of the ground at the club's preferred site, Loirston Loch.

"While discussions are ongoing, we are still optimistic that we can reach a satisfactory arrangement among the parties to allow



Club chair Stewart Milne said he was encouraged by the progress being made

the development to progress," said Milne.

Last August, Milne revealed that the 21,000 capacity stadium was going to be built, with Aberdeen expected to move from its current Pittodrie ground in time for the commencement of the 2017/18 season.

However, it is understood that the timescale is being viewed as increasingly optimistic by the Aberdeen board, with any move unlikely to happen before 2020. Details: http://lei.sr?a=S2Q5d_O

Private sector urged to support sport

Business secretary Sajid Javid has called on companies in the private sector to play a "massive role" in increasing participation rates across the UK sporting spectrum.

During his speech at an event held last month, titled The Premier League and British Sport -The Economic Impact the Conservative MP for Bromsgrove said that the changing landscape of consuming and playing sport provided an opportunity for private sector firms.

Javid told industry delegates at London's QEII Conference Centre that people wanting to participate in sport had a "wide range of options" and no longer had to join a Sunday league football team or local running club to get involved.

He highlighted the success of five-a-side football franchise Goals, which saw Sports Direct owner Mike Ashley take a 4.94 per cent stake in the business last month, and Parkrun as companies that offered sport "without the red tape and regulation that comes with an event sanctioned by a governing body".

"Sport is changing. The kind of sport we watch is changing. The way we consume it and participate in it is changing too, and the private sector has a massive role to play in



The government's business secretary Sajid Javid

this," said Javid. He pointed to the "symbiotic" relationship between business and sport, highlighting the revenue that had been generated by sporting events held in the UK over the past few years. Sports-related consumer spend is worth £30bn per year he added.

Javid said that while the growing influence of business in sport had left some disenfranchised, it allowed for the continued investment in elite and grassroots sport. Details: http://lei.sr?a=v5J8Y_O

Mace to support Spurs' stadium

Tottenham Hotspur Football Club (THFC) has turned to Mace to create the pre-construction plans for its £400m stadium development.

The London-based construction firm will develop detailed programmes and work with the Premier League club to produce specialist sub-contractor tenders before work begins.

In July THFC revealed plans for its 61,000 capacity stadium, which will be built alongside 579 apartments and a 180-bedroom hotel.

Construction on the devel-

opment is expected to be completed by 2018 subject to a Haringey Council planning committee decision, due on 8 December 2015.

Sports architects Populous have been appointed to design the stadium, while Allies & Morrison will design the new homes.

THFC chair Daniel Levy said the deal with Mace was "another step towards delivery of one of the best stadiums in the world".



The 61,000-stadium will be built alongside a 180-room hotel

"They (Mace) bring a wealth of experience and I know they share our commitment to ensuring that the development will be first class in every aspect," he added.

Mace chief executive Mark Reynolds said the success of the project was of "critical importance as it is the flagship development that will act as a catalyst for the regeneration of this area". *Details: http://lei.sr?a=F4v2a_O*

New Sport Wales survey highlights gender gap

The gender gap in sports participation in Wales increases as students enter further education, Sport Wales research has found.

The survey, which questioned just under 5,000 students between April and July 2015, found a 19 percentage point gap between males and females that participate in sport at least three times a week.

According to the report, 59 per cent of male students aged 16+ regularly participated in sporting activity, in college or externally, compared to 40 per cent of females. Although reasonably comparable, the stats also show a narrower gender gap in primary and secondary schools. *Details: http://lei.sr?a=V3c2S_O*



Moss will take over the role on 1 January 2016

Former Aviva CEO Moss named new chair of SRA

Andrew Moss, former CEO of insurance and investment giant Aviva, has been appointed as the new chair of the Sport and Recreation Alliance (SRA).

Moss, who led Aviva's heavy investment in rugby union and athletics during his time at the company, will begin his three-year term on 1 January 2016.

With a distinguished career in financial services, Moss' appointment is seen as a strategic move as the SRA seeks to grow its commercial activities. He replaces outgoing chair Andy Reed, who has held the role since July 2011.

SRA chief executive Emma Boggis said Moss will help the organisation move into a "new stage of its development".

"Andrew brings a wealth of experience from 30 years with some of the world's largest financial organisations," she said.

"I'm confident that he'll help the SRA be 'fit for the future' so we can make the most of the opportunities ahead, as well as draw on the leadership skills which saw him head one of the world's largest insurers." Details: http://lei.sr?a=b4p4r_O

Can behavioural theory aid participation?

Sport England is gearing up to launch programmes based on behavioural change theory in a bid to boost participation.

The governing body for grassroots sport will implement its strategy, based on the Cabinet Office's EAST model, after data from its Active People Survey and supplementary research revealed that behavioural change was a constant journey, and that people rarely fell into categories of 'active' and 'inactive'.

The EAST framework, Jennie Price has devised last April, was designed to encourage a behaviour by making it Easy, Attractive, Social and Timely.

Sport England is in the process of developing programmes based on this theory. For example, the body is devising an initiative alongside the Amateur Swimming Association (ASA) to create provisions for towels and hairdryers, making it easy for people to swim, and creating little nudges for continued involvement.

Chief executive of Sport England, Jennie Price, talked about the ongoing initiative at the recent Substance National



Jennie Price has warned against arbitrary measurements of activity

Conference: A Whole New Ball Game?, in a speech that warned against arbitrary measurements of people's' activity.

She used Prochaska and Di Clemente's Transtheoretical Model of Behaviour Change to illustrate the public's attitude to sport and physical activity. The model highlights five stages - pre-contemplation, contemplation, preparation, action and maintenance - as the various states of activity the population finds itself in relation to sport. Details: http://lei.sr?a=y7g6C_O

Study gives green light to new London cycle bridge

A cyclist-friendly bridge – the first opening structure to be built over the Thames since Tower Bridge - has moved a step closer to fruition after a successful feasibility study.

The proposed development, which would become the first pedestrian and cycle bridge to be built in London, connects Canary Wharf with Rotherhithe.

It was declared "deliverable" by a feasibility study conducted by reForm Architects, Elliott Wood engineers and cost management advice firm Arup. Expected to cost in excess of £88m, the bridge is estimated to take 4-5 years to build, and is being considered a way to ease the congestion. Details: http://lei.sr?a=z5Y2w_O



Cosslett will advise on invetsment opportunities

Fitness First chair Cosslett lands leisure advisory role

Former Fitness First CEO and current chair Andrew Cosslett has joined global private equity firm Advent International as an operating partner, with a brief to advise on investment opportunities in the leisure sector.

Cosslett - who was moved upstairs at Fitness First this summer as owner Oaktree Capital Management sought to speed up its sale plans - will harness his extensive experience in the leisure industry, which includes a six-year stint as CEO of InterContinental Hotels Group.

The new part-time advisory role will see Cosslett work closely with Advent's Retail, Consumer and Leisure team to identify new global investment opportunities, with a particular focus on the leisure sector. He will also support activity in Advent's investment portfolio as required.

"I am delighted to be working with Advent. Their sector approach, global network and strong track record of creating value make them a compelling partner," commented Cosslett. Details: http://lei.sr?a=S7P2Z_O

Barry's bidding for global growth

Trendy boutique fitness brand Barry's Bootcamp is planning to harness the power of its new backer to speed up growth across the US and Europe, as well as blaze a trail through Asia.

According to Barry's CEO Joey Gonzalez, the chain has a "fully-baked strategy" on which markets to enter at what time and plans to stick to its model of opening in big metropolitan cities.

Barry's Bootcamp currently operates 17 clubs - predominantly in the US, where there are 13 stu-

dios, as well as two in Norway and two in London, UK. Another four clubs are to open in the US before the end of Q1 2016: Miami, San Francisco, Hollywood and Manhattan.

Now, the company is poised to turbocharge its growth, having recently gained strategic investment from North Castle Partners - a private equity firm that has previously worked with fitness brands Equinox and Curves.

In an interview with Leisure Opportunities, Gonzalez said Barry's would like to reach 50



Joey Gonzalez started off as a Barry's client and is now the CEO

US sites over the next four or five years, while also making its mark in Europe and Asia.

"Dubai and Hong Kong are high up the list - in fact Dubai is already happening," said Gonzalez. "It's going to be our first store in the Middle East and I'd be disappointed if it didn't open before the end of 2016. Everything in the US will be corporately owned and operated everything international will most likely be a combination of joint venture and corporate." Details: http://lei.sr?a=9Y6Q5_O

Franchises a 'big draw for investors'

The UK's booming fitness franchise market is proving a big hit with investors from outside of the industry, with licensed gyms offering a compelling investment opportunity against a backdrop of low interest rates and limited options.

That's the view of Anytime Fitness UK general manager Brett Edwards, who said the growth of the wellness industry is turning heads in a climate where low interest rates make borrowing cheap and savings accounts less attractive.

"We were ranked as the number one franchise opportunity in the world last year - with a

96 per cent success rate - and the momentum behind the wellness industry is certainly drawing attention from investors," Edwards told Health Club Management. "Around 95 per cent of Anytime Fitness franchisees come from out the fitness industry and we're seeing an appetite for healthier franchise investments, as opposed to the traditional fast food franchises which now look less appealing as policymakers explore ways to tackle obesity."



Anytime Fitness UK general manager Brett Edwards

The UK franchise market has certainly been showing signs of increased activity. In addition to well established player énergie Group, we've recently seen the arrival and growth of US franchise giants such as Snap Fitness and Anytime Fitness, while boutique concepts such as Studio Lagree and Barry's Bootcamp are also getting in on the act. Anytime last month launched its 3,000th global site in Stroud. Details: http://lei.sr?a=T9f2W_O

Innovate or die, warns Minton

Leisure industry analyst David Minton has warned that fitness businesses must take heed of technological advances and future-proof their business, or risk being wiped out entirely.

In a blog post published ahead of the ongoing SIBEC conference in Spain, the Leisure Database Company director highlighted how most major businesses have set up 'disruption' teams looking at how new technology can change the face of delivery. Failure to do so, he says, means businesses risk seeing their value washed away by technological sea changes.

Minton cited the example of Weight Watchers, which this year saw its stock drop 92 per cent from its all-time, as weight loss apps and Youtube videos have eaten away at the company's core offering.

Highlighting the rise of third-party booking platforms such as Uber, Airbnb and the fitness-focused ClassPass, Minton points out that these companies have succeeded by "developing a business plan which bypasses the industry and its providers and goes direct to the consumer."

Minton calls for fitness businesses to open up their data platforms and give access to application program interfaces (APIs), so that developers can create new ways to bring fitness experiences to the consumer while



Leisure Database Company director David Minton

involving the industry. He concedes this will require firms to become more transparent with their business models, but says "that's no bad thing" when it comes to working together for the sake of the industry.

"In 2016 we need a new organisation fighting for and concentrating on the fitness industry," writes Minton. "If we don't, then aggregators, bloggers, unboxing channels, trackers, wearables and an app for everything will win over the consumer." Details: http://lei.sr?a=T2G5t_O

ukactive chief: Invest in activity to save NHS

The NHS must make use of its funding lifeline in George Osborne's Spending Review to invest in physical activity initiatives that will help safeguard its future, according to ukactive executive director Steven Ward.

Overburdened by obesity and inactivity-related illnesses, the NHS is currently stretched to its limits. Last month, the chancellor announced that the budget for the NHS in England will rise from £101.3bn this year to £119.9bn in 2020-21 – tantamount to a £3.8bn funding boost. Despite this, Osborne reiterated that the NHS needs to make £22bn of efficiency savings by 2020-21 as part of the government's austerity

measures to tackle the budget deficit. Reflecting the widely-held view that the NHS must change the way care is delivered across the service to safeguard its future, Ward said that exercise could be the silver bullet to solve the health services woes, helping it to shift to a model of prevention over cure.

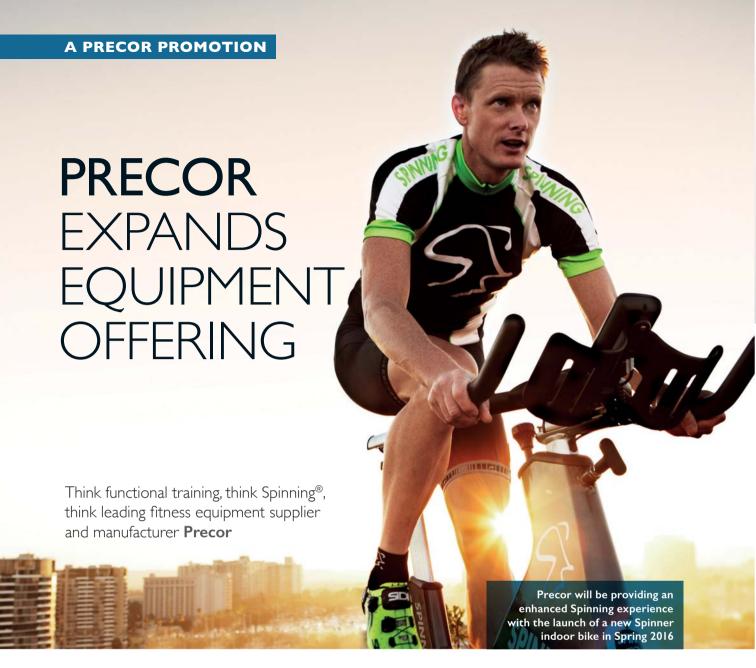
"The extra income pledged for the NHS will not make a dent in the health of the nation unless prevention, and physical activity, is at



Ward warned against the 'acceptance of short termism'

its heart," said Ward. "We understand that in a time of limited funding, government focus and resources must go on areas that can have the greatest return on investment. Physical activity has been described as the 'miracle cure', able to treat, manage and prevent over 20 non-communicable diseases and conditions; sensible, targeted investment into getting more people moving - with the backing of the sector - will have the greatest impact on the health of the nation." Details: http://lei.sr?a=U4Q2s_O





ith a reputation for quality, excellence, category innovation and with over 35 years' experience and world-class customer service, the industry giant has teamed up with leading fitness brands Spinning and Queenax to expand its product portfolio.

Growing quickly in popularity among exercisers and operators, functional training is one of the fastest growing fitness activities* and offers training for life by using integrative movements that enhance performance in both daily routines and sporting endeavours.

The global Spinning community spans over 80 countries around the world, and is taught in 25 languages. There are currently more than 150 Master Instructors and 35,000 licensed Spinning facilities, hundreds of thousands of active Spinning instructors and millions of riders.

Precor understands the vital role both these fitness offerings play in attracting new members and retaining existing clients.

SPINNING ITS WAY TO SUCCESS

Always at the forefront of design, technology and advances in the industry, Precor is now embarking on becoming a leader in the indoor cycling category through its exclusive worldwide agreement with Mad Dogg Athletics, Inc., the creators of the Spinning® indoor cycling programme and the Spinner® bikes brand.

The partnership will see Precor assume all commercial Spinner® bike production for an entirely new line of Spinner® indoor cycling equipment, which will hit the market in Spring, 2016.

"We wanted to find the best partner to serve our global dealers, education representatives, clubs, gyms and studios, as well as the worldwide Spinning community," comments John Baudhuin, CEO of Mad Dogg Athletics, Inc.

Incorporating the strengths of both brands, the new range of indoor cycling products will include brand new engineering and design components co-developed by Precor and Spinning, as well as new technologies and educational elements to bring an enhanced Spinning experience.

"We are committed to pursuing opportunities that allow Precor to deliver top of the line fitness experiences to exercisers and operators," comments Rob Barker, President of Precor.

"Spinning and Precor will continue to expand their global reach, offering the best in research and development, innovative design, customer satisfaction and worldclass education programmes. In short we will produce nothing less than the best indoor cycles in the market."



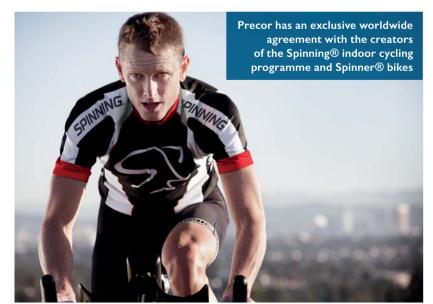


FUN FUNCTIONAL TRAINING

Creating an optimum member experience is at the heart of everything Precor does. Responding to its customers' needs, the recent acquisition of Queenax, by parent company Amer Sports, under the Precor brand, brings a proven functional training

to its product portfolio, further establishing Precor as a leader in its field, offering the best and most comprehensive fitness solutions on the market.

A global innovator and pioneer within the functional training space, the Queenax flexible, modular and expand-



The Queenax bridge offers accessibility and flexibility for all fitness levels

able system transforms gyms into a multi-purpose, customisable training area and optimises space by using areas such as walls and ceilings.

Fostering one-on-one interaction between personal trainers and members - critical to increasing a facility's member engagement, retention and attraction - this multi-use system can be incorporated into a variety of class formats too, giving operators the opportunity to generate secondary revenue streams.

For instance, personal trainers can offer functional training as part of their one-on-one sessions, or functional training can be featured as part of both large and small group classes.

Erica Tillinghast, Global Education Manager at Precor comments:
"Exercisers are demanding versatile training options. Based on coordination, strength, core and mobility, functional strength training helps mimic real-life movements such as lifting, pushing, pulling and bending, making these everyday movements easier to perform.

"By offering flexibility and accessibility for all fitness levels, Queenax provides an enormous range of exercises and is a fun way to get fit."

*Worldwide Survey on Fitness Trends in 2014 published by the ACSM Journal, states that functional fitness and group training are among the top 10 fitness trends for 2015.

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Crossbasket Castle to become hotel

A 14th century castle on the outskirts of Glasgow has been rescued from ruin and is set to open in spring next year as a hotel, restaurant and event venue.

Businessman Steve Timoney and his wife Alison Reid-Timoney bought Crossbasket Castle in 2011 - a year after it was listed on Scotland's Buildings At Risk Register. Over the last five years, the couple have invested more than £9m restoring the building to its former glory.

Due to be managed by Inverlochy Castle Management International (ICMI), the hotel is set to reopen in Q2 2016, aiming to host local people, corporate clients and weddings.

Eager to boost its events capacity, castle owners the Timoneys have added a grand ballroom to the castle, which overlooks picturesque waterfalls on the River Calder and can accommodate up to 250 event guests. Meanwhile, Alison Reid-Timoney has



The owners have invested £9m restoring the building to its former glory

personally designed the interiors, scouring Scotland to ensure each of the nine unique bedrooms, drawing room, dining room and library are furnished with antique 14th, 15th and 16th century pieces.

ICMI's latest management contract is its 13th for overseeing renowned independent properties around Scotland, with a portfolio including Andy Murray's Cromlix Hotel. Details: http://lei.sr?a=a2g4B_O

'Fawlty Towers' hotel to be levelled

The hotel in Torquay made famous by John Cleese's classic comedy Fawlty Towers is due to be knocked down and turned into retirement flats.

Cleese was inspired to create the 1970s sitcom and its eccentric hotel owner Basil Fawlty after staying at the Gleneagles Hotel in Torquay. He described the hotel's then owner, Donald Sinclair, as "the most marvellously rude man I've ever met."

During the early sev-

enties, Cleese and the Monty Python team briefly stayed at the hotel while filming, and Sinclair is said to have thrown Eric Idle's briefcase out of the window, claiming that it was a bomb. The team were disturbed enough to eventually move to a different hotel.

The three-star hotel ceased trading early this year and Churchill Retirement Living applied to use the site for 36 retirement apartments. The original proposal was turned down by Torbay Council's development management committee, however, revised plans for a smaller scheme



Fawlty Towers was inspired by the Gleneagles Hotel in Torquay

have been given the green light - spelling the end for comedy's most famous lodging house.

Local councillor Mark King, described the scheme as "the best result" for the area.

"This is a great outcome for the iconic Gleneagles Hotel site and I look forward to seeing the new development taking shape," King told the Western Morning News.

Although it only ran for 12 episodes from 1975-1979, Fawlty Towers was voted the BFI's greatest television programme of all-time in 2000. Details: http://lei.sr?a=d6u9t_O



CBeebies' Boj making attractions debut in 2016

CBeebies IP Boj is getting its first visitor attraction, debuting at the West Midlands Safari Park in the UK next year.

The themed indoor soft play area, called Boj's Giggly Playground, will not only offer kids an area for play, but also a Boj-themed restaurant and a retail outlet.

In partnership with the show's creators, Pesky Productions, the West Midlands Safari Park says it will make the new attraction the focus of its 2016 marketing campaign, with an array of online, radio and TV promotions and advertising.

Once open, the new attraction is set to welcome 500,000 visitors on an annual basis. Details: http://lei.sr?a=s2z8M O



Visitors can enjoy up to four hours in the pop-up

Jungle wonderland aims to warm up London

A London event design company has pledged to bring a "warm, hyper-real tropical paradise" to Europe in the middle of winter 2016.

Strong & Co - famous for its popup experiences at big cultural events, such as the UK's Glastonbury music festival - is seeking funding for its latest venture, dubbed Summerland.

The company envisions a four-hour live experience that will take visitors from the cold, wintry streets of London into the heart of a sweltering jungle filled with lagoons, beaches, a crystal cave, an Indiana Jonesstyle maze and a 40ft (12m) heated waterfall.

The space – described as a "live theatrical wonderland" - will be inhabited by character performers and live bands. In between exploring, guests will be able to enjoy games areas, swim-up bars and a dancefloor.

"Winters in Europe are long and escaping the cold means a flight," said the company. "This is why we have created Summerland. Audiences check-in at our departure lounge before teleporting into a hidden paradise." Details: http://lei.sr?a=Z6w2N_O

'The Giant' set for global rollout

Kieran Stanley, founder and CEO of Dan Pearlman architects has revealed new details about the upcoming Giant project, due to debut in Berlin in 2017.

The Giant - which comprises a multi-storey sculpture mounted on a plinth housing a museum - has been touted as "the visitor attraction for the 21st Century". The sculpture itself will take the form of a mythical giant, with moving limbs and eyes, and the ability

to take the form of any person in history using tens of thousands of LEDs.

We're looking for inner cities, so prime locations," said Stanley speaking exclusively to Leisure Opportunities.

"We're also very definitely open to unusual locations which are in need of development.

"In Berlin, we're looking to develop the pilot project because it's a very eclectic city with its different pop-ups that can become really cool places to be all of a sudden. London is a little bit like that but maybe at



The Giant can take the image of any person using thousands of LEDs

a slower scale. It depends really on what the location can offer, but quite generally we're looking for places that are in the city and that have a lot of footfall," he said.

The Giant is expected to draw around 500,000 visitors each year, generating annual revenues of around £8.4m. Each Giant will cost between £7-21m to develop, depending on location and size of giant, which is variable.

"The concept is an androgynous figure so that it can become literally anyone," said Stanley. *Details: http://lei.sr?a=k7X2Q_O*

Year of Punk ready to rock London sites

Punk rock, punk fashion, punk art and punk film will be celebrated in the British capital next year, as attractions look back on 40 years of an anarchic subculture that challenged the political status quo and class system.

Several top cultural attractions announced last week (26 November) that they are participating in Punk London, a year-long programme of live events, music gigs, exhibitions and talks. The year kicks off at the 100 Club - a music venue that hosted a two-day punk festival in

September 1976. The Resolution Festival will take place there from 4 to 14 January 2016.

The punk movement was defined by its music, with iconic like songs like The Clash's London Calling and the Sex Pistols' Anarchy in the UK - which was released on 26 November 1976.

"Punk London is a chance to celebrate the period of music history that excited like no other. Angry, rebellious, loud and brilliant," said Jeff Horton of the 100 Club. "It turned the world to colour and changed society forever."



People stare at Soo Catwoman and her fellow punks in 1976

Among famous attractions, the Design Museum, the Institute of Contemporary Arts, the Museum of London, the British Library and the Photographers' Gallery are also involved in Punk London, presenting the legacy of the movement and its ongoing influence in a variety of ways.

The UK's Heritage Lottery Fund (HLF) has provided a grant of £99,000 to help fund Punk London, which is also being supported by the mayor of London Boris Johnson. Details: http://lei.sr?a=p6H7v_O



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Chopra: You can change your genes

Deepak Chopra addressed a full house at the recent Global Wellness Summit (GWS) in Mexico City, exploring how conscious lifestyle decisions can impact on wellness.

Chopra believes in 'radical wellbeing' and has a book out explaining the science, called Super Genes. He gave a signed copy to each delegate.

Chopra's talk centred on self healing, and he explained how scientists used to believe that genes were fixed for life and that they "determine our biological destiny."

However, said Chopra, the

sequencing of the human genome has taught us that genes change in response to everything we think and do, every second of the day.

This extends from exercising to sleeping, to the pollution we're exposed to and from our stress levels to what we eat and drink.

"The human body is far more capable of healing and renewal than anyone ever previously suspected," he told delegates.

This new science is opening up huge opportunities for everyone involved with healthy



Deepak Chopra addresses a full house at the Global Wellness Summit

living interventions, including the spa and wellness industry and everything from wellness real estate to clean air systems.

Chopra added that we should be thinking of our epigenome as a light switch, saying: "With the right lifestyle changes, you can turn off the harmful genes and switch on the good ones." In some cases these changes can even be passed on to up to seven subsequent generations. Details: http://lei.sr?a=e3b7Y_O

Invest in design, urges entrepreneur

Jo Fairley, founder of organic chocolate giant Green & Blacks, spoke to attendees at Spa Life UK last month about building an ethical global business, and offered business advice on investment in design and customer service.

Fairley, who is the author of The Anti-Ageing Health & Beauty Bible and The Green Beauty Bible, also opened and ran a wellness centre in Hastings, which she sold this year.

"Spa is a business I'm extremely passionate about as an insider as well as an observer," she said. Fairley launched the Green & Blacks brand "on a very, very rainy evening in our flat in Portobello Road with a yellow legal pad and a biro," she told the audience. (She later sold it to Cadbury's for an undisclosed amount.)

She suggested businesses focus on the key areas of branding and design, product quality, customer service, and public relations, as well as the ethics that underpin a brand.

"They ain't rocket science," she said. "You don't have to completely reinvent the wheel. You do have to do certain things really well."

As a former beauty journalist, Fairley said she understood "what pushed journalists' buttons" when she launched Green & Blacks, and underlined the philosophy that one square of



Jo Fairley speaking at 2015 Spa Life UK

her chocolate was worth 1,000 words. "I'm a massive fan of sampling generally," she said.

Fairley is also a fan of good design, in what is "an ever-more design-conscious world."

She added: "People think they don't have money to spend on high-quality design, and it has to go at the top of the list. I believe every single penny invested in good design - and good interiors - will be repaid a thousand times over." Details: http://lei.sr?a=U8B4f_O

Oualified and growing or qualified and stagnant?



GILL MORRIS is partnership director at Habia

liken therapists to a tree; when it is growing they have green shoots from which growth occurs. It's strange that we refer to people as 'green' when they have little experience and it's used as a demeaning word but when seen in a tree it is a sign of growth which to be encouraged and supported.

When there are no green shoots it means there is no growth; so my question to you is "Are you green and growing, or are you stagnant, content that you're reasonably good at what you do and you have a decent enough job with lots of lovely client's?"

The danger of not being 'green' is that as techniques, products, equipment and science develop and treatment menu's change you and your business will be left behind. This doesn't happen overnight so you could be unaware until it's too late and your 'lovely clients' have gone elsewhere.

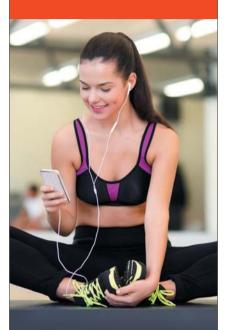
It is a fact that clients will leave you, however much they like you, especially those driven by results, as will the trend followers who want the latest 'look' or fashion must-have. It is also a fact that if you stand still, but your competition moves forward, then you will end up moving backwards.

Even if you are employed it is your responsibility to take charge of your own growth and development, don't leave it all to your employers and their suppliers and don't just upskill in the areas relating to your treatment menu - spread your growth in many directions not just a single branch of spa therapy.

Continual development doesn't necessarily mean high cost, it can be as simple as having a knowledge exchange across therapists and up and down the management structure, a senior therapist has a wealth of knowledge and for junior therapists to spend some time being coached and mentored by them is low cost with high yield in terms of development, team motivation and ultimately profit. Growing or stagnant – it's in your hands.

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£40m fund provides jobs boost

The Tourism Alliance has praised the announcement in the recent Autumn Statement of a new £40m Discover England Fund – a lifeline the industry body says will help create thousands of jobs.

Chancellor George Osborne revealed the fund as he set out his Autumn Statement and Spending Review. Osborne said deep cuts to culture budgets would be a "false economy" due to the revenue its industries help to generate. He added that the Arts Council's budget will be protected, and

free museum entry will be maintained.

The £40m Discover England Fund is designed to support the government's new Five Point Plan for Tourism, which it hopes will aid regional economic growth and create thousands of new jobs over the next three years.

The new fund is a boost for the UK's tourism industry and recognition from the government that the sector has been at the forefront of the UK's economic recovery. The Tourism Alliance estimates that the funds will boost tourism revenue by more than



Bernard Donoghue (right) says the fund shows tourism's importance

£600m over a three-year period, creating almost 4,000 new jobs across the country.

"We are delighted that the government recognises the economic benefits of tourism with an extremely pro-tourism Autumn Statement," said Bernard Donoghue, Tourism Alliance chair. "This fund, combined with the £1.6bn investment in cultural projects, gives this sector the tools it needs to boost the UK's status as one of the world's premier destinations for both leisure and business visitors." Details: http://lei.sr?a=G3u4w_O

Shakespeare's England names new CEO

Regional tourism body Shakespeare's England has announced the appointment of a new chief executive as it gears up for a landmark year.

Shakespeare's England - the tourism organisation for Stratford-upon-Avon, Warwick, Kenilworth, Royal Leamington Spa and surrounding areas - has beenhelmed by Helen Peters since 30 November. The body is currently in full flow preparing for 2016, with the 400th anniversary of Shakespeare's death next year expected to provide a major boon for tourism.

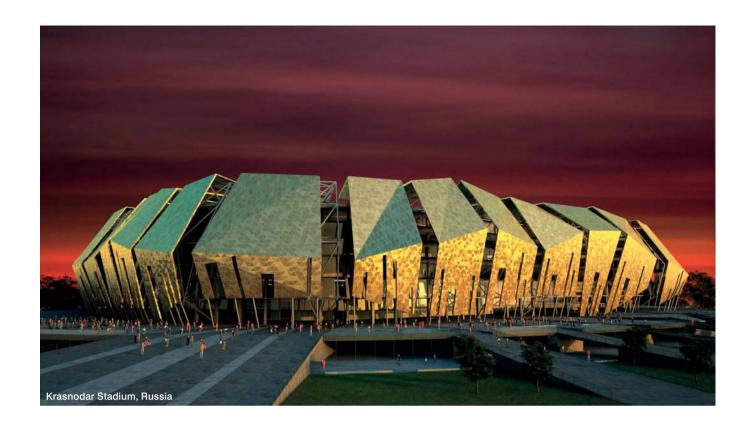
Peters, formerly deputy director of tourism for Bicester Village, will take over from outgoing head Robin Tjolle. She brings 30 years of experience in tourism, working in sales and marketing for several leading leisure companies. She is also a past board member for Shakespeare's England.

"I am absolutely delighted to be joining the team at Shakespeare's England as the new chief



Helen Peters will take over from outgoing head Robin Tjolle

executive, especially at such a significant time," said Peters."I look forward to working with our partner organisations to ensure that as a destination, we make the most of being in the world's spotlight. I am fortunate enough to have been involved with the organisation since its inception and am very much looking forward to steering it through the next stage of its development." Details: http://lei.sr?a=w8N5y_O



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PROPERTY

OMA to design arts venue The Factory

Rem Koolhaas' Office for Metropolitan Architecture (OMA) has won an international competition to design a cutting-edge arts venue in the city of Manchester.

Nine internationally acclaimed architects - including Zaha Hadid Architecture, Mecanoo, Rafael Vinoly Architects and Diller Scofidio + Renfro - were shortlisted to design the flagship cultural centre, named The Factory.

The £110m large-scale venue which takes its name from Factory Records, the Manchester music label which launched the careers

of British bands Joy Division, New Order and the Happy Mondays - will commission and host performances of theatre, music, dance, technology, film and TV.

Details about OMA's design are currently thin on the ground, but new renderings show a bold cube-shaped structure clad in glass panels. There will be 2,200 seats and room for 5,000 standing visitors. Building work is expected to start in 2016 with work to be completed by 2019. The Factory will be OMA's



The Factory will commission and host arts performances

first major public building in the UK. A "delighted' Koolhaas - winner of the Pritzker Prize for Architecture in 2000 - said: "I look forward to realising this radical arts building for Manchester. It is wonderful to participate in the longstanding renaissance of the city, where real experimentation is expected."

The ambitious project will receive more than £75m from the government as part of its Northern Powerhouse initiative. Details: http://lei.sr?a=G8h4K_O

Dalston brewery's novel space solution

Big changes are coming to Dalston, an up and coming part of East London, in the next few decades.

Crossrail, the city's new rail network will be laid in, transforming the transport network and there are major plans for a redevelopment on the site of the local Kingsland Shopping Centre.

In the face of so much uncertainty, the local council has struck a shortterm lease for the siting of a new micro brewery on what is a

former public car park in the area.

To stay relocatable, the entrepreneurs behind The 40FT Brewery have set up the operation in a pair of shipping containers which combine to be - you guessed it - 4oft long.

Craft beer, currently pale ale and lager, is served directly to the public each weekend straight from the tank, with a brewery tour and food also available.

"The location has a short rolling lease due to a redevelopment plan for the area," co-founder Andreas Pettersson told Fast Company. "By using shipping containers, we thought we



The 40FT Brewery is building its range of beers in Dalston

could use this derelict place to brew and serve great beer and then if, or when, we need to move on, we can pick up our brewery and relocate it to a new plot of land, because we own the brewing equipment and the containers."

The company's Steve Ryan said: "The 40FT - our everyday workspace - is converted into a tap room at weekends. Empty kegs become seats and tables and we serve our beer directly from our maturation tanks. It's a place where customers can taste our beers at the source - see where and how it's made." Details: http://lei.sr?a=C2g5W_O



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TRAINING

Premier shake-up: Patrickson promoted

Active IO commercial director Jenny Patrickson has been promoted to the role of managing director as part of a series of personnel changes overseen by parent company Premier Global.

Having been bought by Ascend Learning last year, Premier Global - which is also responsible for Premier Training - has been subject to a strategic review that has resulted in the reshuffle.

Patrickson, who this week urged the fitness industry to work more closely together to create a new framework for sector skills

and workforce development, assumes the newly-created role of Active IQ managing director, while Suzy Gunn vacates her role as Active IQ operations director to take up the same position at Premier Global. Sarah Edmonds continues as director of quality and standards at Active IQ, but will also take on responsibility for product development.

Additional appointments over at Premier Global see Nick Harding join the team as financial director, while Belinda Moore will



Jenny Patrickson will retain responsibility for business development

take on the role of commercial director.

In her new role at the helm of Active IQ, Patrickson will retain responsibility for the business development team and will also assume responsibilities for operations and the customer service team. She will also continue to focus on developing creative and flexible vocational qualifications in response to significant changes currently taking place within the sector. Details: http://lei.sr?a=Z3A2D_O

New course offers cancer care guidance

The Amethyst Trust has created a new specialist training course offering advice for treating cancer patients in salons and spas.

The Amethyst Trust aims to dispel myths and common misunderstandings, and provide quality, factual information to those who wish to provide massage to their clients with cancer.

The organisation has also secured an insurance provision for the course, which enables both individuals plus beauty salons and spas to purchase a bespoke, 'top-up' insurance policy that allows therapists to treat clients without a doctor's note, as long as

they have undertaken the Amethyst Training and follow the recommended protocol.

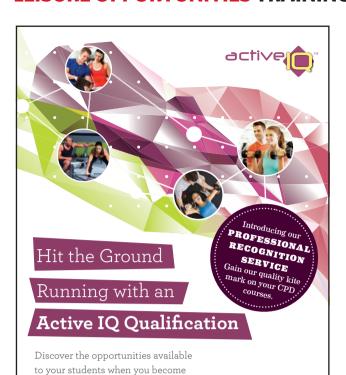
The new course brings together John Holman and his Hydrotherm Massage Therapy along with Julie Speed and Debbie Moore, who are directors of The International Beauty & Holistic Academy. "There are a plethora of myths surrounding



Amethyst has also secured an insurance provision for the course

whether massage is safe whilst undergoing cancer treatment, and the reality is that it is perfectly safe if adaptations are made," said Speed. "It is really important to the Trust that we are able to help therapists competently treat those clients safely and effectively, whilst also providing appropriate insurance cover." Details: http://lei.sr?a=h9B6C_O

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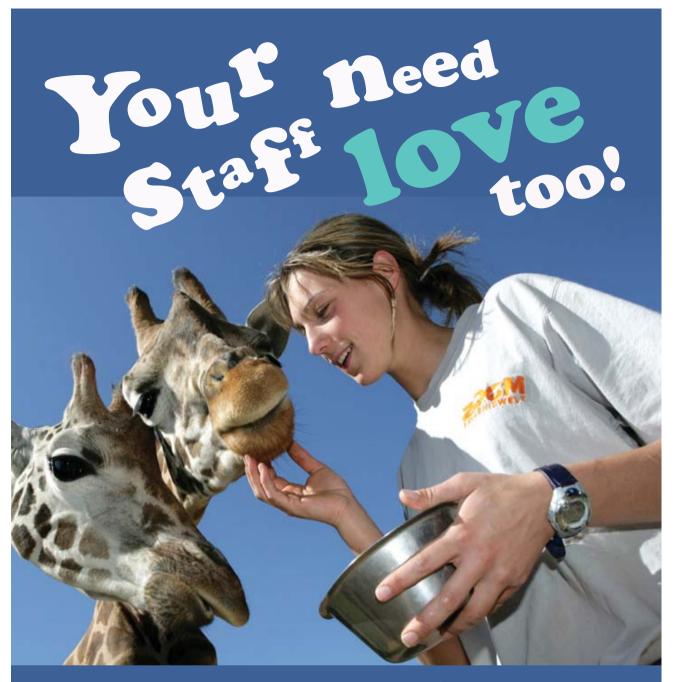
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For an informal discussion call please call Alison Walker, Leisure Services Director on 01482 614318.

The deadline for applications is Friday 1st January 2016.



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For an informal discussion about the posts please contact Alison Hibbert, Leisure Strategy Manager on 01753 875896.

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Company: GLL Location: Bristol, Bath, UK

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Company: The Gym Group Location: London Southall

Trainee Duty Manager

Company: Parkwood Leisure Location: Backwell, UK

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Location: Backwell, UK

Duty Manager

Company: Everyone Active

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General Manager

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Assistant General Manager

Company: The Gym Group Location: London, UK

General Manager

Company: The Gym Group Location: Tooting, London, UK

Contract Sales Manager Company: Parkwood Leisure

Location: Bexleyheath, UK

Development Manager

Company: Ashford Leisure Trust Location: Kent, UK

Gym Manager

Company: Ashford Leisure Trust Location: Kent, UK

Technical Services Manager

Company: Swale Borough Council Location: Sittingbourne, Kent, UK

Fitness Instructor

Company: énergie group Location: Oldbury, UK

Administrator

Company: Parkwood Leisure Location: Bexleyheath, UK

Contract Sales Manager

Company: Everyone Active Location: Sutton, UK

Casual Swim Teachers

Company: Brio Leisure Location: Various locations, UK

Senior Sports Attendants Company: Brio Leisure

Location: Malpas / Chester, UK General Manager

Company: The Original Bowling Co. Location: High Wycombe, UK

Leisure Attendants

Company: Brio Leisure Location: Chester, UK

Fitness Instructor - Part Time

Company: énergie group Location: Harrow, UK

Leisure Attendants

Company: Brio Leisure Location: Chester, UK

Operations Manager

Company: Shenley Leisure Centre Trust Location: Buckinghamshire, UK, UK

Front of House Receptionist Company: Everyone Active

Location: Fareham, UK **Climbing Leader**

Company: Everyone Active Location: Stratford - Upon - Avon, UK

Assistant General Manager

Company: Mytime Active Location: Beckenham, London, UK

Active Communities Manager

Company: Slough Borough Council Location: Slough, UK

Sport and Leisure Assistant

Company: The Knole Academy Location: Kent, UK

Trainee Duty Manager

Company: Parkwood Leisure Location: Portsmouth, UK

Recreation Assistant

Company: Legacy Leisure Location: Kidlington, UK Apprenticeship in Fitness

Company: Legacy Leisure Location: Exeter, UK Leisure Centre Manager

Company: Falkland Islands Government Location: Stanley, Falkland Islands

Assistant Manager

Company: Tone Leisure Location: Churchill, Somerset, UK

Membership Consultants

Company: Everyone Active Location: Fareham, Hampshire, UK

Personal Trainers

Company: The Gym Group Location: Various locations, UK

White Water Centre Manager

Company: Lee Valley Leisure Trust Location: Hertfordshire, UK

Membership Consultant

Company: Everyone Active Location: Silksworth / Sunderland, UK

Gym & memberships manager

Company: Boringdon Hall Hotel Location: Devon, UK

Personal Trainer

Company: énergie group Location: Various locations, UK

General Manager

Company: Jump Arena Location: Leeds / Luton, UK

Fitness Motivator

Company: Everyone Active Location: Hampshire, UK

Membership Consultant

Company: Everyone Active Location: Enderby UK

Swimming Teachers

Company: Everyone Active Location: Harrow, UK

Senior Recreation Assistant

Company: GLL Location: Keynsham, Bath, UK

Assistant General Manager

Company: The Gym Group Location: London Tottenham Hale, UK

Community Dev Manager

Company: Everyone Active Location: Harrow, UK

Lifeguard

Company: Parkwood Leisure Location: Thetford, UK

Duty Manager

Company: Impulse Leisure Location: Thurrock, Essex, UK

Swimming Teacher

Company: Everyone Active Location: Bedworth, UK

Sports Development Manager Company: Nene Whitewater Centre Location: Northampton, UK

Swimming Teachers Company: Everyone Active Location: Watford, Herts, UK

Membership Sales Advisors

Company: Parkwood Leisure Location: Bexleyheath, UK

WV Active Lifeguards

Company: WV Active Location: Wolverhampton, UK

Exercise Referral Coordinator

Company: GLL

Location: Cambridge, UK

Marketing Manager

Company: énergie group Location: Loughborough, UK

Squash Coach

Company: Al Corniche Club Resort & Spa Location: Kuwait

Senior Recreation Assistant

Company: GLL

Location: Oxfordshire, UK

Catering Assistants

Company: Everyone Active Location: Watford, Herts, UK

Front of House Receptionist

Company: Everyone Active Location: Watford, Herts, UK

Recreation Attendant

Company: Everyone Active Location: Watford, Herts, UK

Duty Managers

Company: Soho Gyms Location: London, UK, UK, UK

Membership Sales Advisor

Company: énergie group Location: Milton Keynes, UK

Membership Consultants

Company: Soho Gyms Location: London, UK

Cafe Duty Manager

Company: Rush Leisure Location: Bromsgrove, UK

Fitness Instructor

Company: énergie group Location: Milton Keynes, UK

Cafe Assistant

Company: Rush Leisure Location: Bromsgrove, UK

Personal Trainers wanted

Company: Budget Gym Location: London (south), UK, UK

Swim Teacher

Company: Everyone Active Location: Stratford - Upon - Avon, UK

Fitness Motivator

Company: Everyone Active Location: Hampshire, UK

Distributor Service Manager

Company: Core Health & Fitness, LLC Location: High Wycombe

Swimming Teachers

Company: Everybody Sport & Recreation Location: Cheshire, UK

Fitness Apprentice

Company: énergie group Location: Fit4Less Cheadle Hulme, UK

Membership Consultants

Company: Everyone Active Location: Sutton UK

Freelance Personal Trainer

Company: Everyone Active Location: Bishop's Stortford, UK

Membership Consultant

Company: Everyone Active Location: Staines upon thames, UK

Principal Consultant

Company: Max Associates Location: Hampshire, UK

Duty Manager

Company: Parkwood Leisure Location: Solihull

Membership Consultant

Company: Everyone Active Location: Watford, UK

Swim Teachers

Company: Everyone Active Location: Nuneaton, Warwickshire, UK

Sales Manager

Company: Everyone Active Location: Staines upon Thames, UK

Relief Duty Manager

Company: Everyone Active Location: Stratford-Upon-Avon, UK

Swimming Teachers

Company: Everyone Active Location: North Yorkshire, UK

Swim Manager

Company: Everyone Active Location: North Yorkshire, UK

Membership Sales Advisor

Company: énergie group Location: Wembley, UK

Recreation Assistant

Company: Parkwood Leisure Location: Kettering, UK

Recreation Assistant

Company: Parkwood Leisure Location: Kettering, UK

Swimming Instructor

Company: Parkwood Leisure Location: Kettering, UK

Swim Lesson Manager Company: Everyone Active

Location: Shipston Leisure Centre, UK

Recreational Assistant

Company: Legacy Leisure Location: Bicester, UK

Lifeguard Apprenticies

Company: Everyone Active Location: Bedworth, UK

General Manager in Training

Company: The Original Bowling Co. Location: Various locations, UK

Trainee Duty Manager

Company: Parkwood Leisure Location: Solihull, UK

Casual Lifeguards

Company: Everyone Active Location: Ware, Herts, UK

Seasonal, Casual Instructor

Company: Parkwood Leisure Location: Dolygaer, UK

Impact Sales Consultant

Company: Xercise4Less Location: South England & Midlands, UK

General Managers

Company: The Gym Group Location: Various locations, UK

Personal Trainer

Company: Xercise4Less Location: Nationwide, UK

General Manager

Company: Xercise4Less Location: Various locations, UK

Sales and Marketing Manager

Company: Xercise4Less Location: Various locations, UK

Personal Trainers

Company: The Gym Group Location: Nationwide, UK

Sports Coach Level 2

Company: Oxford Brookes University Location: Oxford, UK

Parks Area Manager

Company: Hull Culture and Leisure Location: Hull, UK

Personal Trainers

Company: Ben Dunne Gyms Location: Manchester UK

Duty Manager

Company: The University of York Location: York, UK

Personal Trainers

Company: Ben Dunne Gyms Location: Liverpool, UK

Assistant Manager: Holistic Spa

Company: The Wellbeing (London) Co Location: Richmond, London, UK

Spa Directors

Company: WTS International Location: East Coast, Midwest, US

Spa Therapist

Company: Boringdon Hall Hotel Location: Plymouth, UK

Treatments Manager

Company: Boringdon Hall Hotel Location: Plymouth, UK

Spa Receptionist

Company: Boringdon Hall Hotel Location: Plymouth, UK

Freelance beauty therapists

Company: Relax Massage Location: London, UK

Senior Spa Therapist

Company: Raison d'Etre

Company: Boringdon Hall Hotel Location: Devon, UK

Therapists / Beauticians

Location: Cairo, Egypt **Beauty Therapist**

Company: Center Parcs Ltd

Location: Woburn, Bedfordshire, UK Associate Director of Spa Company: Four Seasons Hotel George V

Location: Paris, France **Therapist**

Company: The Wellbeing (London) Co Location: Richmond, London, UK

Spa Therapist

Company: Rockliffe Hall Location: Hurworth, UK

Beauty Therapist

Company: Center Parcs Ltd Location: Brandon, Suffolk, UK

Spa Therapists

Company: Lifehouse Spa and Hotel Location: Essex, UK

General Manager

Company: The Eye Brand Location: London, UK

Product Excellence Assistant Manager

Company: Merlin Entertainments Location: Poole, Dorset, UK

General Manager

Company: Madame Tussauds Location: New York-New York, US

Duty Manager

Company: Legoland Location: Michigan-Auburn Hills, US

Marketing Coordinator

Company: Legoland Discovery Centre Location: Missouri-Kansas City, US

Hotel Operations Manager

Company: Warwick Castle Location: Warwick, UK

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Street art show to light up London

On the back of successful events in Sydney, Berlin and Lyon, London is to welcome a new international light festival at the start of next year.

From 14-17 January, Lumiere London will showcase renowned artists from across the world. with the event expected to draw thousands of visitors to the UK capital.

Taking place across 20 iconic locations in London's West End and King's Cross areas, Lumiere London will be the first major light festival to be held in the city.

It has been backed by London mayor Boris Johnson and has received founding support from Bloomberg Philanthropies and the Heart of London Business Alliance.

The event is looking to emulate predecessors such as Vivid Sydney and the Festival of Lights in Berlin. Arts event organiser Artichoke is producing the concept, commissioning pioneering artists from around the world to create works for the four-day spectacle.

"This ground-breaking new festival will reinforce London's global reputation as a



Janet Echelman is famed for her hanging light netting pieces

leader in culture and the arts and is expected to bring visitors to the capital from the UK and around the world at a traditionally quieter time of year," said a statement from London tourism body London and Partners.

"Sites for the installations will include some of the city's most iconic buildings and locations. With this project, an element of surprise will be integral to the experience and the exact spaces will remain under wraps until closer to the time." Details: http://lei.sr?a=8M6H4_O

Human error caused Smiler crash

Continued from front cover

The Alton Towers report said the Smiler crash happened when a carriage full of people collided with an empty one, causing those in the front seats to suffer severe injuries.

A statement from Alton Towers added: "The investigation concluded that the incident was the result of human error, culminating in the manual override of the ride safety control system without the appropriate protocols being followed."

The Smiler rollercoaster will reopen in 2016, Alton Towers said, and will be equipped with new safety features, including technical improvements. Staff will also be given additional training.

The park said it will add further protocols to the manual override process so that a senior staff member has to authorise and action the



The investigation did not find any technical or mechanical faults

decision. The park said additional surveillance cameras and additional staff inspection checks will be put in place. A spokesperson at operator Merlin told Leisure Opportunities the company is making no further comments at this time. Details: http://lei.sr?a=T2y7Y_O

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