

School Travel Plan Initiatives for Staff

Do you want to promote a healthy lifestyle to your school staff? Reduce traffic congestion? Reduce demand on your school car park? Reduce the overall level of pollution associated with your school? Do you want to set a good example to pupils, parents and the local community?

If the answer is 'yes' to any or all of these questions you should include staff in your School Travel Plan. Many people consider that School Travel Plans only have a bearing on how parents and pupils travel to and from school; however, members of staff should be included too.

If you are in the process of reviewing your School Travel Plan, remember to engage with your staff from the outset. However even if your School Travel Plan is not yet due for review at the present time, you could still try to implement some of the initiatives below to tackle the issues mentioned above; health, congestion etc. Staff have an important role to play in Travel Planning because they can lead by example and be good models of behaviour.

As part of your School Travel Plan Review, staff should be surveyed as part of the Travel Plan, just the same way as you survey pupils. Including staff in the Travel Plan is particularly important for secondary schools where there are greater numbers of staff journeys associated with a school.

In the same way as you develop SMART targets relating to pupil travel, develop one or two targets to also reduce the number of staff travelling by car. The list below is by no means exhaustive, but provides some ideas which could be included in your Action Plan which will then ultimately help you achieve the targets that you set. If you need any further information about how to set up any of these initiatives in practice, please contact the Travel Plan Team.

- Foster an ethos of sustainability within school, where paper is minimised, and work is completed and marked electronically; this will mean staff have less to carry to and from work and may help to encourage them to travel sustainably. Reduced paper will also mean less cost for the school too!
- A member of staff should already be included in your School Travel Plan working group meetings, but they should be encouraged to represent the views and ideas of their colleagues working in the school. The member of staff on the working group should aim to keep colleagues engaged with current campaigns and initiatives. Staff may also help you to identify the barriers to them travelling sustainably, and then help the group to think of ways to overcome these difficulties.
- Develop a pack of information for new staff starting at the school explaining how to travel to the site using sustainable modes of travel.
- Devise a sustainable travel lottery. Every time a member of staff travels sustainably, they write their name on a piece of paper and put it into a hat (or similar). At the end of the month, or term, a name is drawn out at random and that person receives a small prize. Obviously the more a member of staff travels sustainably, the greater their chance of winning the prize! Alternatively, the names of all staff could go into a hat, and a name is picked at random every month. If the member of staff has travelled sustainably that day they win the prize, if they haven't the prize rolls over to next month.

- Put staff into teams, with teams collecting points each time individuals travel sustainably. At the end of the designated period (i.e. a month or a term) the winning team is awarded a small prize.
- Provide lockers and showers for staff who wish to cycle or run to school. This is particularly relevant for those schools which may be involved in the design of a new building; don't forget to consider an area of secure staff cycle parking too!
- Promote catching the bus to and from school once a week.
- Durham County Council Employees can receive interest free loans to purchase bus or train tickets (paid through your salary). You could promote this to staff. It is much cheaper to travel by train or bus when you buy a season ticket, compared with car travel. For more information about the loan, contact the Sustainability Team at County Hall – 0191 383 6468
- Establish a car share scheme for staff. Encourage staff to car share once a week, possibly on the same day as your Walk Once a Week campaign (if you have one). You could reward the car sharers by putting all the names of participants in a hat and drawing out one name for a prize. One particular school in County Durham called their staff car sharing scheme 'Fill your Car Friday'
- Set up a travel to school notice board in the staff room, display the bus time tables, cycle route maps, car share information etc. Include a white board allowing members of staff to write down if they are going off site at lunch time, for example to the supermarket, they then may be able to offer lifts to others.