

RUH Non-Patient Travel Plan 2020-2025

Version: Final

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What is a Non-Patient Travel Plan?

This travel plan has been produced to recognise the Royal United Hospital NHS Foundation Trust's commitment to enable staff to travel sustainably. The plan supports the Travel and Logistics section of the Trust's Sustainable Development Management Plan (SDMP) and acts as a plan for the Sustainability team to implement actions to approach non-patient sustainable travel.

Elements of the travel plan and supplementary action plan may, in part, also be used to support the planning or future developments at the Trust.



Recognising the impact of COVID-19 on the RUH Non-Patient Travel Plan

It is recognised that COVID-19 has had a significant impact on how our staff have travelled during the pandemic, as well as how they will choose to travel in the future. Consequently, it is anticipated that the Trust may see variation from this Non-Patient Travel Plan as it reacts accordingly to social distancing guidelines, staff safety and transport network capacity.

Various projects noted in the Non-Patient Travel Plan have been accelerated or paused in response to the crisis. Close collaboration with our local partners has enabled the Trust to continue to operate effectively, whilst reducing the travel related risks and anxieties arising throughout the pandemic.

Among these actions are:

- Introduction of a pool of E-Bikes.
- Initiation of city wide collaborative wayfinding project for active travel.
- Digital mapping of active travel facilities on site.
- Wide spread implementation of working from home provision.

Whilst some of the wider transport related interventions implemented during the crisis should be considered temporary, many of the sustainable travel actions will further support the future of the Non-Patient Travel Plan at the RUH and will be actively maintained.

It is important that the Trust remains resilient to and pays specific attention during the recovery of local transport networks and as such, further actions may arise to support or mitigate for these trends and changes.



Introduction

The Royal United Hospitals Bath NHS Foundation Trust (RUH) Non-Patient Travel Plan is intended to provide an outline of the Trust's current situation in relation to non-patient related travel and present the actions to be undertaken by the Trust over the next five years to improve the provision for sustainable travel. To allow for changing travel behaviours and the transport environment, this document will be reviewed annually to ensure that the Trust continues to facilitate modal shift. Once all the actions have been completed, or at the end of the five year period, a new travel plan will supersede this one, with renewed objectives and targets.

By redefining our approach to sustainable travel, the travel plan is expected to be a supportive and adaptable document at a variety of levels. The purpose of this document is to inform staff and stakeholders of how we plan to support staff in choosing to travel to work in a way which is environmentally and socially sustainable as well as personally cost-effective. We recognise that patients and visitors are less able to alter their travel mode, particularly when visits are infrequent, which is why staff are the focus of this document. However, many of the actions included in the plan will have positive benefits for our patients and visitors.

The Non-Patient Travel plan demonstrates the Trust's commitment to supporting more sustainable methods of travel to the RUH site at Combe Park, Bath; improving local congestion, pollution and supporting health & wellbeing. The plan has been developed to supplement and support the following internal documents to ensure a uniformed approach to sustainable travel:

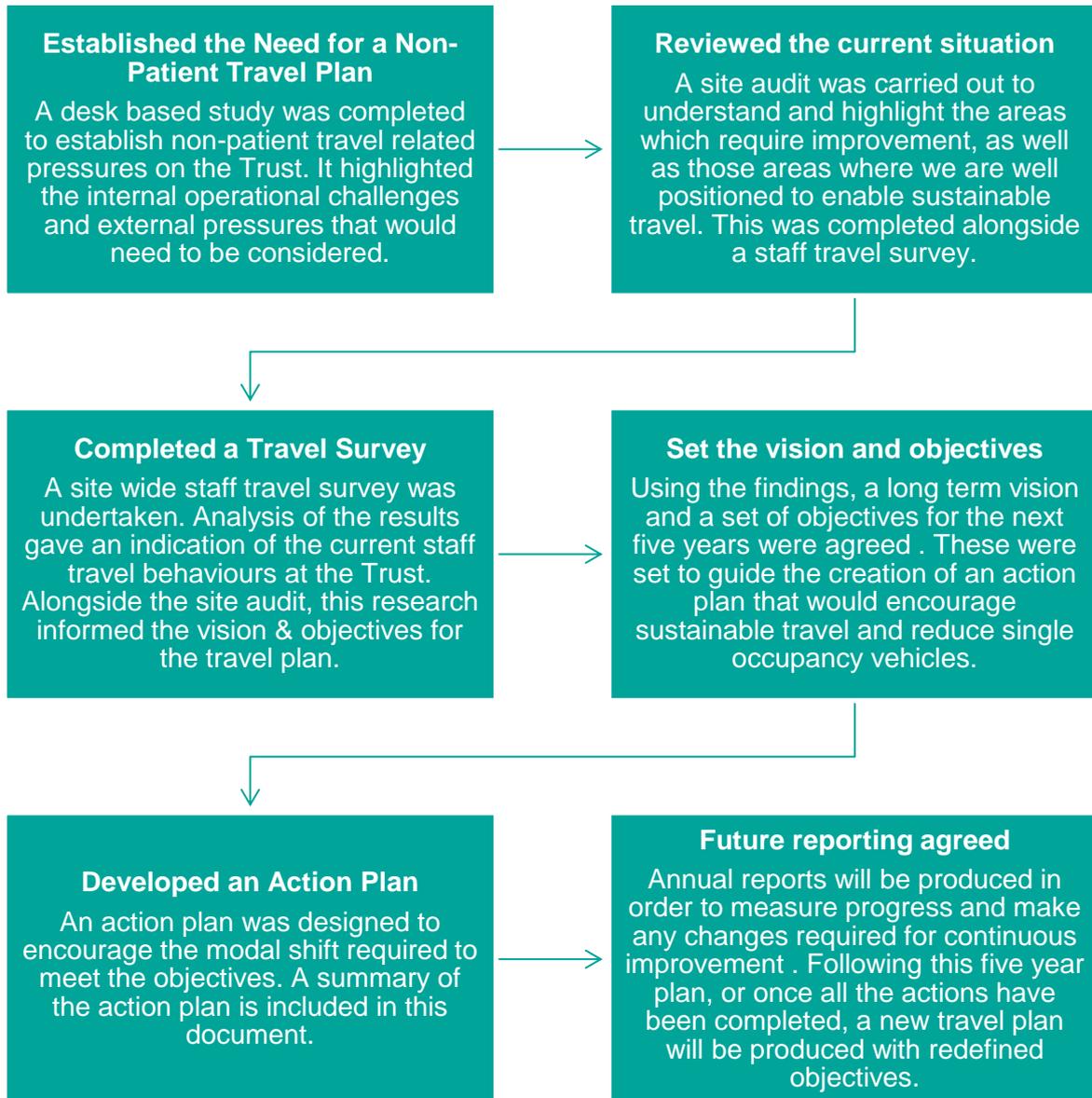
- Sustainable Development Management Plan (SDMP)
- Stress at Work Policy
- Staff Car Parking Policy
- Equality & Diversity Policy
- Bath & North East Somerset (B&NES) Travel Planning criteria

The development of a clear and concise travel plan will assist us as we work with both our immediate neighbours and the wider Bath & North East Somerset community to tackle the existing social, economic and political factors relating to transport and pollution challenges facing the City of Bath.



How we produced this document

This Travel Plan was developed in line with Department for Transport, Travelwest and Bath & North East Somerset Council guidance. The process of developing the Non-Patient Travel Plan and how the sections flow together is outlined below.

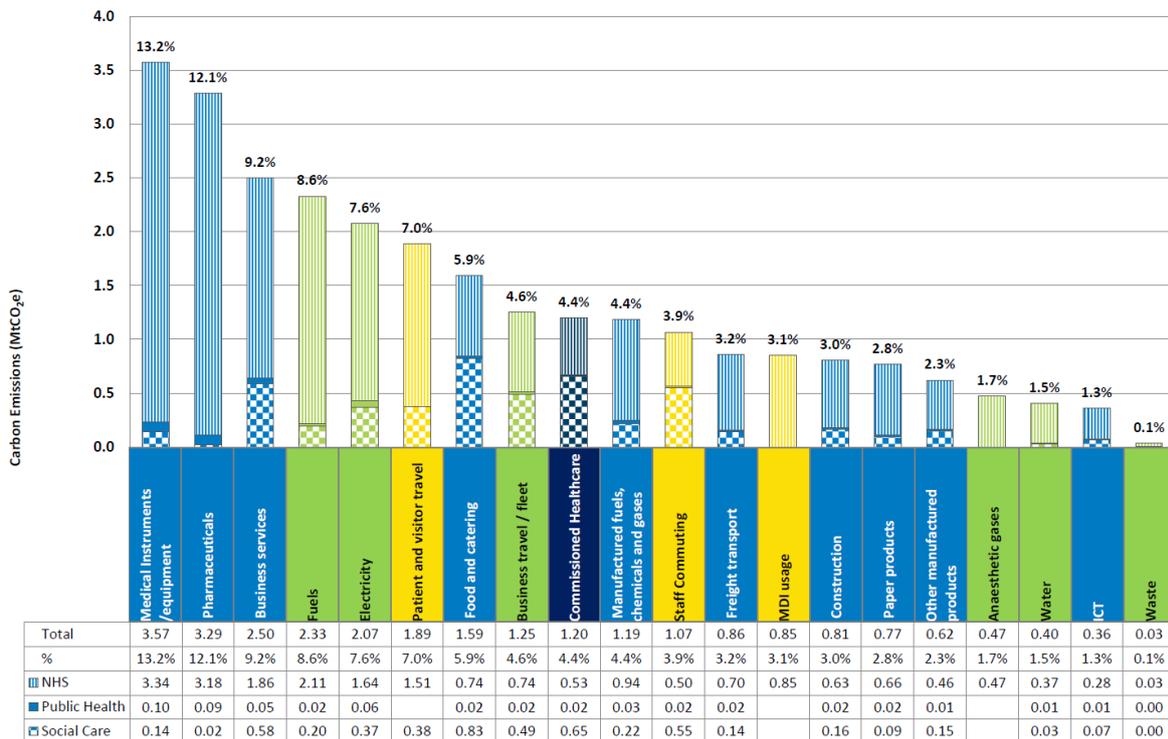




The Need for a Non-Patient Travel Plan

A desk based study of the non-patient travel related pressures on the Trust, highlighted the challenges associated with the operations of the Trust along with key external drivers.

A board approved travel plan developed in accordance with the Health Technical Memorandum 07-03 NHS Car-Parking Management (Section 5.0), is required by the Department of Healthⁱ. In this respect, the travel plan is fundamental in supporting the NHS to reduce the 18% of the NHS carbon footprint currently attributed to travelⁱⁱ.



Global Drivers

Transport contributes about ‘one quarter of energy-related global Green House Gas (GHG) emissions and about one fifth of energy use’ⁱⁱⁱ. This is contributing to the threat of climate change. Scientists are warning that this is leading to increases in land and ocean temperatures, with extremes in most inhabited regions, whilst heavy rainfall & drought in some regions are also anticipated.

The Sustainable Development Goals (SDGs) are a set of 17 interconnected goals intended to address global sustainability issues^{iv}. The actions of this Non-Patient Travel Plan will contribute directly to 3 of these SDG’s: Good Health and Wellbeing, Sustainable Cities and Communities and Climate action.





National Drivers

In 2016 the Royal College of Physicians (RCP) released a report 'Every Breath We Take'^v. The report suggested that in the UK 40,000 deaths per year can be attributed to air pollution. The Department for Environment, Food & Rural Affairs (DEFRA) have further suggested that air particulates lead to around £16billion in health costs^{vi}.

In 2018 the Royal College of Physicians RCP released a progress report which suggested that significant health benefits could be realised if immediate action was taken alongside the UK government's ban on the sales of petrol and diesel cars by 2040.

In 2019, the government announced legislation which served as an amendment to 2008 Climate Change Act. The legislation commits to reaching net zero greenhouse gas emission by 2050.

Health Care Drivers

Data suggests that 5% of total road traffic in England is attributable to the NHS. The NHS Sustainable Development Unit recommends that NHS organisations should be 'exemplar in leading the population-wide shift from sedentary travel to more active travel'^{vii}.

Socio-Economic Drivers

A variety of relevant socio-economic drivers are also to be considered. People are becoming more aware that sustainable development is essential to the equality, health and wellbeing of staff.

Local Drivers

The West of England Combined Authority (WECA) was tasked with creating a transport plan for the 3 authorities (Bath & North East Somerset, Bristol, and South Gloucestershire). WECA's vision is about 'connecting people and places for a vibrant and inclusive West of England'^{viii}. To achieve this, WECA has five core objectives:

1. Support sustainable and inclusive and economic growth
2. Enable equality and improve accessibility
3. Address poor air quality and take action against climate change
4. Contribute to better health, wellbeing, safety and security
5. Create better places

B&NES Council have declared a climate emergency with commitment 'to provide leadership to enable Bath & North East Somerset to achieve carbon neutrality by 2030'^{ix}.

The RUH plays a major role in the area; as the largest employer in the city, the Trust acknowledges the need for action in supporting the council to meet their target. The

travel plan is therefore proposed as being an indicator of this recognition and to build on our existing positive relationship with B&NES.

RUH Drivers

In supporting our staff to live the Trust's values we endeavour to demonstrate that their health and wellbeing is equally as important as that of our patients. The Trust's Health and Wellbeing Strategic Aim makes reference to 'supporting staff to assess and take responsibility for their own health and wellbeing'. Supporting sustainable travel is therefore integral to ensuring that the RUH is able to achieve this aim by getting active, reducing stress and improving air quality. Furthermore, sustainable travel alternatives are a fundamental element in reducing the strain on car parking at the Trust.

Everyone
Matters
Working
Together
Making a
Difference

Jay Suntharalingam – Consultant Respiratory Physician

*“As a Respiratory Consultant I see the damaging effects of what we inhale on a day to day basis. Although we all appreciate the respiratory problems triggered by cigarette smoke **it has become increasingly clear over the last few years that traffic-related air pollution can also have a toxic effect on the lungs.***



Many studies have now shown that over the longer term pollution can adversely affect lung capacity and contribute to the development of certain respiratory diseases.

In the short term day to day variation in air pollution levels can trigger flare ups in those with existing respiratory problems, leading to increased hospital admissions and mortality.

Given this I wholeheartedly support any measures that will help reduce air pollution levels”.



Sarah Shatwell BA MSc MBACP (Accred) - Head of Staff Counselling & EAP Manager

“Physical activity can positively affect our emotional and mental wellbeing in a number of ways; firstly when we exercise feel good chemicals called endorphins are released into the brain. Endorphins have the same effect as some pain relieving drugs such as morphine so they help us to feel more relaxed, less anxious and

can dramatically affect our mood. Endorphins are also released when we have sex or drink wine, but exercising on the way to work is more advisable than either of these!

Physical activity can also help us sleep better which is another way in which it can have a positive impact on our mental health; our sleep is often the first thing that's affected when we're stressed or anxious but if we feel more tired at the end of the day because we've exercised then we're more likely to have a good night's sleep.

Finally, when we're stressed and anxious our bodies release a feel bad chemical called cortisol. Cortisol can have a corrosive effect on our immune system but physical exercise helps the body to process cortisol so it can be released in our sweat or when we use the loo. We also feel better about ourselves when we exercise because we are taking care and giving attention to ourselves, something we're not always so good at doing”.



About the RUH

The Trust employs over 6200 staff including bank staff and has a catchment population of around 500,000 people across Bath, East Somerset and Western Wiltshire. Operating 24 hours a day, 365 days a year, the RUH generates a large proportion of local journeys.

The RUH occupies a 52 acre site on the hill rising from the North West of the Bath, highlighting the challenge to some forms of travel posed by the steep gradients. The hospital is 9 miles from Junction 18 on the M4 and within 2 miles of the A4, as well as, Bath Spa & Oldfield Park train stations. The residential areas of Combe Park and Weston surround the hospital constricting any outward development.

On any given day, 2000 staff make journeys to and from the RUH site. Notably, 40% of the total number of staff live within the city of Bath, however over 45% of staff who travel from outside of the City of Bath, do so from a Bristol postcode.

Redevelopment & Relocation

As the RUH continues to ensure it is Fit for the Future, the Trust is making significant improvements to the site. The final phase of the relocation of the Royal National Hospital for Rheumatic Diseases to the impressive RNHRD & Brownsword Therapies Centre finished in September 2019, bringing the two hospitals and their staff together on one site. The dedicated building has helped to ensure the clinical, physical and emotional needs of staff and patients.

Amongst a series of other projects, major work has also been undertaken to extend and refurbish Bernard Ireland House, whilst the completion of the Spiritual Care Centre has been given national recognition, winning a NHS Sustainability award for Infrastructure.



Looking to the future, work is ongoing in the development of the new Dyson Cancer Centre as the Trust aims to provide clinically excellent care in a nurturing and therapeutic environment. Therefore we will remain flexible in our approach to travel to ensure that we are resilient to increasing concerns relating to air pollution and congestion.



Research to Inform the Travel Plan

This section of the Non Patient Travel Plan examines the data retrieved following a site audit and staff travel survey. These sources of data provide an assessment of sustainable travel provision and non-patient travel behaviours at present. The findings of this research will be used to inform the subsequent sections of the Non-Patient Travel Plan establishing the vision, objectives and actions required to enable sustainable travel.

Site Audit

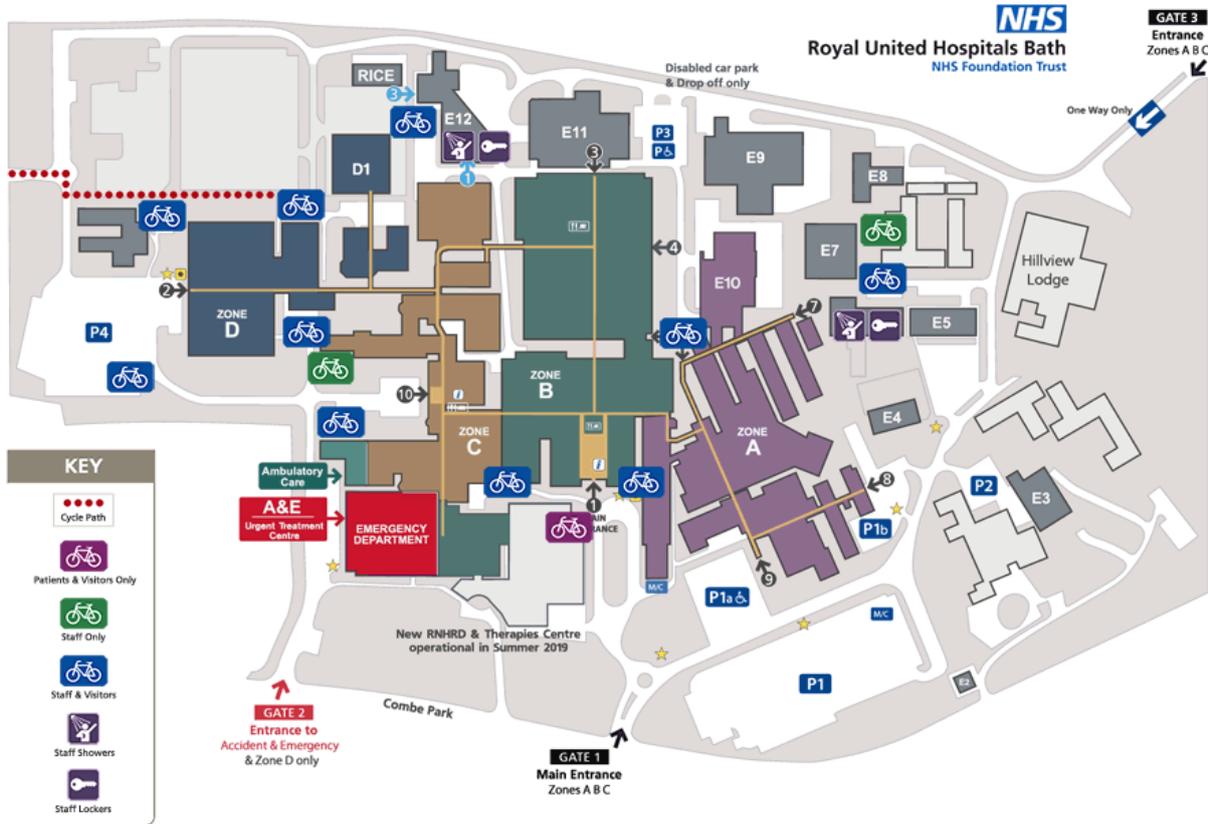
In order to prepare a travel plan which is site appropriate and considers all aspects of non-patient travel, an audit was completed detailing the specifics of existing provision and infrastructure. The following sections outline the complete findings from the audit with the key findings of the audit including:

- The site has good cycle storage, with a variety of covered and locked stands.
- Improvements are required to the lockers and cycle network.
- There is an opportunity to develop car-share provisions and improve the electric vehicle (EV) infrastructure.

Active Travel

Active travel is often positioned as the centrepiece of an effective travel plan. Provision is therefore required to ensure that the commute for users of active travel is adequate, suitable and effective. At present the following observations can be made for active travel at the RUH:

Figure 1: Map of Active Travel Facilities



Pedestrian Access:

Strengths	Opportunities
Gate 1 – Footpaths, zebra crossings, light controlled crossings	No opportunities identified
Gate 2 – Good Paths	Crossing points around A&E
Gate 3 – Well lit footpath, limited traffic flow	Crossing points along West of the site
Staff Car Park – Footpath from Evelyn Road alongside car park	Crossing from Evelyn Road
Main Patient car park – Formal crossings	No opportunities identified

*Cycle Access:*

Strengths	Opportunities
Staff Car Park Cycle Path - South via Evelyn Road	No opportunities identified
Western Perimeter Path	Surface improvements

Cycle Facilities:

Strengths	Opportunities
Oasis – Separate Male & Female shower facilities	No opportunities identified
32 Lockers for general staff use	Space to increase number of lockers
Bath & Wessex House – Mixed use shower and lockers available on the ground floor	Improvements possible
Departmental changing facilities across site	No opportunities identified
Storage for over 200 bikes 62 Locked 30 Covered	Potential to increase locked capacity
CCTV coverage on some cycle storage	No opportunities identified
Bicycle User Group – Inbox set up for contact between cyclists.	No opportunities identified



Public Transport

Public transport has the potential to significantly reduce mass transit by single occupancy vehicles. The success of public transport relies on wider external stakeholders. Strong relationships can help develop effective transport provision to serve both the trust and the local community.

The RUH benefits from the following public transport facilities available to all staff:

Bus

The RUH is directly served by the following buses, which call directly into the site and stop at the main atrium entrance as well as stopping at bus stops on the main Combe Park road outside the RUH A&E entrance:

Bus Service	Route	Frequency during working day (08:00-18:00)
4	Odd Down to Weston: Via City Centre and RUH	10 mins
42	Odd Down Park & Ride to RUH	30mins
3A	Elmhurst to Weston Via RUH	~20mins
20	University of Bath to Twerton: Via City Centre, Upper Weston and RUH	Hourly

- The introduction of the 3A has added service from the East of Bath, however services from the West of Bath are limited.
- A bus shelter is located outside the atrium with a live screen. A screen is also available inside the atrium.
- Bath Zone First Bus Adult Single = £2.50 (£2.07 –mTickets), #42 Park & Ride return = £4.
In addition, these services also allow most season tickets (Bath Rider, Avon Rider and Freedom Travelpass).
- The RUH is a member of First Commuter Travel Club, giving 10% off m-tickets.

Train

- The RUH is supported by two rail stations.
- Oldfield Park is the closet station to the site situated under 2 miles (25 minute walk) from RUH reception. A train from Bristol Temple Meads takes 15 minutes. There are no bus services from Oldfield Park via the RUH.

- Bath Spa Station is 2 miles from the site and accessed via a 15 min bus journey from the RUH and is part of the popular Bristol to London Paddington line.

Car Travel

Single occupancy car travel is recognised as the biggest contributor to local traffic and transport emissions. However, due to accessibility issues, this may be the only option and therefore must be considered as part of the travel plan. If car travel is the only viable option, we must encourage staff to find ways to reduce their environmental or social impact.

Parking

Onsite there are 909 dedicated general staff parking spaces.

Permit allocation is as summarised below:

- Parking permit will be issued for people, living more than 1.5 miles away from the hospital. Some permits don't have this criteria and they also are free of charge, for example Disabled, Emergency on Call, or Volunteer.

Only public car parking is monitored by an ANPR system (Automatic Number Plate Recognition).

It is also noted that some staff arriving in single occupancy vehicles (SOVs) who are not eligible for a parking permit, may choose to park on the residential/public roads surrounding the RUH.

Car Sharing

At present, several car sharing spaces are available, benefiting from being closer to buildings; sharers are also given access to an additional discounted rate of 1.5% of the salary sacrifice cost of the main car permit holder (maximum of £34.78 per month, where eligible). This can be shared by up to 3 car sharers. At present 49 car share permits are active.

EVs

There are currently two charging points available for use by staff. EV permits are currently available. At present there are 6 EV active permits.

Pool Car

Staff are encouraged to sign up to use the trust's pool car (Hybrid Toyota Yaris). The car is operated by Enterprise's Car Club scheme. Staff are able to reserve and use the car as required with the car located at the back of E9.



Working Hours

An understanding of staff working hours allows for more appropriate travel planning and journeys. The RUH has a wide variety of shift patterns which rotate 24 hours per day. The key start and finish times are highlighted below:

Start - 06:00, 07:00, 07:30, 08:00, 08:30, 09:00, 13:30, ,14:00, 16:00, 19:00

Finish - 07:30, 08:00, 15:00, 15:30, 16:00, 16:30, 17:00, 19:00, 20:00, 21:00, 22:00, 00:00

Information & Events

In order to communicate the travel options available to staff, information should be readily available and presented in a clear, concise & attractive manner. At the RUH, the following channels of communication are used to promote sustainable travel.

Web

The intranet has a selection of pages which relate to travel (Cyclescheme, facilities map, BUG etc). However, these are not collated in a single location, nor are they particularly well presented at present.

The external website has a Find & Contact Us page which is more concise than the intranet.

Events

The Trust engages in several key events throughout the year with a view to encouraging participation in sustainable travel.

Events of particular note include:

- Travelwest Survey – Participation once every 2 years, to identify staff travel trends and engage staff regarding sustainable travel.
- Travelwest Challenge – A 6-week event aimed at encouraging sustainable travel
- Cycle to Work Day
- National Clean Air Day
- NHS Sustainability Day

Bus Usage Audit Summary

An audit of bus patronage at RUH conducted in April 2019 found an average of 4 staff use each service at a time. Clear peaks and troughs were identifiable throughout the day.



The clash between shifts and bus schedules remains well pronounced. For example a shift finishing at half past the hour, patronage on the bus leaving within the first 5 minutes was minimal. Services departing around 15 minutes later attract a far higher patronage.



Average RUH Patronage: 1



Average RUH Patronage: 10

Cycle Facility Usage

An audit of bikes on site has identified:

- On average, over a year, there are 79 bikes on site per day.
- This falls by around 12% on wet days but largely remains consistent.
- At present the total cycle storage (192) is adequate in relation to the number of bikes on site. However, covered (30) and locked (62) storage is lacking at present.
- The Atrium, locked cycle storage & RICE building are consistently the most popular facilities.



Staff Survey

The Trust carried out a staff survey in order to receive feedback on current provision and inform this travel plan on how best to support staff in changing their travel behaviours. This has allowed the Trust to focus intentions and actions of this Non-Patient Travel Plan on the specific needs of our staff, as well as concentrating efforts on ensuring their health & wellbeing. In particular, the survey identified a figure of 55% of staff currently arriving at the RUH by single occupancy car. This provides a clear baseline to this travel plan to address.

Sample Demographic

Clinicians and clerical staff equate to over half of the total sample size. Allied healthcare professionals, support and clinical support staff also demonstrated healthy participation levels in the survey. In addition, **73% of the staff sample are women**, this is in line with known staffing data.

Figure 2: Non-Patient modal split showing RUH vs Travelwest Averages

	Car	Share	EV	Motorbike	Cycle	EB	Walk	Run	Public	P&R
All	44%	10%	1	2%	14%	-	13%	0%	16%	1%
RUH	55%	10%	0%	1%	9%	-	14%	1%	7%	2%

How we get to work

The breakdown of current staff travel modes highlights a **strong dependency on single occupancy cars** (Figure 2). By comparison, those who engage in active travel equate to less than half of those who travel by car. At present, the limited Park & Ride services to RUH provide 2% of staff with transport, whilst 6% use the wider bus network.

Journey Satisfaction

At present, journey satisfaction for RUH staff is 59%. Crucially, satisfaction rates across the Trust suggest that those engaged in active travel display a satisfaction rate of up to 92%. Conversely, single occupancy car drivers and bus patrons report mere 48% and 42% satisfaction rates respectively (26% on the return journey).

- Car 48% are satisfied
- Walk 92% are satisfied
- Cycle 81% are satisfied
- Bus 42% are satisfied



Arrivals & Departures

Shift patterns can be a significant barrier to sustainable travel, particularly patronage of bus services. The peak period for shift starts is between **07:00 & 10:00** (91%), with shifts typically starting on the hour or half past the hour. It is here wherein disparity between bus scheduling & shift patterns lies, with the former currently timetabled to arrive at the same time as shift start times. 81% finish their shift between **16:00 and 19:00** with the same problem arising.

Parking

The distribution of the staff parking locations offers insight into both opportunities for potential behaviour change as well as identifying a key barrier to sustainable travel. Figure 3 shows the distribution of staff parking.

If you travelled to work by car today, where did you park?

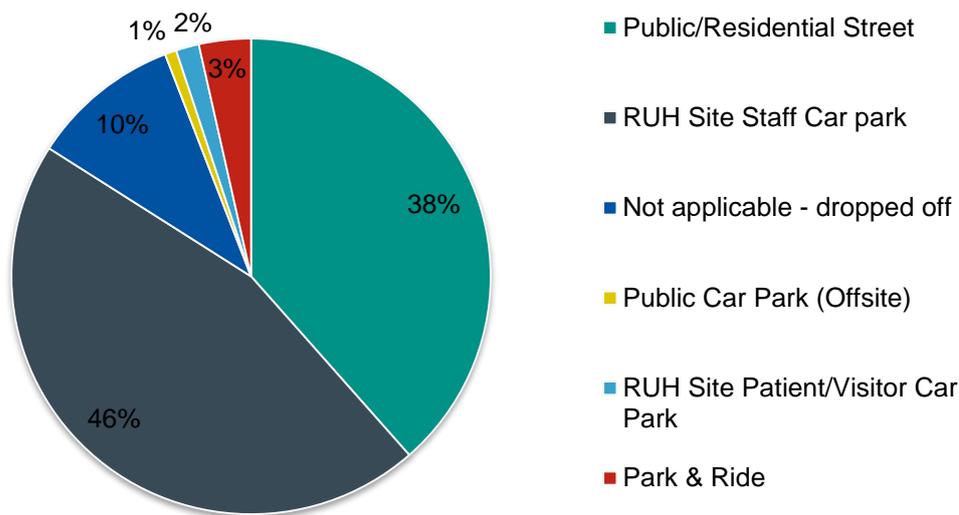


Figure 3: Where Staff Park

However, the data also suggests that for a large body of staff (38%), public/residential streets provide a viable parking alternative to the RUH staff car park. This data is notable as it suggests changes in parking tariff alone, will simply shift the population of vehicles to the surrounding streets.

68% of those parking in the RUH staff car park and 70% of those parking on residential streets, all emphasised the importance of improvements to Park & Ride facilities on choosing an alternative way of travelling to work.

In addition, it is also notable that the 3% of those who park do so within the Park & Ride car park, this may not however reflect actual patronage of the service as observations also suggest a tendency to 'Park & Stride'.



Initiatives

Figures 4 & 5 draw upon staff survey results specifically related to incentivisation. Figure 4 shows the most popular wider sustainable travel influences for choosing an alternative way of travelling to work. Figure 5 focusses directly on factors influencing the uptake of car sharing.

Figure 4: Potential Influence of Sustainable Travel Initiatives

High Influence	Medium Influence	Low Influence
<ul style="list-style-type: none"> • Bus Connectivity • Showers, Changing, Lockers • Bus Discount • Season Ticket Loans • Improved Park & Ride Infrastructure 	<ul style="list-style-type: none"> • Improved Cycle Storage • Car Share • Public Transport Waiting Area • Bike Loans • Bike Servicing • Safety Alarms • Electric Car Charging Infrastructure 	<ul style="list-style-type: none"> • Emergency Cycling Equipment • Pool Cars • Active Transport Action Groups • Cycle Training • Video Conferencing • Personal Travel Plans • One Stop Travel Shop • Travel Reps • Pool Umbrellas

Figure 5: Influence of Car Sharing Incentives

<p>Most Influential Incentives</p> <ul style="list-style-type: none"> • Education on Fuel Saving • Permit Discount
<p>Medium</p> <ul style="list-style-type: none"> • Reduced Emission • Infrastructure <ul style="list-style-type: none"> • Guaranteed Ride Home Policy • Organising Platform • Car Share Parking Bays
<p>Least Influential</p> <ul style="list-style-type: none"> • Meet New Staff



Tailoring Initiatives

In order to make the aforementioned incentives as effective as possible, the data also allows for analysis to identify the most receptive target audiences for various sustainable transport modes.

Clerical staff

- Overall, clerical staff responded **8% more positively to public transport** initiatives than their clinical colleagues.
- At 50%, clerical staff were also the **least receptive to car sharing** infrastructure as a viable sustainable travel alternative.

Clinical Staff

- Clinical staff had the **most positive outlook towards active travel**, with staff 13% more likely to engage with initiatives promoting this form of travel.
- The majority (57%) of clinical staff also demonstrated **positive attitudes towards car sharing infrastructure**.

Support Staff

- Support staff are **the least likely to use the public transport infrastructure** with 74% concerned with the existing scheduling and routes taken.
- It is notable however, that support staff are the **most likely (61%) to engage with improved car sharing infrastructure**.

Desk Based Study of Transport Trends

A desk based study was conducted in order to ensure that the vision objectives and target of this travel plan are in line with wider developments and trends in the transport sector.

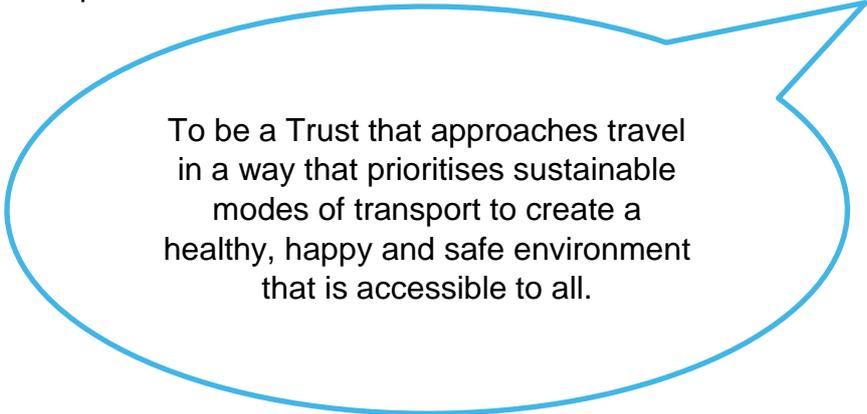
At present, there is wide spread recognition of a need to improve sustainability in transport. However, there is less clarity on the most effective way of achieving this. Emerging technological developments and social influences create conflicting visions for the future of mobility.

The 2019 Future of Mobility Report^{xi}, commissioned by the Government Office for Science, gives an indication of current thinking around anticipated trends. The report highlights the shift towards a low carbon economy as well as an expected overall decrease in car ownership as both being likely to be influential during the timeframe of this plan. Moreover, the emerging markets for autonomous and electric vehicles are also reinforced as being influential trends in future mobility.

Subsequently, the report raised concerns of the impact of such sedentary modes of mobility on the decline of active travel, unless infrastructure can be designed to encourage such mobility.

Our Vision for Sustainable Non-Patient Travel.

This travel plan has been created in line with the RUH Trust Goals; specifically working towards the Trust Goals to **'be an outstanding place to work where staff can flourish'** & **'work together with our partners to strengthen our community'**. In addition, the travel plan has been developed to embrace the Trust values: **Everyone Matters** | **Working Together** | **Making a Difference**. As such, the vision for non-patient travel is:



To be a Trust that approaches travel in a way that prioritises sustainable modes of transport to create a healthy, happy and safe environment that is accessible to all.

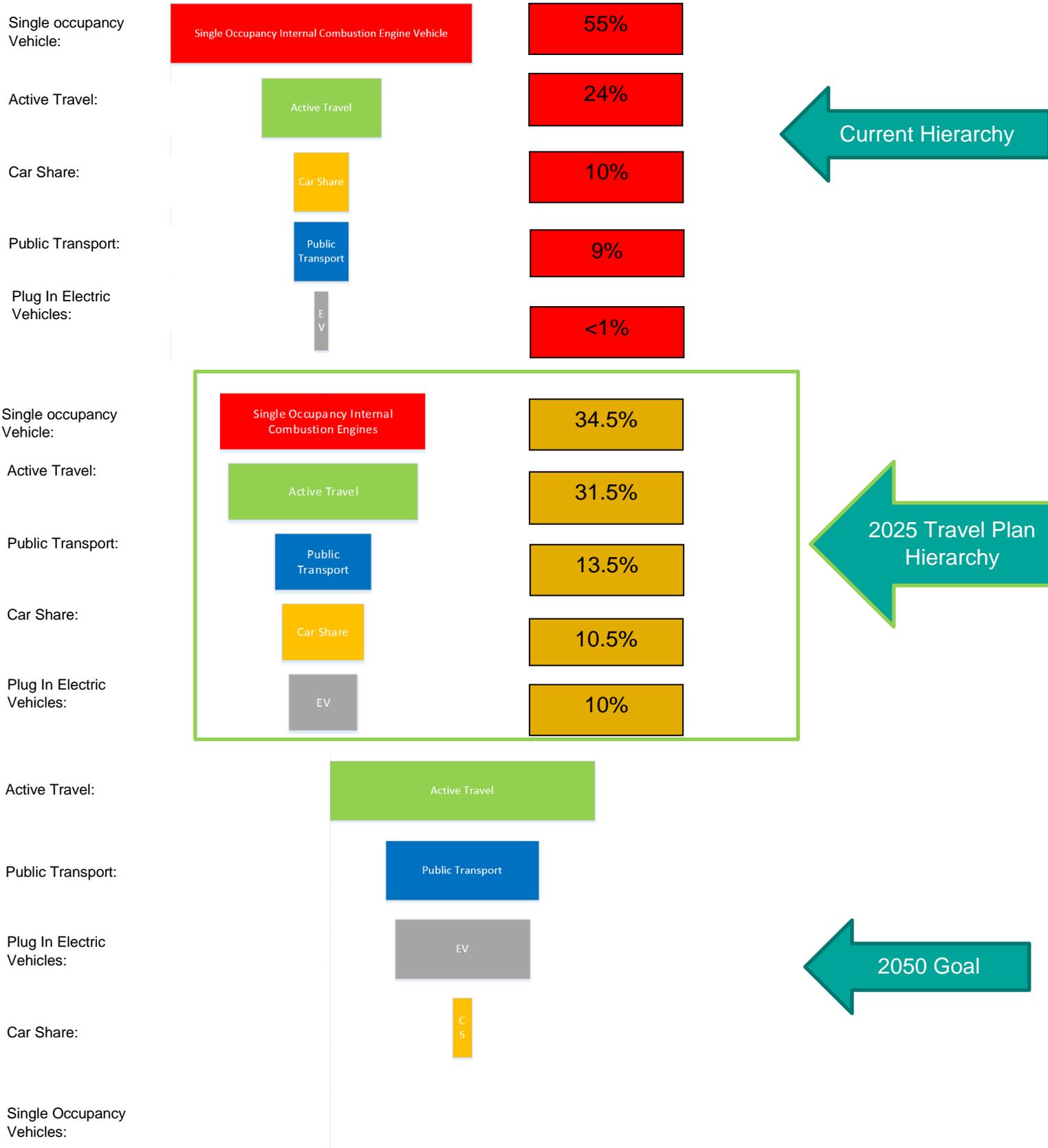
A series of objectives for this travel plan have therefore been set out, which will contribute to helping us to achieve our vision:

1. Improve Staff Health & Wellbeing including active travel
2. Improve Connectivity and accessibility to the RUH
3. Reduced Strain of Staff Car parking on site
4. Reduce Local Congestion & Pollution

Hierarchy Change

Figure 6 gives a representation of the modal shift we expect to see as we work towards our 2050 goal to remove high emitting modes of travel. This is to align our efforts with the UK Government's commitment to be carbon neutral by 2050 and the redistribution of remaining users to align with the Energy Saving Trust's hierarchy for sustainable transport^{xii}. To ensure the Trust is on track, the 2025 Travel Plan Hierarchy shown in Figure 6 outlines the targets for the Trust during the next 5 year period covered by this travel plan.

Figure 6: Current Hierarchy, 2025 Travel Plan Hierarchy & 2050 Goal





Delivering Our Vision

This action plan brings together the measures that we intend to implement as part of the Non-Patient Travel Plan. These are designed to support us in achieving the objectives and move the Trust closer to the vision to approach staff travel in a way that prioritises sustainable modes of transport to create a healthy, happy and safe environment that is accessible to all.

To help prioritise, the actions have been assessed to see which objectives each action supports using the following icons:



Improving health and wellbeing of staff, including active travel and social cohesion



Addressing congestion and local air pollution

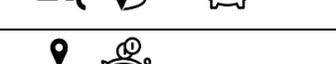
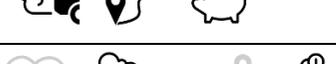


Improving infrastructure, accessibility and connectivity



Providing cheaper or easier options

	Benefits	What	Project Type
Travel Reduction		Increase awareness of Working Life policy at the Trust	Medium Term
		Implement sufficient teleconferencing facilities	Medium Term
Communications		Increase awareness of the benefits of sustainable travel	Short Term
		Implement a Staff Travel Plan service	Short/ Medium Term
		Update and improve sustainable travel information on the Trust intranet / internet pages.	Short Term
		Increase number of sustainable travel communications channels	Medium Term
		Develop Bicycle User Group & Walking Group	Medium Term
Active Travel		Improve infrastructure and signage to the site	Medium Term
		Improve onsite active transport facilities	Medium Term
		Pollution map for walking and running	Short Term
		Investigate process implementation for E-bike charging	Short Term
		Introduce Pool Bikes	Long Term

		Introduce cycle & Bike maintenance training	Medium Term
		Promote cycle to work schemes	Short Term
		Improve accessibility to active travel facilities	Medium Term
Public Transport		Increase use of bus service discount	Short Term
		Work with relevant stakeholders to improve Park & Ride Infrastructure to the hospital.	Medium/ Long Term
		Provide a clear map of relevant bus services	Short Term
		Improve local bus service network	Long Term
		Work with B&NES and public transport providers to improve accessibility throughout public transport journeys to the RUH.	Long Term
Car Share		Investigate best practice for a car share platform	Short Term
		Increase the provision for car share parking bays onsite	Medium Term
EV		Increase EV charging infrastructure	Medium Term
Single Occupancy Vehicle		Implement an innovative car parking policy that supports the RUH Non-Patient Travel Plan vision and allows those who have no alternative option the ability to park.	Medium Term
		Increase use of onsite car club vehicle	Medium Term



Reporting

To review the success of the travel plan, a series of targets and monitoring options have been set out below to guide the progress. A Sustainability Steering Group will also be established in order to track and review the progress of the travel plan. Annual progress reports will be delivered in order to check that we are continuing to deliver the five year travel plan. These reports will assess the progress of the actions stated above, along with that made towards to targets below

Target	Monitoring
Reduce single occupancy internal combustion engine vehicles from the current figure of 55% to 34.5% by 2025.	Data collected from car parking permit system & Travelwest travel survey
Increase journey satisfaction by 10%	Travelwest travel survey
Increase number of active travellers by 7.5%	Travelwest travel survey, monthly bike audits, cyclescheme uptake.
4.5% increase in staff public transport use	Travelwest travel survey, various additional internal audits & transport provider data.
Reduction in localised NO2 ensuring levels remain within a safe level.	RUH Air Quality Monitoring System
Increased car share permits	Car Permit System, Parking Eye data,

Annual Report

Annual progress reports will be produced reporting on the headway being made in achieving our objectives.

New Travel Plan

A renewed travel plan will be produced in 2025 to realign efforts in enabling sustainable non-patient travel. The plan will have a new set of objectives which will continue to align us with our vision.

2020

2021

2022

2023

2024

2025



Conclusion

The Non-Patient Travel Plan will ultimately continue to inform the Trust's travel decisions over the next five years, allowing the Trust to remain adaptable to the demands of an ever changing transport sector and responsible in our efforts to be a sustainable organisation.

The RUH Non-Patient Travel Plan highlights the Trusts' vision for sustainable travel and provides a clear plan to achieve this. If patient numbers continue to rise, or if there are significant changes, a review and subsequent response plan will be required.

It is important that we are able to engage and enable staff to choose to travel sustainably ensuring that the necessary provisions are in place to facilitate the desired modal shift. In addition, the plan outlines the steps necessary in reducing the air pollution and congestion whilst considering the wider essential operations of the Trust.

ⁱHealth Technical Memorandum 07-03NHS car-parking management:environment and sustainability, 2015,

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/481556/HTM0703NovemberUpdated.pdf

ⁱⁱ Sustainable Development Unit, Low Carbon Travel, Transport, and Access.

ⁱⁱⁱ UNFCCC, <https://unfccc.int/news/un-climate-summit-transportation>

^{iv}United Nations, About the Sustainable Development Goals

<https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

^v RCP, Every Breath We Take Report: The lifelong impact of air pollution, 2016,

<https://www.rcplondon.ac.uk/projects/outputs/every-breath-we-take-lifelong-impact-air-pollution>

^{vi} National Audit Office, Air Quality, 2017, <https://www.nao.org.uk/wp-content/uploads/2017/11/Air-quality.pdf>

^{vii} Sustainable Development Unit, Low Carbon Travel, Transport, and Access

^{viii} Travelwest, Joint Local Transport 4, 2019, <https://travelwest.info/projects/joint-local-transport-plan>

^{ix} Climate Emergency Process Report, 2019,

<https://democracy.bathnes.gov.uk/documents/s58688/Climate%20Emergency%20Progress%20Report.pdf>

^x Health & Wellbeing strategy 2016-21 [https://webserver.ruh-](https://webserver.ruh-bath.nhs.uk/welfare/documents/Health_Wellbeing_Strategy_2016_2021.pdf)

[bath.nhs.uk/welfare/documents/Health_Wellbeing_Strategy_2016_2021.pdf](https://webserver.ruh-bath.nhs.uk/welfare/documents/Health_Wellbeing_Strategy_2016_2021.pdf)

^{xi} Government Office of Science, The Future of Mobility: A time of unprecedented change in the transport system, (2019).

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/780868/future_of_mobility_final.pdf

^{xvi} Energy Saving Trust, Go Green and Save, <https://energysavingtrust.org.uk/scotland/home-energy-scotland/go-green-and-save> (2020).