



Simon House, Wavell Road, Wythenshawe, M22 5RA

TRAVEL PLAN

for Proposed Datacentre
on behalf of Keysource Ltd

2023/7192/TP01

June 2023

DOCUMENT CONTROL

Project: Simon House, Wavell Road, Wythenshawe, M22 5RA
for Proposed Datacentre

Report Type: Travel Plan

Client: Keysource Ltd

Reference: 2023/7192/TP01

DOCUMENT REVIEW

Author:	SDH	Date:	14/06/2023
Checked by:	JSC	Date:	19/06/2023
Approved by:	SAJ	Date:	23/06/2023

DOCUMENT STATUS

Issue	Date	Status	Issued by
1.	26/06/2023	Draft	JSC
2.			
3.			
4.			
5.			
6.			

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1 INTRODUCTION

1.1 Report Context

- 1.1.1 This Travel Plan has been prepared in support of the proposed datacentre at Simon House, Wavell Road, Wythenshawe, M22 5RA ("the site"). The proposals comprise the demolition of the existing office building at Simon House (class B1 use) to construct a new datacentre building (sui generis use). A copy of the Proposed Site Plan is attached hereto at **Appendix A** for reference.

1.2 What is a Travel Plan?

- 1.2.1 The following is adapted from the 'Travel Plans, Transport Assessments and Statements' Guidance as published by HM Government, 2014.
- 1.2.2 A Travel Plan is a long-term management strategy for integrating sustainable travel into the planning process. Travel Plans are based on evidence of the anticipated transport impacts of both proposed and existing developments and aim to promote and deliver sustainable transport initiatives e.g., walking; cycling; public transport and tele-commuting, to reduce demand for travel by less sustainable modes.
- 1.2.3 Travel Plans can positively contribute to:
- *'encouraging sustainable travel;*
 - *lessening traffic generation and its detrimental impacts;*
 - *reducing carbon emissions and climate impacts;*
 - *creating accessible, connected, inclusive communities;*
 - *improving health outcomes and quality of life;*
 - *improving road safety; and*
 - *reducing the need for new development to increase existing road capacity or provide new roads.'*
- 1.2.4 Travel Plans support national planning policy which sets out that planning should 'actively manage patterns of growth in order to make the fullest possible use of public transport, walking and cycling, and focus significant development in locations which are or can be made sustainable.'
- 1.2.5 The National Planning Policy Framework (NPPF (2021)) states 'all developments that will generate significant amounts of movement should be required to provide a travel plan, and the application should be supported by a transport statement or transport assessment so that the likely impacts of the proposal can be assessed.'

- 1.2.6 A Workplace Travel Plan is a package of measures put in place by an employer to encourage more sustainable travel. The Chartered Institution of Highways and Transportation (CIHT) 'Making Smarter Choices' guidance highlights that workplace Travel Plans can reduce commuter car driving by between 10% and 30%, with an average reduction in single occupancy car usage of 18%.
- 1.2.7 Workplace Travel Plans have wider benefits through better staff retention and lower absenteeism, reduced parking costs and improved environmental credentials and image for the organisation.
- 1.2.8 A Travel Plan is never complete, it is an evolving document and process which requires continuous input and monitoring, as well as ongoing commitment from all site users.

2 BASELINE CONDITIONS

2.1 Site Location and Local Highway Network

2.1.1 The site consists of a large two storey flatroof former office building on the corner of Wavell Road and Brownley Road in Wythenshawe. The surrounding area is largely commercial in nature, with Brownley Road forming a boundary between this and the residential properties to the north and east.

2.1.2 The location of the site in respect of the local highway network is illustrated in **Figure 1**.

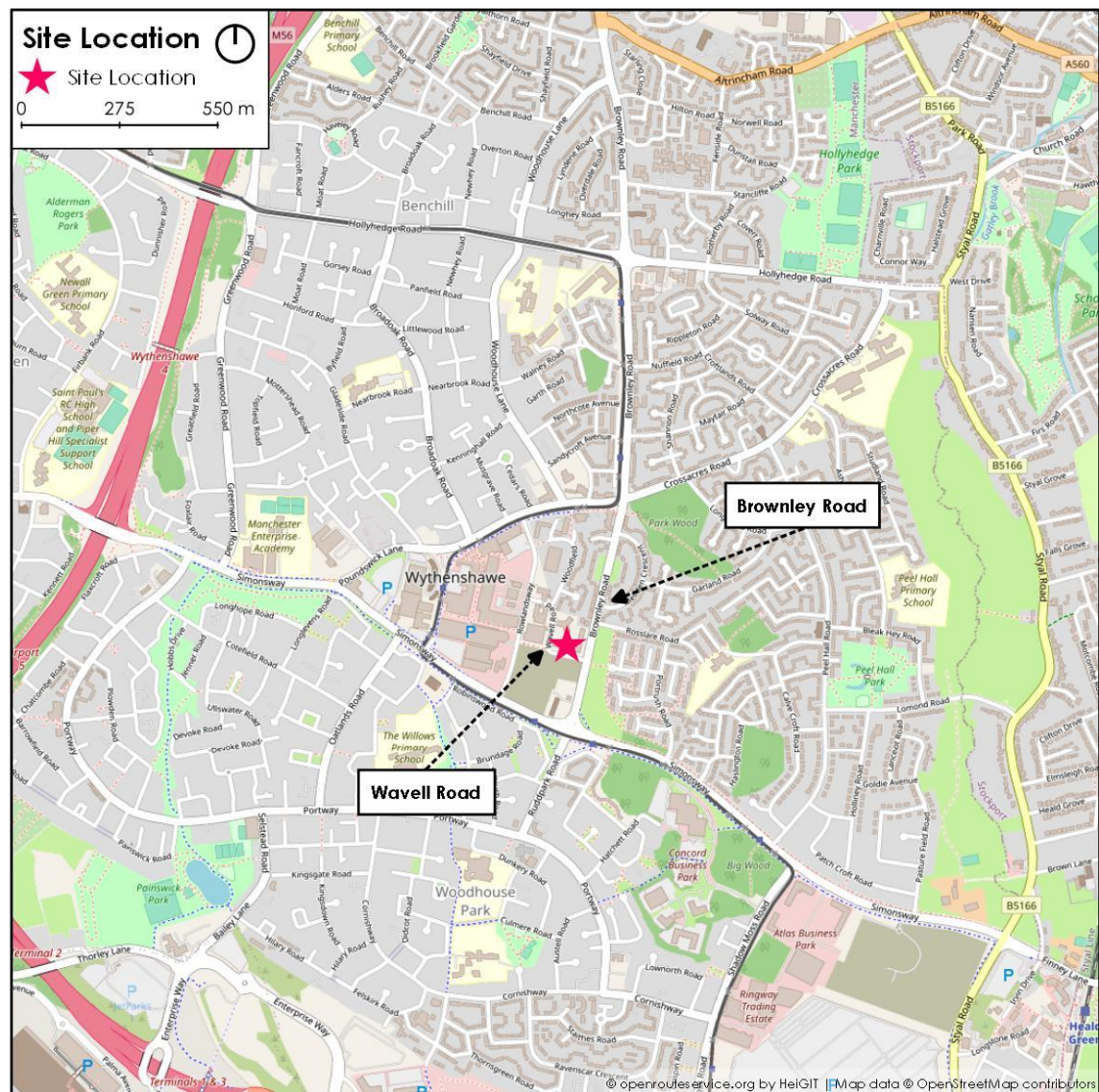


Figure 1 Site Location

2.1.3 The site currently takes access via Wavell Road at its western boundary. Wavell Road forms a one-way loop around the site perimeter and serves several commercial/industrial activities in the locality. Two-way traffic is permitted up to the existing point of access where the road then becomes a no-through route.

- 2.1.4 Footways are provided along both sides of Wavell Road which facilitate access on foot to the local area to the site. Dropped kerbs are provided at key crossing points (such as the existing site access) which further facilitates access for pedestrians. The footways are also supported by street lighting along the length of the road within proximity of the site.
- 2.1.5 Traffic is able to access Wavell Road from the south-east of the site through the one-way route from Brownley Road; a two-way road which runs in a north-south alignment providing access towards Wythenshawe to the north and Manchester Airport to the south.

2.2 Accessibility by Sustainable Modes

Walking & Cycle Provisions

- 2.2.1 It is commonly accepted that walking is the most important mode of travel at the local level, offering the greatest potential to replace short car trips. Walking yields numerous personal benefits such as health and fitness improvement, complementing a positive impact from an environmental standpoint.
- 2.2.2 The 'Planning for Walking' guidance (2015) produced by the Chartered Institution of Highways and Transportation (CIHT) has been considered as part of this statement which provides information on the characteristics of pedestrian journeys, the benefits of walking and the legal framework that applies to pedestrians.
- 2.2.3 Further guidance set out within CIHT 'Providing for Journeys on Foot' (2000) is also considered, in particular the section relating to desirable / acceptable / maximum walking distances. The table below outlines relative distances for different journey purposes from the guidance.

Standard	Town Centre	Commuting / School	Elsewhere
Desirable	200m	500m	400m
Acceptable	400m	1km	800m
Preferred Maximum	800m	2km	1.2km

Figure 2 Desirable / Acceptable / Maximum Walking Distances (CIHT, 2000)

- 2.2.4 **Figure 3** summarises an indicative 2 kilometres walking catchment around the site with reference to the local Metrolink network and bus stops.
- 2.2.5 The catchment around the site extends across the centre of Wythenshawe and southwards towards Manchester Airport. There are extensive residential areas encompassed within the catchment within which staff may reside.
- 2.2.6 The Robinswood Road Metrolink bus stops are located to the south of the site at a circa 500m (6-minute) walk. This is similarly the case for the Robinswood Road Metrolink stops themselves which provide access towards Manchester City Centre in the northerly direction. As also shown from the catchment, Heald Green railway station is located on the periphery of a 2km walk.

- 2.2.7 The local highway network is conducive to pedestrian travel with footways provided along local road with dropped kerbs and crossing points to facilitate onward travel. There is therefore scope for staff to walk to / from the site, either as their primary journey mode or as part of a multi-modal trip.



Figure 3 Indicative 2km Walking Catchment

- 2.2.8 Cycling is also an important part of the national and local transport policy agenda. An increased perception of cycling as a real alternative mode of transport to the car and growth in cycling as a leisure activity has increased demand for cycling.
- 2.2.9 Traditional Department for Transport (DfT) guidance outlines that many utility cycle trips are less than 3 miles (approximately 5km), but for commuter journeys a distance of over 5 miles (approximately 8km) is not uncommon. The CIHT's publication 'Cycle Friendly Infrastructure' (1996), suggests that reasonably fit individuals can comfortably cycle a distance of 8km to workplace destinations.

2.2.10 **Figure 4** illustrates an indicative 5km cycling catchment around the site with reference to the local cycle network.

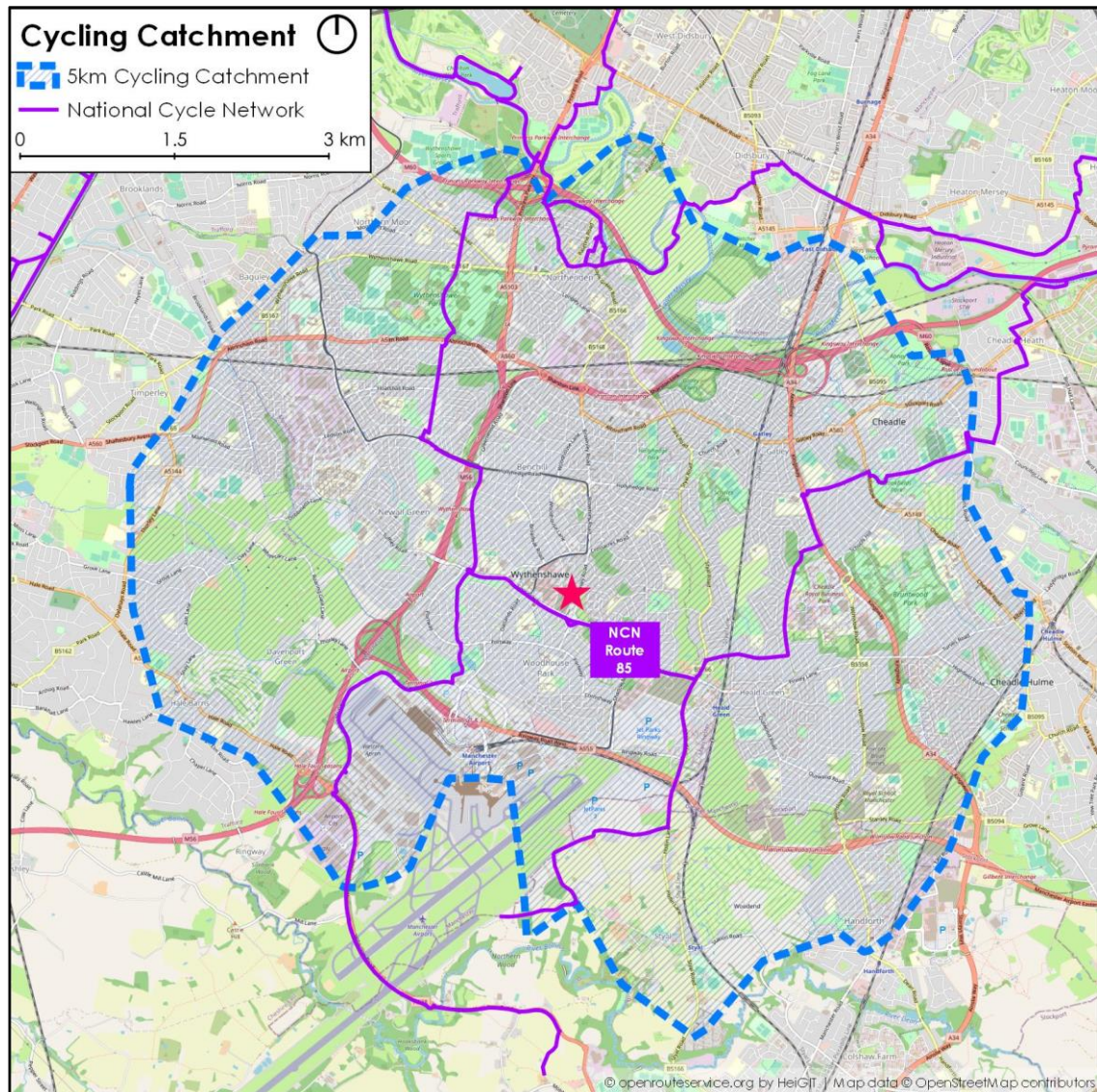


Figure 4 5km Cycling Catchment

2.2.11 As indicated, the cycling catchment is extensive and covers several residential areas across Wythenshawe and its peripheries. As shown, National Cycle Network (NCN) Route 85 runs to the south of the site. There is therefore scope for staff to cycle to / from the site, either as their primary journey mode or as part of a multi-modal trip.

Bus Services

2.2.12 As illustrated in **Figure 4**, Robinswood Road Metrolink station is located approximately 500 metres to the south of the site (a 6-minute walk). This station offers bus services with a flag and post arrangement with on carriageway markings and printed timetable information.

- 2.2.13 The Robinson Road bus stops serve the 130 bus service between Manchester Airport and Macclesfield, via Wilmslow, Wythenshawe and Henbury. This route offers an hourly service during Monday to Friday, operating during the operating hours of the data centres. Services are also available on Saturday with a 90 minute frequency.

Metrolink Services

- 2.2.14 Robinswood Road Metrolink station is on the Manchester Airport Line providing connectivity between Manchester city centre, Manchester Victoria rail station, and Manchester Airport via the suburb of Wythenshawe. The line connects with all other Lines on the Metrolink network with a tram every 12-minutes, and every 20-minutes before 06:00 hours.

Rail Services

- 2.2.15 In addition to the Metrolink, Heald Green rail station is located approximately 2 kilometres to the south-east of the site (a 25-minute walk) providing connectivity between Manchester Piccadilly and Wilmslow, with a branch to Manchester Airport. **Figure 5** summarises the rail services available.

Key Destinations	Typical Frequency
Blackpool (North), Poulton-le-Fylde, Preston, Chorley, Adlington, Bolton, Salford, Manchester Piccadilly, Heald Green , Manchester Airport	Hourly
Liverpool Lime Street, Broad Green, Roby, Earlestown, Deansgate, Manchester Piccadilly, Burnage, Heald Green , Manchester Airport	Hourly
Crewe, Sandbach, Alderley Edge, Manchester Airport, Heald Green , Gateley, East Didsbury, Burnage, Manchester Piccadilly	Hourly

Figure 5 Summary of Rail Services - Heald Green Rail Station

- 2.2.16 The active and sustainable transport infrastructure provided in the local area could accommodate commuting trips by staff to and from the site. Trips by active and sustainable modes would be conducive to local commuting journeys, offering a cheaper and in some cases, more convenient alternative than the use of a private car.

3 AIMS, OBJECTIVES AND TARGET

3.1.1 This Travel Plan represents a long-term strategy to promote sustainable travel and to offer realistic transport choices for commuting journeys by staff at the site.

3.2 Aims and Objectives

3.2.1 The objectives of this document are two-fold. Firstly, to increase awareness of sustainable travel modes available to staff and secondly to reduce the dependence of staff on travelling by car to and from the site in a bid to achieve the targets outlined in the above section. The subsequent overarching objectives are:

- To increase staff awareness of the advantages and availability of sustainable modes of transport over the car;
- To introduce a package of physical and management measures that will facilitate staff travel; and
- To limit unnecessary or unsustainable use of the car for journeys to and from the site by staff.

3.2.2 For Travel Plans to work effectively there are five key issues to drive the required changes, these are:

- Achieving a **culture change** in the organisation and amongst people;
- **Providing real incentives** to encourage changes in travel behaviour and to ensure that these are continued;
- An **integrated holistic approach** to ensure that all measures work in the same direction and are fully cohesive;
- Total **management support** for both the measures and to provide leadership example to others and
- **A clear and continued objective** to achieve for a clear purpose to maintain focus for the future.

3.2.3 In achieving a change of behaviour, the stages can be described in seven steps:

- Awareness of a problem e.g. traffic congestion, pollution, environmental damage, example to the community etc.;
- Accepting responsibility at an individual and corporate level that everybody and every organisation has its part to play;

- A perception that alternatives are possible;
- Evaluation, personally and for an organisation, to find which are the viable alternatives;
- Making a choice, with the intention to modify behaviour;
- Experimental behaviour, trying out new travel choices; and
- Habitual behaviour, long term adoption of sustainable modes.

3.3 Targets

- 3.3.1 The target of this Travel Plan is to decrease staff driving to / from the site, through an increase in active and sustainable travel, for all commuting journeys. The target will be in line with 'SMART' criteria:

Specific

Target increase/decrease in mode share shown over a set timescale.

Measurable

The mode share of staff will be measured and monitored using travel surveys.

Achievable and Realistic

The targets, taking into account preferred travel modes, and general Travel Plan promotion, need to be achievable and realistic.

Time-bound

The targets are to be monitored on a regular basis and met within five years of the Travel Plans implementation.

3.4 Staff Travel Behaviours

- 3.4.1 The prospective operator of the proposed datacentre has provided data regarding the current travel habits of staff at the adjacent Delta House as summarised in **Figure 6**.

Travel Mode	No. Staff	Percentage (%)
Car Driver	5	33%
Work from Home	8	53%
Other	2	13%
Total	15	100%

Figure 6 Existing Staff Travel Patterns

- 3.4.2 As detailed above, the adjacent datacentre of a similar size employs a minimal level of staff, many of which operate remotely with little or no need to travel to the site. The remaining staff travel by car or alternative (other) modes.

- 3.4.3 A review of 2011 Census data from the 'WU03EW – Location of usual residence and place of work by method of travel to work' category for the workplace population employed within the Manchester 050 Middle-Layer Super Output Area (in which the site is located) confirms that staff travelling to the site via alternative means to the private car would most likely do so via public transport or active travel (namely walking). A copy of the data is attached hereto at **Appendix B** for reference.

Method of Travel	Mode Share
On foot	17%
Bicycle	3%
Bus, minibus or coach	15%
Passenger in a car or van	6%
Driving a car or van	57%
Other (Underground, metro, light rail or tram, train, taxi and motorcycle, scooter or moped)	2%
Total	100%

Figure 7 Manchester 050 MSOA Census Data

- 3.4.4 As summarised above, there would be scope for staff to walk to the site or travel via public transport, in an alternative to a single-occupancy car journey. Therefore, the Travel Plan measures should be focussed on promoting these means, and further reducing the need for staff to travel to the site.
- 3.4.5 In light of the information above, the following Travel Plan target has been set:

To decrease staff driving a car or van as the main part of their commute by 10% across the initial five-year life of the Travel Plan

- 3.4.6 The Transport Statement submitted in support of the proposed development (2023/7192/TS01) details the likely means by which staff would travel to the site. On the assumption that the additional staff would do so commiseratively with the means of existing staff, circa a third of staff would drive to the site. As such, the proposed target would be to reduce this by at least 10% (i.e. to circa 23%) across the lifecycle of the document.
- 3.4.7 It is anticipated the above decrease would be complemented by an increase in active and sustainable travel, notably, cycling and public transport (tram) use, as well as reducing the need for staff to travel to the site altogether.
- 3.4.8 Following baseline surveys, the target will be reviewed and amended based on site-specific data obtained, with the aim to decrease driving a car or van to at minimum achieve the baseline target as above.

4 TRAVEL PLAN MEASURES

4.1 Travel Plan Initiatives

4.1.1 The Travel Plan initiatives as below will be provided and be subject to ongoing monitoring and review in terms of uptake and success:

Promoting Journeys on Foot

4.1.2 Journeys to / from the site on foot would be encouraged through the following:

- Distribution of walking maps to all staff;
- Making umbrellas available for loan; and
- Offering a free ride home for those walking to work in case of emergency.

Promoting Journeys by Cycle

4.1.3 Journeys to / from the site by cycle would be encouraged by:

- Provision of secure cycle storage on-site;
- Provision of puncture repair kits to staff who cycle;
- Making cycle maps available to all staff; and
- Offering a free ride home for those cycling to work in case of emergency.

Promoting Journeys by Public Transport

4.1.4 Journeys to/from the site by public transport would be encouraged by:

- Provision of up to date and extensive public transport information; and
- Offering a free ride home for those typically taking public transport to work in case of emergency.

Promoting Car Sharing

4.1.5 Staff would be encouraged to car share to reduce the number of single-occupancy car journeys to the site through the following:

- Allocation of priority car parking spaces for staff who car share;
- Offering a free ride home for all car-sharers if lift falls through or an emergency occurs; and
- Setting-up an internal lift-share database for staff to identify potential opportunities to car share.

Personalised Journey Planning Contents

4.1.6 Personal Travel Planning can be provided for all staff who may feel that driving to work is their only option. Whilst it is recognised that this will be the case for some staff for a variety of reasons, there will undoubtedly be some who could realistically travel by an alternative mode. A personal travel plan would include:

- The location of bus stops close to the employee's home and identification of which of these provide a service to the site;
- Bus and train service timetables;
- Details of where and how to buy public transport tickets;
- The cost of tickets relative to the cost of driving;
- Details of pedestrian and cycle routes if the employee lives close enough to utilise these; and
- Details of car share schemes.

Remote Working & Reducing Travel Need

4.1.7 The most effective way of removing traffic and its consequences is to avoid travel in the first place. Facilitating working from home for viable roles can be encouraged through:

- Subsidising the cost of establishing an appropriate, comfortable home working space;
- Negotiating employee contracts to embed a formal split between home and office working;
- Providing resources to aid colleagues' mental wellbeing; and
- Setting aside time in the week for social interaction between intra-team and inter-team colleagues.

On-Site Infrastructure

4.1.8 The following provisions will be made through on-site infrastructure to encourage sustainable travel;

- Provision of secure cycle parking; and
- Provision of Electric Vehicle Charging Points (EVCPs).

Promotion and Partnerships

4.1.9 Information boards will include promotion of travel initiatives organised by local and national transport groups including:

- Walk to Work Week (May);
- Work Wise Week (May);
- Bike to Work Week (June);
- Travelwise / European Mobility Week (September);
- National Liftshare Week (October); and
- Commute Smart Week (November).

4.2 Action Plan

A full Action Plan of the Initiatives is attached hereto at **Appendix C**.

4.3 Travel Plan Coordinator

4.3.1 A Travel Plan Coordinator (TPC) will be appointed who will be responsible for all aspects of travel planning at the site. The Travel Plan Coordinator role could fall within the remit of an existing staff member, who will be responsible for taking the lead of the Travel Plan and responsible to raising awareness of the Travel Plans aims; objectives and target, and the monitoring and evaluation of any surveys undertaken throughout the life of the Travel Plan. It will be ensured the Travel Plan Coordinator has adequate resources available to them to fully implement the Travel Plan.

4.3.2 The main responsibilities of the TPC will be, although not exclusively, as follows:

- Acting as a point of contact for all staff and visitors requiring travel information;
- Overseeing the site and implementation of the document and the measures it includes;

- Developing promotional marketing and awareness raising materials in order to facilitate organised promotions;
- Undertaking monitoring of the Travel Plan, including designing and undertaking travel surveys and preparing a monitoring report;
- Liaising with all interested parties, stakeholders, management, local public transport operators etc. in the delivery of the Travel Plan; and
- Working closely with the local authority Sustainable Travel Team to ensure the Travel Plan remains consistent with wider sustainable travel initiatives.

5 REVIEW AND APPROVAL

5.1 Implementation and Funding

- 5.1.1 An initial budget will be allocated for the implementation of the Travel Plan and reviewed by the Travel Plan Coordinator annually to identify whether any adjustments are required in order to achieve the Travel Plan aims, objectives and target.
- 5.1.2 The implementation of some measures (e.g., cycle parking) will be met as part of the construction phase, whilst the ongoing monitoring and management will be part of the Travel Plan Coordinator role.
- 5.1.3 Any other associated costs to fund on-going Travel Plan measures will be met by Management. This for example could include maintenance costs and other resources as necessary to implement the Initiatives outlined.

5.2 Monitoring

- 5.2.1 An important part of any Travel Plan is the collection of data relating to the modes of travel used by staff, in order to identify and understand travel habits and how the site operates. The collection of such data could be undertaken through iTRACE compliant SurveyMonkey questionnaires.
- 5.2.2 Following the initial surveys, monitoring will be undertaken by the Travel Plan Coordinator. The Travel Plan Coordinator will be responsible for comparing the results and adjusting the target and Initiatives accordingly, they will also take into account travel related feedback received from staff through the year. In addition, the Travel Plan Coordinator will prepare an updated Travel Plan following monitoring surveys.
- 5.2.3 An overview of the monitoring and management process is set out in the figure below.

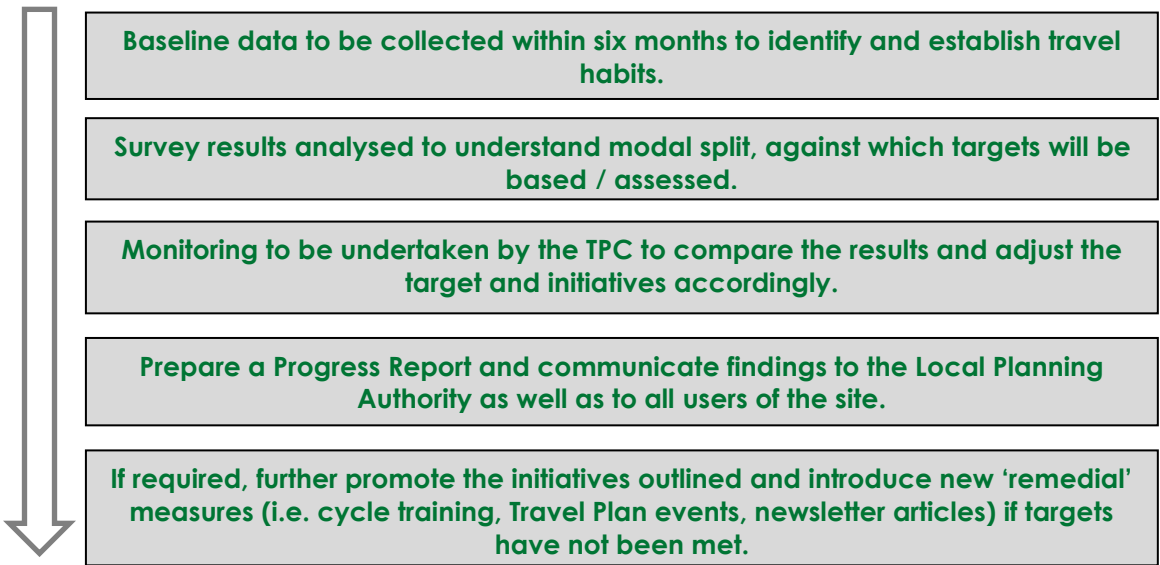


Figure 8 Monitoring and Management

5.3 Approval

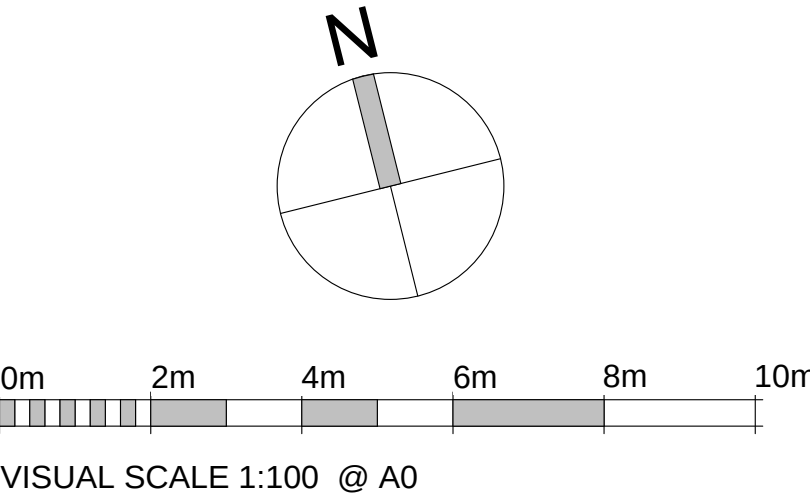
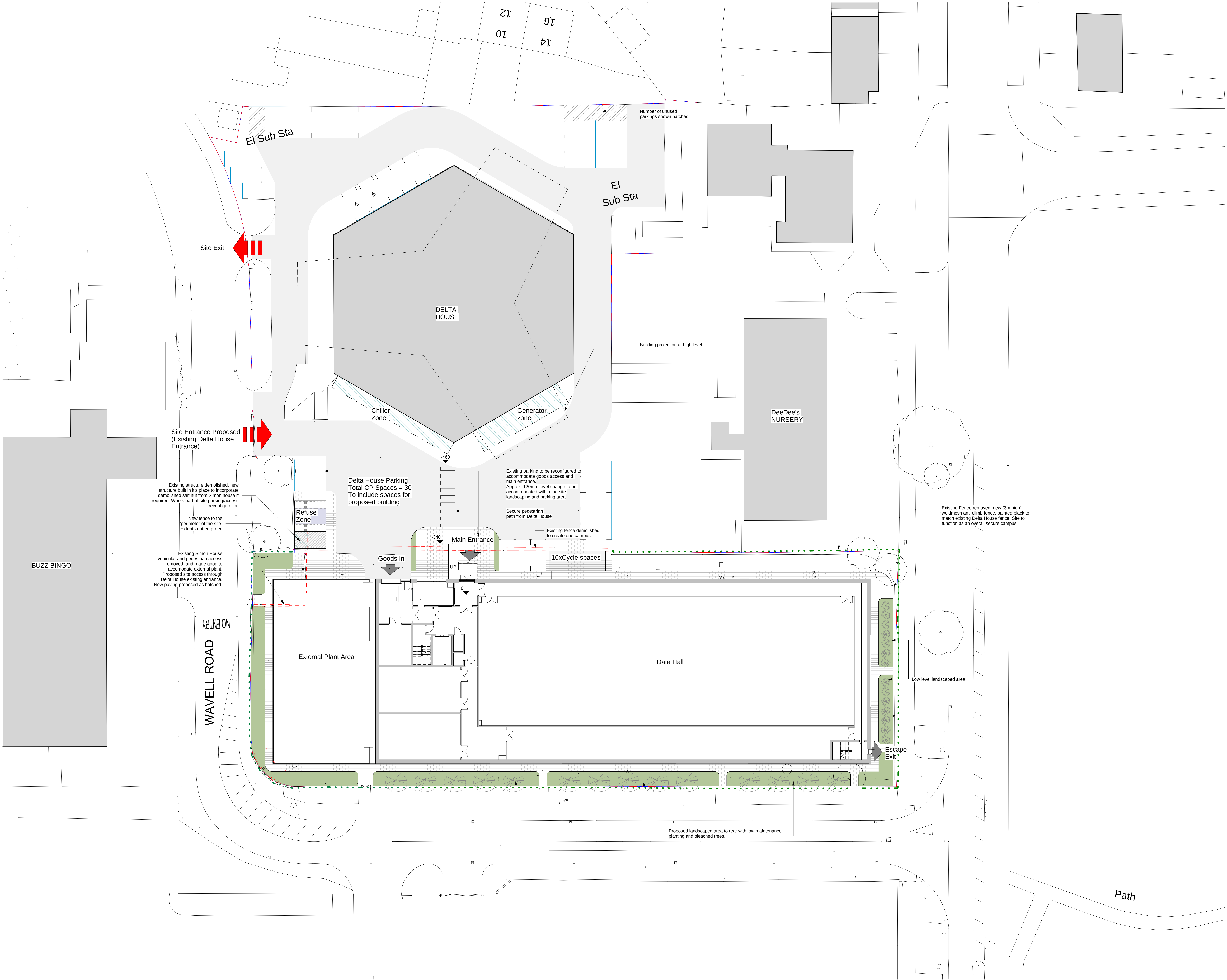
5.3.1 This Travel Plan is hereby approved for implementation at the following development:

Simon House, Wavell Road, Wythenshawe, M22 5RA

Initial	Company/Organisation	Date
SDH	RGP	20/06/2023
tbc	TPC	tbc

5.3.2 As noted within, this is a 'live' document and will be subject to continuous updates and amendments over the course of its implementation.

APPENDIX A



GENERAL NOTE:
Existing drawings based on information by
ACAD Design and Surveys,
Topo Survey by JLP Surveying Consultants

- KEY**
- Application Boundary
 - Extent of new boundary fence
 - Existing to be removed
 - Proposed paving
 - Proposed landscaping
 - Refuse Zone
 - Existing Structure (indicative)

WIP

P04	07.02.2023	Issued for review	DM	IM
P03	02.06.2023	Issued for review	DM	IM
P02	25.05.2023	Issued for information comment	DM	IM
P01	22.05.2023	Draft issue for information	DM	IM

Rev	Date	Description	By	Ch'd
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Drawing Status
FOR INFORMATION

Project Title
KEYSOURCE - TELEDATA MAN2

Drawing Title
Site Plan - Proposed

Sheet Scale Date Drawn Ch'd
A0 As 26.04.2023 DM IM

Project No.
3447

Drawing No.
3447-TSP-ZZ-XX-DR-A-00-002

Rev
P04

ttsp

APPENDIX B

WU03EW - Location of usual residence and place of work by method of travel to work (MSOA level)

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population

units

usual residence

place of work

All usual residents aged 16 and over in employment the week before the census

Persons

England and Wales (country)

E02001094 : Manchester 050 (2011 super output area - middle layer)

Method of travel to work	2011	%
Underground, metro, light rail or tram	10	0%
Train	27	1%
Bus, minibus or coach	427	15%
Taxi	21	1%
Motorcycle, scooter or moped	7	0%
Driving a car or van	1,600	57%
Passenger in a car or van	156	6%
Bicycle	71	3%
On foot	468	17%
Other method of travel to work	8	0%
All categories: Method of travel to work (2001 specification)	2,795	100%

In order to protect against disclosure of personal information, records have been swapped between different geographic areas. Some counts will be affected, particularly small counts at the lowest geographies.

APPENDIX C

TRAVEL PLAN ACTION PLAN

Simon House, Wavell Road, Wythenshawe, M22 5RA

The below table highlights the Initiatives that will be committed to as part of this Travel Plan. The Travel Plan Coordinator (TPC) will have overall responsibility and will be able to implement other measures and modify existing ones at their discretion.

Measure	Details	Responsibility	Implementation Timescales
General			
Travel Plan Coordinator	A Travel Plan Coordinator will be appointed prior to occupation of the site and trained to ensure they are fully aware of their responsibilities in relation to the Travel Plan.	Management	To be completed prior to Datacentre opening.
Travel Noticeboard / Information Point	Provision of a travel noticeboard / information point to be established in a prominent location (e.g., staff room) to include relevant travel information.	TPC / Management	Erect a noticeboard in a suitable location, prior to operations commencing and part of the TPC role to update.
Promoting Journeys on Foot			
Distribution of Walking Maps to Staff	Local walking routes will be detailed in plan form for easy interpretation by staff as to how they could use them as part of their commute.	TPC	To be promoted by the TPC from outset.
Umbrella Loans	Umbrellas will be available for temporary use by staff in event of inclement weather.	TPC / Management	To be available from outset. TPC to promote to staff on an ongoing basis.
Emergency Lift Home	Employees who walk, cycle or use public transport to travel to work will be provided with a free ride home in the event of an emergency at the discretion of management.	TPC / Management	To be available from outset. TPC to promote to staff on an ongoing basis.
Promoting Journeys by Cycle			
Provision of Cycle Storage	Cycle parking will be provided at the site, offering easily-accessible and secure spaces.	Construction Company	To be available from outset. TPC to promote to staff on an ongoing basis.
Puncture Repair Kit	A puncture repair kit, pump and bike maintenance equipment shall be made available from a prominent location (e.g., staff room).	TPC	To be available from outset. TPC to promote to staff on an ongoing basis.

Cycle Maps	Local cycle routes will be detailed in plan form for easy interpretation by staff as to how they could use them as part of their commute.	TPC	To be promoted by the TPC from outset.
Emergency Lift Home	Employees who walk, cycle or use public transport to travel to work will be provided with a free ride home in the event of an emergency at the discretion of management.	TPC / Management	To be available from outset. TPC to promote to staff on an ongoing basis.
Promoting Journeys by Public Transport			
Public Transport Information	Promote and publicise public transport information and routes to the site to bring attention to these routes for all staff to complete their commute by sustainable modes.	TPC	Service to be available from outset. TPC to promote to staff on an ongoing basis.
Emergency Lift Home	Employees who walk, cycle or use public transport to travel to work will be provided with a free ride home in the event of an emergency at the discretion of management.	TPC / Management	To be available from outset. TPC to promote to staff on an ongoing basis.
Promoting Car Sharing			
Allocation of Priority Bays	TPC and Management to explore scope to allocated parking bays for car sharers (e.g. priority spaces close to building entrance).	TPC / Management	Ongoing monitoring.
Emergency Lift Home	Employees who typically car share to be offered an emergency lift home at the discretion of management.	TPC / Management	To be available from outset. TPC to promote to staff on an ongoing basis.
Internal Lift-Share Database	TPC to gauge demand for car sharing and identify potential opportunities for staff to make use of this.	TPC	Ongoing monitoring.
Personalised Journey Planning			
Personalised Journey Planning	Personalised Travel Plans will also be offered to staff. The use of relevant will be promoted to staff for journey planning.	TPC	Service to be available from outset. TPC to promote to staff on an ongoing basis.
Remote Working & Reducing Travel Need			
Subsidising Equipment Costs	Staff who work from home can discuss the potential subsidising of equipment costs, at the discretion of management.	Management	Ongoing.

Negotiating Employee Contracts	Employees' contracts to be reviewed as part of annual review process to establish scope for formal working-from-home arrangements.	Management	Annual Review.
Mental Health Resources	Management to promote relevant mental health resources (e.g. NHS resources) to aid mental wellbeing when working remotely	Management	To be available from outset. Management to promote to staff on an ongoing basis.
Colleague Integration	Management to explore possibilities to engage on-site and remote staff at social events, for example.	Management	Ongoing.





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