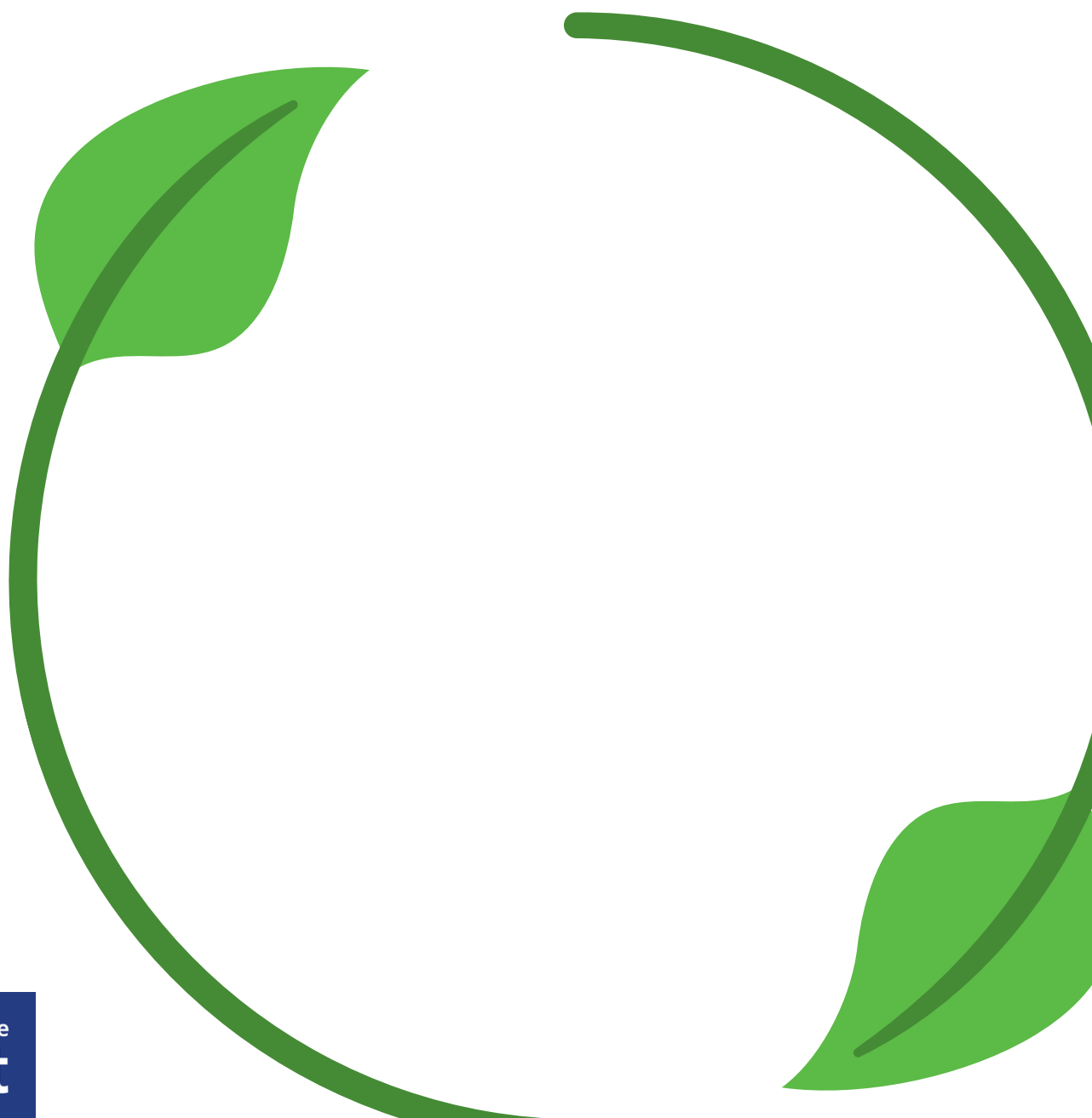


Sustainable Travel and Transport Plan

2025 - 2028



Foreword

Our Sustainable Travel and Transport Plan is intended to recognise, develop upon, and set a pathway for our commitment to sustainable transport through the enablement of alternative modes of travel.

This plan has been developed in line with guidance provided by NHS England with links to our Staff Travel Choice Policy, Green Plan and Swindon Borough Council targets.

Along with the requirement for a Board-approved travel plan by NHS England by 2026, in accordance with Health Technical Memorandum 07-03 NHS Car Parking Management (Section 5.0), as required by the Department of Health, our travel plan is also driven by a range of external and internal influences.

The plan supports our staff and visitors Travel Choice Policy, by identifying the current situation and developing the necessary route to achieve the vision of this plan.

Our Non-Patient Sustainable Travel Plan and the subsequent action plan will support and enable the transition away from single occupancy internal combustion engine vehicles, to distribute journeys more sustainably across alternative modes of travel.



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About us

Great Western Hospitals NHS Foundation Trust (The Trust) is situated on a 17.4 hectare site, located at the periphery of Swindon.

Swindon is home to over 220,000 residents and the population of Swindon is estimated to grow 5% before 2030.

The Trust is part of an Integrated Care System across Bath and North East Somerset, Swindon and Wiltshire (BSW), and makes up one third of the BSW Hospitals Group with Royal United Hospitals Bath NHS Foundation Trust and Salisbury NHS Foundation Trust.

As an organisation, we want to ensure that the high quality of service we provide for our patients is matched by the environment within which we operate. The Trust has purchased land adjacent to the hospital which will allow for the provision of new services.

Many of these developments, along with our digital and technological advancements, will have lasting impacts on the way we operate. As such, it is critical that this travel plan is able to deliver a suite of initiatives which support the immediate and long-term needs of the Trust.

The Trust has a Green Plan for 2025-2028, supported by the Sustainable Travel Plan which is linked to our Health and Wellbeing policy - encouraging

active travel modes to support improvements in physical and emotional health and wellbeing.

"The benefits of being physically active on both our body and mind have been well evidenced by countless research studies over the years.

Not only can it help prevent and manage health conditions such as diabetes and coronary heart disease, but it can also improve our mood and assist us in overcoming periods of depression and anxiety.

It also enables us to connect mindfully with what's around us, spending time in the outdoors and bringing nature into our lives also has numerous long-term benefits for us."

Dr Jon Freeman and Sam Walklett
Occupational Health and Wellbeing Team



Sustainable future

Maximise research, innovation and digital opportunities to support quality improvement, spend wisely, and deliver on carbon net zero.

Global and national drivers

United Nations

In the 2030 Agenda for Sustainable Development, sustainable transport is mainstreamed across several Sustainable Development Goals (SDGs) and targets, especially those related to food security, health, energy, economic growth, infrastructure, and cities and human settlements.

The importance of transport for climate action is further recognised under the United Nations Framework Convention on Climate Change (UNFCCC) - the transport sector will be playing a particularly important role in the achievement of the Paris Agreement.

The Intergovernmental Panel on Climate Change (IPCC) gives a quantitative assessment of the challenge posed by the global transport sector by estimating that 'without aggressive and sustained mitigation policies being implemented, transport emissions could increase at a faster rate than emissions from the other energy end-use sectors and reach around 12GtCO₂ by 2050'.

Sustainable transport initiatives strongly support three of the Sustainable Development Goals. SDG3 seeks to ensure healthy lives and promote well-being for all at all ages, SDG9 to build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation, as well as SDG11 to make cities and human settlements inclusive, safe, resilient and sustainable.

UK Government

In 2019, the UK Government committed to achieving net zero carbon by 2050. In 2020, the Committee for Climate Change (CCC), which advises the UK Government, published its sixth carbon budget. The budget put UK car emissions at 68MtCO₂e for the previous year with average journey distances of between eight and 12 miles.

Amongst the CCC's recommendations, it noted that a widespread deployment of zero-emission vehicles (ZEVs) would be required to achieve the government's aim of meeting net zero by 2050.

Moreover, the Committee stressed the importance of modal shift, assuming the ability for between 2-4% of distance travelled to be switched to public transport, with a further 5-7% of car journeys to shift to walking and cycling by 2030. The CCC suggested that 'the cost of provision of improved walking and cycling infrastructure is expected to be substantially outweighed by the benefits through reduced cost of travel, better air quality, lower congestion and improved health and wellbeing'.

Alongside the UK Government's commitment to reach net zero by 2050, the Government in January 2025 announced they will ban the new production of petrol and diesel cars and vans by 2030, with hybrid vehicles production stopped by 2035. These policies further reinforce the shift to sustainable transport.

Royal College of Physicians

Along with the need for decarbonisation, air pollution also provides a strong driver for development of this plan.

The Royal College of Physicians' 2025 report shares that 30,000 UK deaths per year are caused by air pollution with highlights on significant health impacts on foetal development, cancer, heart disease, stroke, mental health conditions and dementia.

Whilst no Air Quality Management Areas (AQMA) are identified within the immediate locality of the Great Western Hospital (GWH) site and only one short section of the A4289 declared as having AQMA status for NO₂ pollutants in Swindon.

Swindon Borough Council

Collaboration and a partnership between the Trust and Swindon Borough Council (SBC) is key to transitioning the population of Swindon to sustainable modes of transport.

The Council's Carbon Reduction Strategy (2020) highlights the 511,974 TCO₂e for which road transport is responsible, whilst the Local Transport Plan (LTP) (2011-2026) commits to a review of public transport provision and to get people more active.

Many of the LTP goals will have a direct impact on the success of the Trust's travel plan. For example, 'to improve pedestrian and cycle permeability', 'provide flexible transport for all' and to 'improve choice and reduce dependence on use of the car'. The plan also directly cites 'direct public transport access to hospital and hospital parking' as issues for consideration within Swindon.

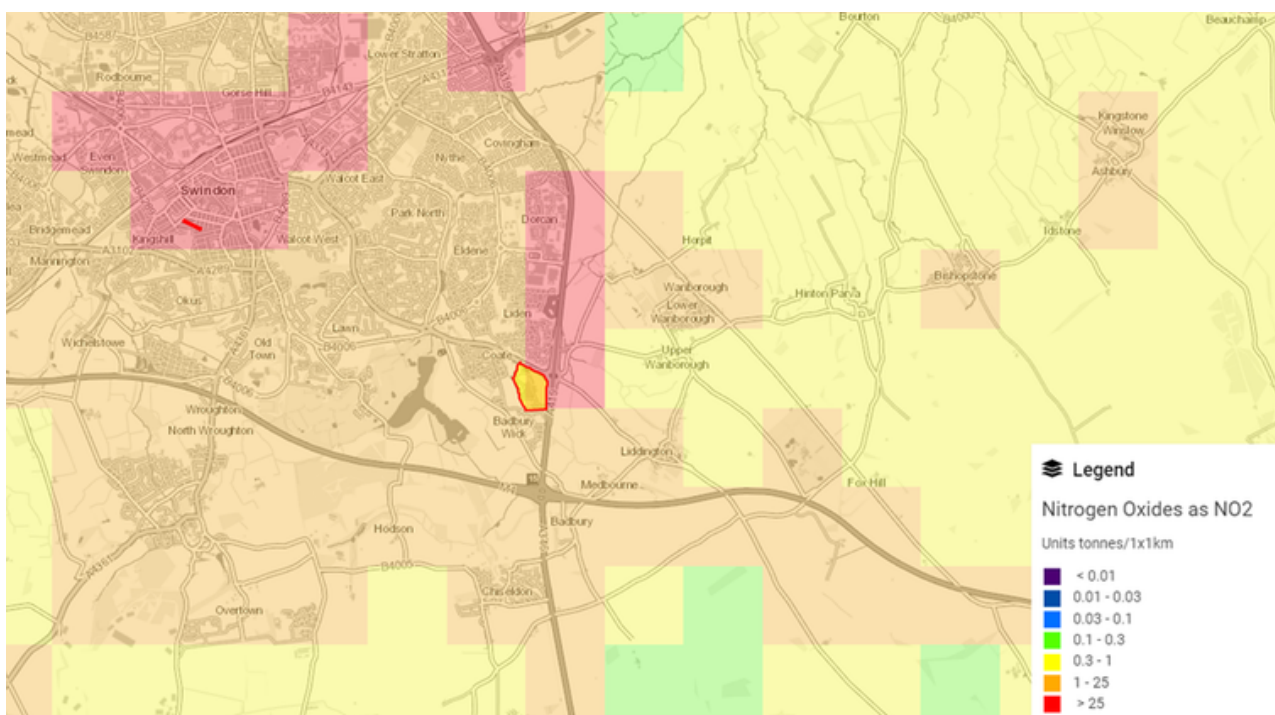


Image: Approximate site red line boundary in relation to nitrogen oxide levels as NO₂, taken from the National Atmospheric Emissions Inventory 2020 database.

Delivering a Net Zero NHS

The NHS is the second largest fleet owner in the country, consisting of over 20,000 vehicle's travelling over 460 million miles every year.

In 2023, NHS England published a Net Zero Travel and Transport Strategy with the ambition of a fully decarbonised fleet by 2035, with ambulances following in 2040. Below are the key milestones set out in the strategy:

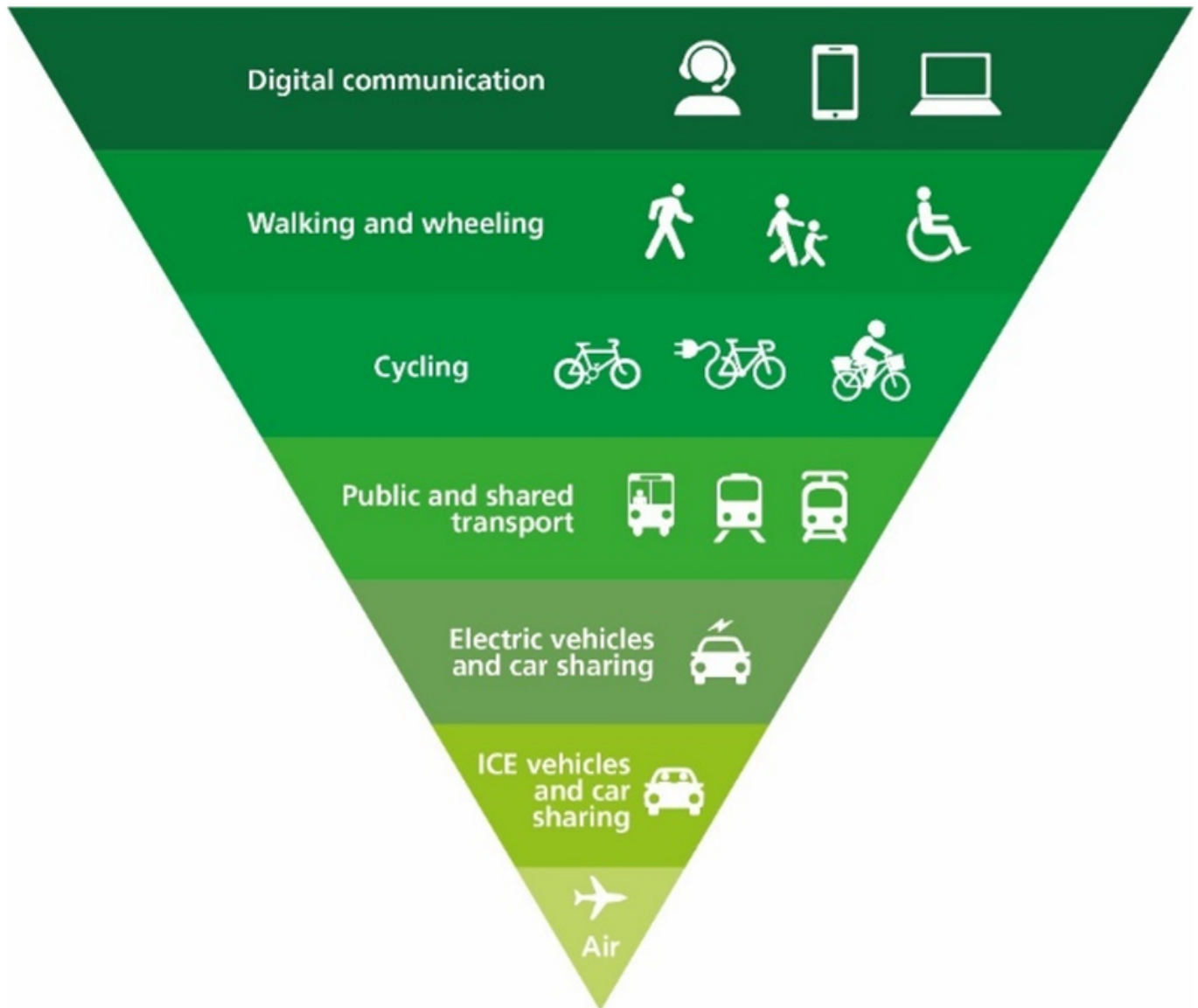
- By 2026, sustainable travel strategies will be developed and incorporated into Trust and Integrated Care Board (ICB) Green Plans.
- From 2027, all new vehicles owned and leased by the NHS will be zero emissions vehicles (excluding ambulances).
- From 2030, all new ambulances will be net zero emissions vehicles.
- By 2033, staff travel emissions will be reduced by 50% through shifts to move sustainable forms of travel and the electrification of personal vehicles.
- By 2035, all vehicles owned and leased by the NHS will be zero emission vehicles (excluding ambulances) and all non-emergency patient transport services.
- In 2040, the full fleet will be decarbonised. All owned, leased and commissioned vehicles will be zero emission.

The Net Zero travel and transport strategy focuses on three key areas:

1. The NHS fleet: vehicles that are owned or leased by the NHS. These vehicles are significant sources of emissions. Electric vehicles (EVs) reduce greenhouse gases emissions by 70% when compared to their petrol and diesel counterparts and do not admit air quality pollution emissions from the vehicles exhaust.

2. Business travel: this looks at travel in private vehicles for NHS business (known as the grey fleet) and other forms of business travel. With goals of moving to electric vehicles where active transport or public transport is not a realistic option.

3. Staff commuting: Staff commuting emissions are part of the NHS Carbon Footprint Plus - emissions indirectly caused by NHS activity, which the NHS has less control over but can influence. As we shift towards lower carbon-intensive modes of transportation, there will be a reduction in greenhouse gas emissions and a decrease in air pollution. The NHS should influence staff to travel based on the sustainable travel hierarchy with preference over digital communication and working from home. If staff must commute for work, they should be encouraged to use sustainable travel methods.



The NHS sustainable travel hierarchy

Site connectivity

Great Western Hospital is serviced by a transport network which focusses primarily on bus and active travel. The Trust provides onsite facilities and infrastructure to support these modes.

Cycling

With a topography which is conducive to cycling, Swindon has various traffic free cycle routes, with a particular concentration of routes around West Swindon.

Located on the peripheral east, GWH is connected by cycle paths and toucan crossings from the north, via Liden, as well as a 25-minute ride from the town centre through a mix of traffic-free and recommended on-road routing.

Whilst schemes proposed through the SBC Active Travel Fund do not extend to improve infrastructure in the immediate locality of the hospital, it is hoped that improvements in the town's centre will subsequently lead to an increase in active travel in the Borough, and pave the way for future projects reaching the GWH site.

The Trust has 174 cycle spaces available onsite, of which 102 are secure and require access control.

Changing facilities are provided, including showers and lockers for active commuters in the cycle hub next to the Commonhead Offices building.

There is a shared pedestrian and cycle path from Marlborough Road to the

cycle parking at the main atrium.

Electric charging points

Electric charging points, reserved for authorised fleet vehicles only, are available in the Commonhead car park. There are no electric charger points for staff or patients, due to power constraints.

Car parking

To effectively evaluate the current situation at the Trust, it is important to understand the movements of single occupancy vehicles. This gives a true reflection of both demand and possible areas for intervention.

The Trust has:

- 1747 permanent staff spaces
- 5318 car parking permits
- 1741 average of barrier entries everyday

Peak times for barrier entries at staff car parks are 7.30 to 9am (entering) and 3.30 to 5pm (leaving) and are directly aligned with shift patterns.

Staff are charged £1.50 per day to park on site. However, staff working night shifts (after 7.30pm and ending before 8am) receive free car parking in line with the government directive.

Public transport

Swindon's main mode of public transport is buses, serviced by Swindon Bus Company and Stagecoach.

Swindon is connected to neighbouring cities through train services as the town sits along the Great Western Railway which connects Swindon to locations including London, Reading, Bristol, Bath, Cardiff, Gloucester and Cheltenham.

GWH is 3.6 miles from the Swindon railway station, however there is no direct bus service from the train station to the hospital site.

The main buses that service the hospital depart from Fleming Way in Swindon Town Centre which is 0.4 miles from the train station.

There are several frequent bus services connecting areas of Swindon to GWH, including weekends.

Since our previous travel plan was published in 2022, bus users have seen an increase of £11 on the Swindon Travel card, which is now £71 for four weeks.

Other bus ticket options such as digital day passes are £4.80 and £5 for a paper ticket. In 2025 the Government raised the single journey cap from £2 to £3.

There are notable gaps in the public transport network servicing the hospital, with no direct bus service from East Swindon. North and West Swindon are connected by a direct bus service, but journeys can take over an hour.

Swindon will continue to expand over the next few years but there is limited information on plans for how these new-build areas will be serviced by public transport.

Business travel

In 2024/25, the Trust's grey fleet mileage totalled over 403,353 miles. The Trust will continue to monitor this figure as part of annual reporting, with a comparison between pre-Covid mileage and the current position of the Trust.

As well as contributing to the NHS Carbon Footprint itself, business travel is often cited as a reason for the requirement for staff to bring a personal vehicle to site as a part of their commute.

Shift patterns

Approximately 27% of staff are working in roles where start times are expected to vary.

Sustainable travel information is given to all new staff members when joining the Trust, with information also made available on the Trust Intranet and Travel Choice Policy.

Work from home has become a prominent feature for many staff, particularly for office-based work, this has been supported by improvements to IT provision and has a subsequent impact on the number of staff journeys.

Travel incentives

As well as relying on the quality of the local transport network and onsite infrastructure, a transition to alternative modes of travel also demands incentives and initiatives intended to encourage behaviour change. These tools are intended to support staff through education, financial support and improvements in user experience for each desired mode.

Bus travel

A free, one-month bus pass scheme. This offer is available to staff with a car parking permit and is intended to allow staff to trial bus travel to work for free.

An annual bus pass is also available to staff who commit to year-round bus travel, receiving a 15% discount through monthly salary deductions.

Quarterly season ticket three-month passes are also available for staff.

Rail travel

An annual season ticket scheme to a maximum value of £4,500 repaid through salary deductions by our Payroll Department.

Cycle to Work

The Cycle to Work scheme allows staff to purchase bikes via instalments through their salary, also lowering the amount staff must pay in national insurance.

Pool cars

The Trust has four pool vehicles available for staff business travel. The vehicles are intended to remove the

perception that staff require a car to come to work due to business travel commitments.

In 2025, the transport and procurement teams procured two electric vehicles which can now be used by staff. These two vehicles join the two hybrid cars already available.

Car share

Hosted via Liftshare, the car share platform connects staff driving to a Swindon location with other people on similar driving routes.

Once signed up, staff will receive 12 emergency permits to access the car park, and a guaranteed lift home service also in place to support staff in exceptional circumstances.

The Trust has car sharers signed up from Bristol, Melksham, Chippenham, Marlborough, Cricklade, Highworth as well as many Swindon locations.



Electric vehicle (EV) charging

There are currently 14 fleet vehicles and 14 electric vehicle charging points installed in the Commonhead car park at Great Western Hospital.

These bays are clearly marked as EV charging spaces and only EV fleet vehicles or the Transport team's cars can park in these spaces. The Transport team can park here when they are in a fleet vehicle completing their community rounds.

The pool cars plug back into the chargers when they return from a transport run, but the chargers are only active after 6pm due to electricity capacity restraints.

Due to these same restraints, there are currently no staff or visitor EV charging points but the Trust is exploring options to upgrade the electrical capacity to support further EV points.

Staff Travel Survey 2025

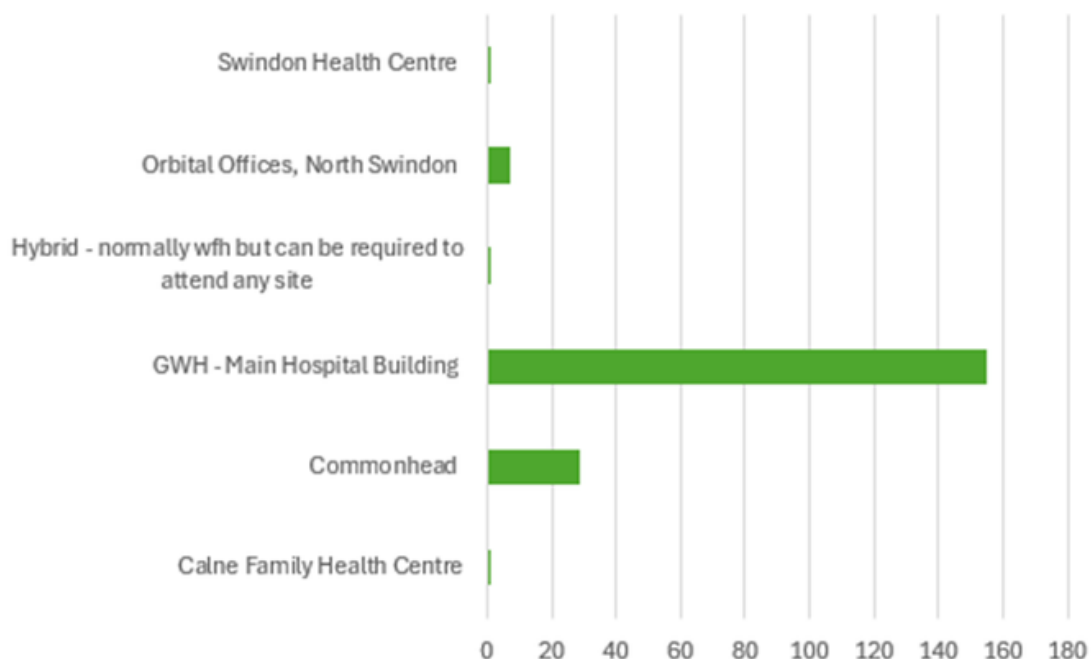
A staff travel survey takes place annually, with the latest survey completed in September 2025.

The following survey results help provide quantitative data for journeys being undertaken by commuting staff, and qualitative data to investigate the barriers to sustainable travel.

Staff working location

Most staff work at Great Western Hospital, including the Commonhead offices.

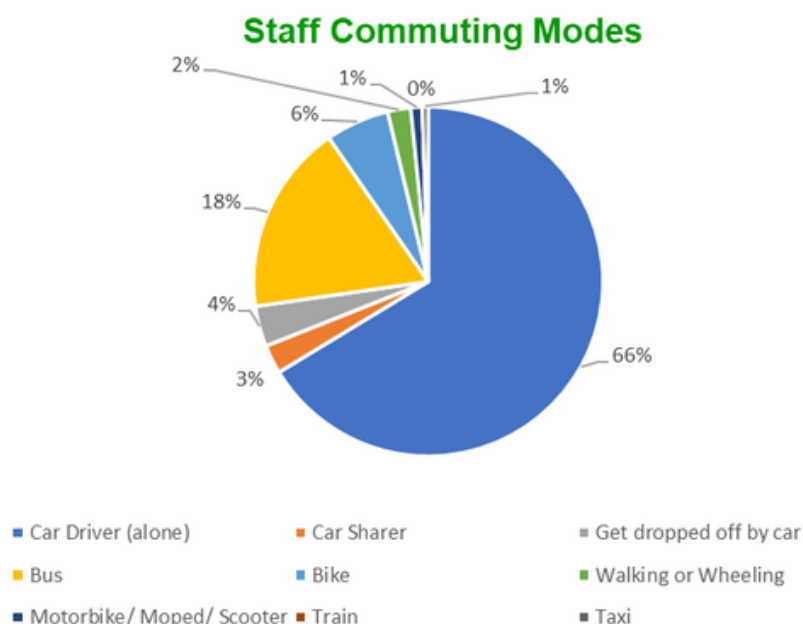
35% of staff's commutes are between 10 to 20 minutes, averaging seven to ten miles in distance.



Modes of commuting

Single occupancy car driving is the highest commuting mode of transport at 66% but this is down 7% since 2021.

Since 2021, bus users have grown by 4%, cycling has grown by 2.5% and car sharing has reduced by 1%.



This shows progress towards a shift of staff commuting more sustainably but there are many influences for staff using a single occupancy car as their mode of transport.

High influence	Medium influence	Low influence
- It is the quickest option - There is no alternative - Combine journey with another activity - Most reliable - Other	- Required to use own car when at work - It is the cheapest - I have a disability that makes it necessary	- For safety reasons - It requires the least effort - It is the most comfortable

The above shows the highest influence for staff favouring commuting by single occupancy car driving was due to it being the most reliable and quickest mode of transport. This shows a need to improve the sustainable travel options to make them quicker and more reliable.

Staff are also combining their journey to work with other activities, meaning other travel options may not allow this combined journey. Where possible, staff should be encouraged to move from a petrol or diesel vehicle to an electric vehicle to make those journeys more sustainable.

Engine types

Internal combustion engine (ICE) vehicles were still the most popular choice by staff with over half of respondents travelling in petrol combustion engines. We did not ask this question in 2021, so we are unable to compare the shift of staff travelling in electric vehicles (EV's) against a baseline figure.

Moving forward we will use the 2025 figure as a baseline against further annual travel surveys to monitor the change of vehicle choice from staff and if there is an increase in uptake from staff on EVs.

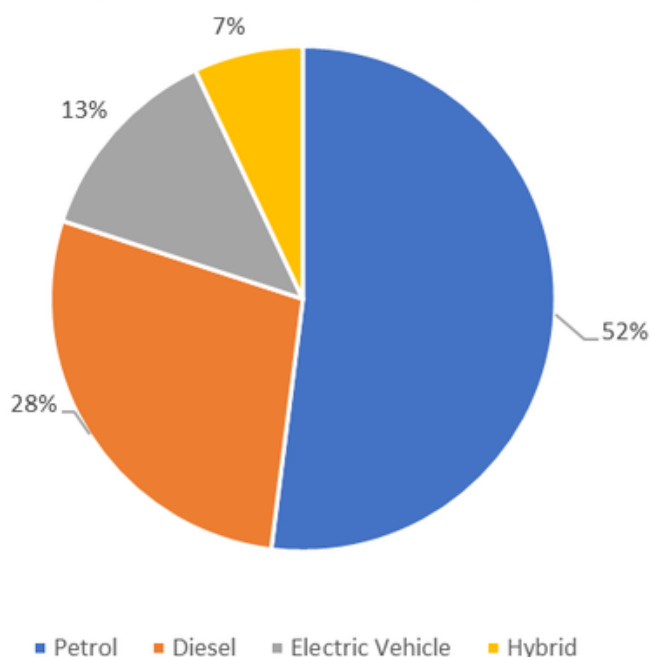
Staff can purchase EVs on a salary sacrifice scheme through NHS Fleet Solutions. The 2025 travel survey showed around 35% of respondents who had an EV car stated they had brought their car through the scheme. With the swap to EVs we need to understand the barriers to staff choosing electric over combustion engines.

The main concern for staff switching to an EV is the cost of EVs compared to petrol / diesel cars. The second barrier was that staff don't have private driveways for charging. The implementation of EV infrastructure such as on road charging will need to be driven by the government and local authorities.

Our Trust needs to look at ways to support staff with electric charging infrastructure where appropriate but there are limits to onsite electrical demand where additional EV charging demand cannot currently be supported.

Staff changing to EVs is just one of the ways we can change to a more sustainable mode of transport, but we wanted to understand what other ways we could incentivise staff to commute in by a sustainable travel mode.

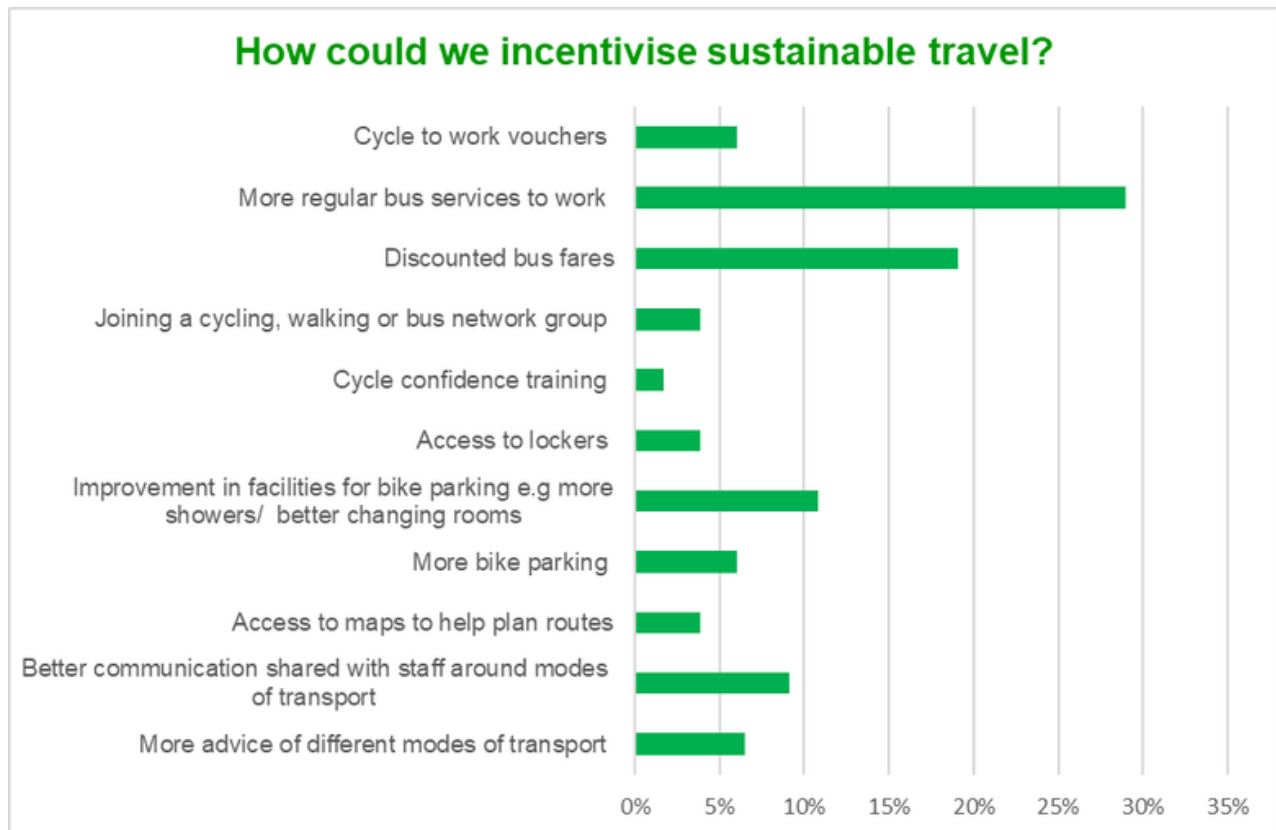
Type of car engine staff are driving for commuting



Travel incentives

Our findings show that 29% of staff would like more regular bus services to work. The Trust needs to work with the local authority and bus companies to increase frequency of buses on the route to the hospital site.

19% of staff would like discounted bus fares and 11% of staff would like improvement for bike parking on site, both would require further investment from the Trust to implement.



Qualitative feedback

We asked staff to provide qualitative answers so the Trust can look at ways to make sustainable travel more appealing to staff. These recommendations will be picked up as actions for 2025-2027 if appropriate.

Bus improvements

- Discounts on bus fares
- Trust to subsidise staff bus fares to make it cheaper
- An NHS Park and Ride
- Increase in reliable and frequent bus services to and from the hospital

- New bus routes to connect Swindon with the hospital and reduce the need for changing bus
- Improve frequency of buses on a Sunday

Cycling and walking improvements

- Cycle to work vouchers
- Bike rentals
- Incentivise staff who cycle or walk to work with rewards
- Bike maintenance training for staff
- Bike facilities and bike parking improvements

Car park changes

- EV charging on site for staff
- Increase car parking charges / decrease for car sharing and people with EV cars

Other

- Increase working from home frequency
- Promotion of sustainable travel options such as Liftshare and Cycle 2 Work

Action plan

Our vision is to be an organisation which enables the transition to the sustainable travel hierarchy, in a manner which is equitable and available to all.

Our Trust was the first business in Swindon to achieve the silver level award for Modeshift STARS, for sustainable travel planning and initiatives, and we are now working towards the gold level.

Objectives



Achieve a 10% reduction of single occupancy vehicles internal combustion engine vehicles arriving onsite by 2027



Increase the number of staff arriving by active travel to 15% by 2030



Recover Public Transport Patronage to pre-pandemic levels and see a growth to 13% by 2027

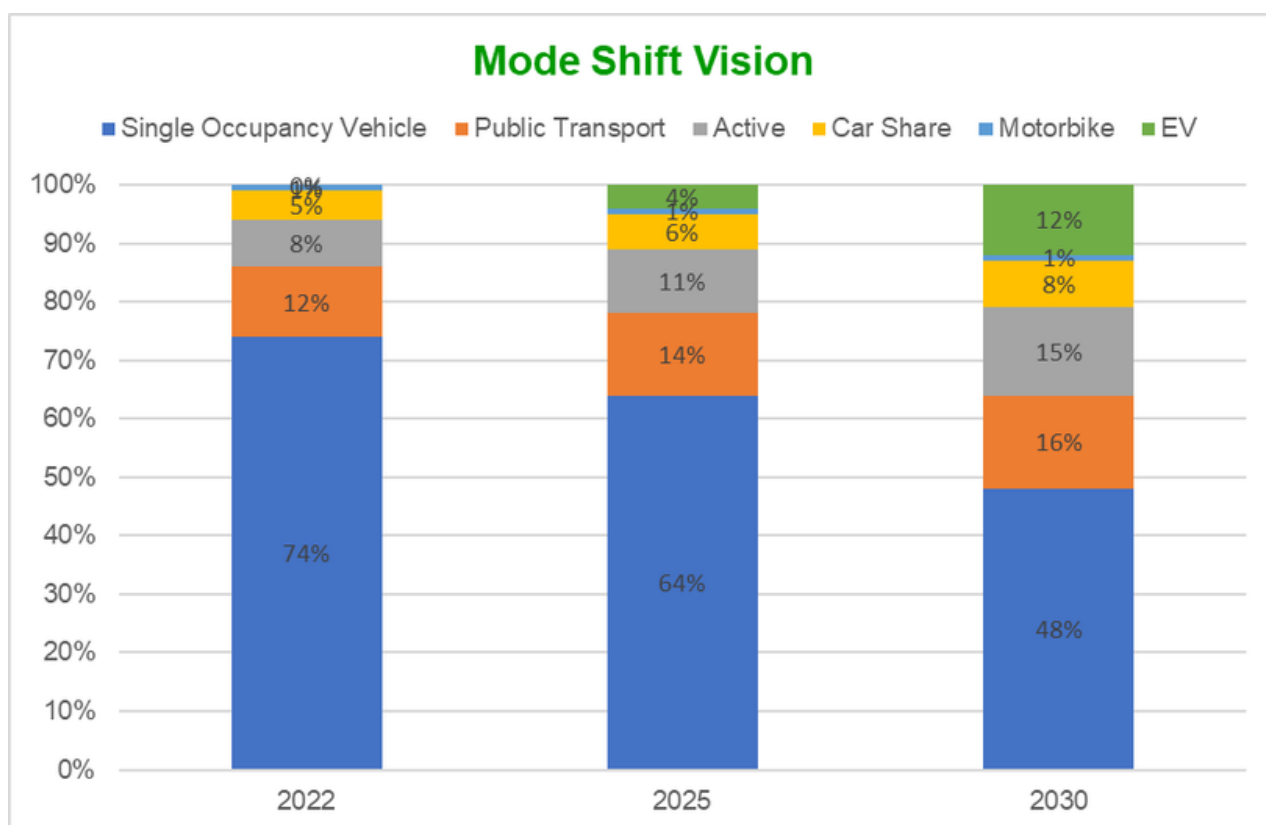
To achieve these objectives, the Trust will seek to achieve a number of tangible milestones. These will include:



Develop a robust monitoring and evaluation mechanism to quantify modal shift and the transition to more sustainable modes of transport



Establish a project pipeline of fully costed initiatives



Completed actions 2022-2025

In our previous Sustainable Travel Plan 2022-2025, a group of actions was set for the Trust to achieve. Below are the actions the Trust has already completed:

Active travel

- Review completed for onsite showers and changing facilities which allowed the team to upgrade existing cycle facilities including lockers and a cycle repair station
- Staff can purchase e-bikes through Vivup cycle to work salary sacrifice
- Launched a bike user group in December 2024
- Dr Bike MOTS held every year during Green Week, which was free to staff
- Cycle and walking route maps provided and engagement tables hosted by SBC
- Reduced single car occupancy by 7%
- 0.5% increase in staff choosing to commute to and from work by active travel

Public transport

- Launched a bus user group in December 2024. Staff meet quarterly with Swindon Bus Company, Stagecoach and Swindon Borough Council
- Identified gaps in existing services and timetabling. We successfully lobbied for the bus route 12 to service the hospital on a Sunday
- Increased communication and collaboration with Swindon Bus Company and Stagecoach
- Bus shelters cleaned and refreshed with new bus route stickers
- 5% increase in staff using public transport

Car share

- Implemented a guaranteed ride home process, so staff can get a taxi home if staff cannot go home with their car sharer buddy

Electric vehicles

- Limited salary sacrifice to low or zero emission vehicles only
- Pool cars are now EV or a Hybrid

Other

- Communications shared on sustainable travel to staff
- Shared best practice with the BSW sustainability group
- Improved relationship and collaboration with SBC

Action plan 2025-2028

The below is a list of actions that Trust aim to achieve during the 2025-2028 period.

Theme	Action	Priority	Effort
Active Travel	Increase number of secure cycle storage facilities onsite.	High	Medium
	Continually review on-site cycle facilities.	High	Medium
	Offer second hand bikes on the cycle to work scheme.	High	Medium
	Offer rent a bike option for staff.	Medium	High
	Offer cycle confidence and bike maintenance training to staff.	Medium	Medium
	Review pedestrian signage and access to site.	Medium	Medium
	Set up a walking action group.	Medium	High
	Host active travel events.	High	High
	Incentivise staff to travel sustainability e.g. giving staff cycle to work vouchers.	Medium	High
Public Transport	Increase collaboration with bus service operators to increase the number of direct services.	Medium	Low
	Further identify gaps in existing timetabling.	High	Low

Theme	Action	Priority	Effort
Public Transport	Offer incentives for staff to use the bus for work.	Medium	High
	Work with the Way Forward Team on increasing access to sustainable travel on the new expansion land.	Medium	Medium
Car Share	Increase car share platform usage by 5%.	High	Medium
	Create communications and events for lift share.	High	Medium
	Create designated car parking bays for car shares.	Medium	High
	Introduce incentives for car sharers.	Medium	High
Electric Vehicle	Develop an EV charging infrastructure plan.	Medium	High
	Develop robust reporting for number of EV entering staff car parks.	Medium	Low
	Promote NHS Fleet Solutions for staff considering EV cars.	Medium	Medium
Air Quality	Encourage drivers to switch off their engines/ promote anti-idling.	Medium	Medium
	Implement air quality sensors and monitor air quality onsite.	Medium	High
Misc	Increase communication on sustainable travel options and promote on payslips/ newsletters to staff.	Medium	Medium
	Provide clear working from home guidance and promote across site.	High	High
	Annually review parking policy to ensure alignment to Sustainable Travel Hierarchy.	High	High
	Develop and distribute GWH specific sustainable travel maps.	Medium	Low

Theme	Action	Priority	Effort
Misc	Work with partners across the Integrated Care System (ICS) to share best practice on sustainable travel.	High	Medium
	Work with SBC on a sustainable travel event within the local community.	Medium	High
	Annually complete a staff travel survey.	High	High

Monitoring and reporting

To review the success of the Sustainable Travel Plan progress will be formally reported annually within the Green Plan reporting submission to the Trust Estates and Facilities Management Group.

The annual review of the Sustainable Travel Plan will consider:

- Annual travel survey results
- The progress made against travel modes
- Ability to increase or accelerate agreed actions
- New initiatives generated by staff or partner organisations.



