

Birmingham Airport Limited

Travel Plan

Monitoring Report 2019

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1 EXECUTIVE SUMMARY

- 1.1.1 This travel plan and monitoring report (TPMR) has been produced to increase the modal share of employees commuting to the airport by sustainable modes (all none single occupancy vehicle trips). The data contained in this report is a combination from annual airport staff travel survey which was undertaken in July 2019 in addition to previous years' TPMRs. The number of survey responses received this year was just over 1000 which represents 15% of the total number of employees on site.
- 1.1.2 As part of the Section 106 agreement relating to obtaining the runway extension planning permission granted in 2014, Birmingham Airport Limited (BAL) are required to produce an annual travel plan and monitoring report and are committed to promoting sustainable transport. A key part of promoting sustainable transport is the TPMR's action plan. The action plan contains a series of measures in which progress is reported on and updated on for the next 12 months.
- 1.1.3 BAL has successfully met or is continually working towards 93% of the 2018-2019 action plan, this has involved working closer with Transport for West Midlands (TfWM), Solihull Metropolitan Borough Council (SMBC) and local transport operators across a number of actions.
- 1.1.4 BAL is working with TfWM to investigate the potential for Mobility as a Service (MaaS) platform and Network Rail to lobby for early hour train services to Birmingham International. In addition, BAL is working with the business team at SMBC to jointly operate cycle events for employees and to apply for cycle infrastructure grants.
- 1.1.5 Key public transport initiatives have been implemented over the past 12 months. One of which is that discounted passes offered to Birmingham Airport Limited employees can now be taken out for all year round, this has enabled new members of staff to start using discounted public transport as soon as they commence employment. In addition, the airport has founded the 'Green Hub Travel Portal' with our neighbours to offer all employees a range of discounted bus tickets. This will go live in 2020.
- 1.1.6 Over the past 12 months single occupancy vehicle trips has fallen 2% from 65% to 63% and car sharing has risen by 2% to 7% in total. This is positive and highlights that there is an appetite for car sharing which can grow if managed and incentivised well. Over the same period, train ridership, walking and cycling rates have all

remained the same. Bus ridership has fallen by 1%. Whilst not an increase, this highlights that services are consistent, and employees haven't shifted away from public transport into private vehicles. The consistent modal splits across 2018 and 2019 demonstrates that more services are needed to encourage a shift away from the private car but also shows the validity of the survey results.

- 1.1.7 A new National Rail timetable was introduced in May 2019 which increased the number of direct destinations from Birmingham International from 22 to 49 stations. This timetable was in place approximately 1 month before the staff travel survey, which is a short period to fully assess the impact of the new timetable.
- 1.1.8 In total 61% of employees who start work between the hours of 0000-0600 commute by car (including car share) and wouldn't be able to get to work by any other mode. This highlights the need for early morning train services into Birmingham International.
- 1.1.9 Walking and cycling rates as a main mode continues to be low, however when asked if employees ever commute by active means, a further 7% indicated that they do. This highlights that active travel is often seasonal and varies on other factors. In total 45% of employees who live less than 1 mile away currently drive, down from 58% in 2018. This indicates that better walking and cycling routes are needed in the immediate environment to the airport.
- 1.1.10 Based on the travel survey results, new ambitious modal targets for 2023 have been developed along with the 2019/2020 action plan to help achieve these targets. These include providing more facilities for cyclists, more discounted public transport tickets and general promoting of incentives and measures.

2 INTRODUCTION

2.1.1 This Travel Plan and Monitoring Report (TPMR) has been produced by Birmingham Airport Limited (BAL). It builds on previous monitoring reports published in 2017 and 2018.

2.2 Travel Plan & Monitoring Report Structure

2.2.1 This TPMR sets out a series of objectives, targets and measures and monitors the effectiveness of the 2018 TPMR action plan

2.2.2 The appointed travel plan coordinator is responsible for the development and implementation of the TPMR and the contained action plan.

2.2.3 The structure of the TPMR is set out below

- **Chapter 2** introduces BAL's TPMR background context and outlines the purpose of BAL's TPMR and objectives and targets set;
- **Chapter 3** outlines the national, regional and local policy that were consulted in the publication of this TPMR;
- **Chapter 4** gives an overview of the action plan progress from the 2018 TPMR;
- **Chapter 5** gives the results of the 2019 Staff Travel Survey and provides analysis on areas and measures to focus on in encouraging sustainable travel;
- **Chapter 6** outlines the developed Action Plan for the next year and provides updated 2023 modal targets;
- **Chapter 7** concludes the TPMR, highlighting the key finding from the travel survey and focus areas for the next year;
- **Chapter 8 (Appendix A)** provides a copy of the 2019 staff travel survey distributed to employees; and
- **Chapter 9 (Appendix B)** highlights the existing airport transport conditions.

2.3 Travel Plan & Monitoring Report Background

- 2.3.1 As part of the airport's ongoing Section 106 obligations to Solihull Metropolitan Borough Council (SMBC), the airport produced its original Travel Plan Report in 2012 of which chapter 7 outlines the airport is committed to monitoring staff travel patterns and analysis on an annual basis.
- 2.3.2 In 2014 the airport extended the main runway, increasing the total number of destinations from 168 in 2012 to over 400 in 2015. Therefore in 2015, the Airport's TPMR was updated to reflect the significant development across the airport's site and the resulting growth in both staff and passenger numbers.
- 2.3.3 Since the TPMR update in 2015 the number of employees travelling to the airport has increased from 6500 to approximately 7000 today. The majority of employees work across the 150 businesses located on site including various retail, handling, cargo and engineering agencies. Approximately 700 of these employees work for Birmingham Airport Limited.
- 2.3.4 This monitoring report assesses current staff travel patterns and outlines measures to encourage a modal shift away from the private car in addition to evaluating existing sustainable transport initiatives and targets.
- 2.3.5 The airport is forecast to grow to 18 million passengers by 2033. The significant increase in passengers directly increases the number of employees travelling to the airport site.

Together with analysis of previous year reports, this TPMR has been developed based on staff travel survey information collected over a 3-week period in July 2019 (Appendix A, Chapter 0). Actions suggested are based on existing conditions of the airport site and the immediate surrounding area in addition to planned developments. Similarly, this report identifies barriers to encouraging sustainable transport based on existing site conditions and knowledge of working patterns.

2.4 Overview

- 2.4.1 This TPMR is a management tool for encouraging sustainable travel for staff to Birmingham Airport with an emphasis on reducing the number of single occupancy vehicle trips. This TPMR aims to ensure that the airport is accessible to all staff, whether they have access to a private car or not and is a key part in meeting sustainable transport objectives (outlined below).

2.4.2 This TPMR provides a platform for review and ensures that the original travel plan is a living document, as each annual monitoring report contains different actions and targets to ensure that new targets reflect the continued changes to the airport site and workforce.

2.5 Objectives and Targets

2.5.1 The objectives set in BAL’s original 2015 Travel Plan are as follows:

- Help to reduce congestion and environmental pollution by increasing sustainable transport to the site;
- Increase travel choice for staff, passengers and visitors;
- Improve the Airport’s environmental performance through the car park management plan; and
- Ensure that all employees, visitors and passengers are aware of transport available to ensure they can travel to and from the site in the quickest, easiest and most convenient mode possible.

2.5.2 Although the above objectives were first outlined in 2015 and several sustainable travel initiatives have been introduced since, they remain highly relevant in addressing the challenge of encouraging a modal shift away from the private car.

2.5.3 Table 1 shows the previous modal splits along with this years survey results. As a result of the survey results new ambitious 2023 targets have been developed.

Table 1: Previous and Current modal shares and Modal Share Targets

Mode	2016	2017	2018	2019	Original Target 2023	New Target 2023
Car	76.0%	60.0%	65.0%	63.0%	57%	57.0%
Car Share	3.0%	11.0%	5.0%	7.0%	7.0%	9.0%
Train	10.0%	9.1%	12.0%	12.0%	13.0%	14.0%
Bus	7.0%	17.2%	14.0%	13.0%	19.0%	16.0%
Cycle	2.0%	0.4%	2.0%	2.0%	3.0%	3.0%
Walk	0.0%	0.2%	0.09%	0.5%	0.5%	0.5%
Other (Taxi, Motorbike, P+R, Other)	2.0%	2.1%	1.1%	2.0%	0.5%	0.5%

3 TRAVEL PLAN POLICY

3.1.1 This chapter outlines the relevant policy that has been consulted to prepare this TMR.

3.2 National Policy

- National Planning Policy Framework 2019 and
- National Travel Plan Guidance, Ministry of Housing, Communities and Local Government, 2014

3.3 Local Transport Policy

- Movement for Growth: The West Midlands Strategic Transport Plan, Transport for West Midlands (TfWM);
- Movement for Growth: 2026 Delivery Plan for Transport, Transport for West Midlands;
- West Midlands Local Transport Plan (2011-2026), Transport for West Midlands;
- Solihull Local Transport Plan: Shaping a Sustainable Future (Dec 2013); and
- The Midlands Connect Strategy, Midlands Connect March 2017

3.4 Birmingham Airport Policy

AIRPORT SURFACE ACCESS STRATEGY 2018-2023²

3.4.1 This TMR should be read in conjunction with the Airport's Surface Access Strategy (ASAS). Whilst this TMR provides an update on the progress of previous years' TMR's and outlines short term targets, the ASAS outlines broader spatial strategies for accessing the airport by all modes.

3.4.2 Specifically, the ASAS outlines 16 key priorities, several of which specifically concern improving sustainable transport provision:

- Continue to work closely with key transport operators to align priorities, achieve common objectives and create an integrated public transport network;
- Continue to encourage a modal shift towards increased, cycling, walking and

² A copy of the Airport's Surface Access Strategy 2018-2023 can be found here: <https://www.birminghamairport.co.uk/media/5540/birmingham-airport-surface-access-strategy-2018-2023.pdf>

use of public transport over car trips by making these modes credible and convenient choices;

- Engage with infrastructure providers to ensure that transport infrastructure schemes can be constructed alongside HS2;
- Improve intelligent information systems and marketing to ensure that staff are well informed of all transport options and can plan their travel efficiently;
- Contribute to the resolution of social and environmental issues by reducing the reliance on the private car; and
- Work with stakeholders to ensure that transport interchanges offer a seamless exchange and facilitate convenient journeys.

3.4.3 The ASAS aims to achieve modal shift to 36% modal share of non-private car staff commutes by 2023, including 32% by public transport within this. In order to achieve this the ASAS outlines modal specific priorities, including:

- Seeking to influence the provision of overnight bus services;
- Encourage the provision of earlier train services;
- Support the delivery of key infrastructure connecting to HS2;
- Continue to support the delivery of A45 and Hall Green SPRINT services and other SPRINT routes;
- Support the delivery of the proposed Metro line between Birmingham city Centre and the HS2 Interchange Station and any other Metro routes that will improve connectivity to the airport;
- Support the proposals for a very light rail link between the UK Hub and Coventry City Centre;
- Improve the quality of the public realm and the number of staff walking and cycling to work;
- Actively influence the provision of new cycle routes to improve connectivity between the airport, the hub and surrounding area;
- Support the establishment of an integrated ticket for all modes of public transport; and

- Explore the potential to provide low emission vehicle infrastructure.

4 ACTION PLAN PROGRESS

4.1 Action Plan 2018 – 2019 progress overview

- 4.1.1 The 2018 TPMP contained a detailed action to plan to increase the sustainable travel modal share of staff from 2018 to 2019. Table 2 (below) outlines the actions, original planned completion dates and highlights the progress made over the last 12 months. In addition, the table outlines any outstanding actions from the 2017 TPMP which were not completed in 2018.
- 4.1.2 ‘Ongoing’ falls into both Amber and Green in the RAG status as several of these actions are continuous and are under control. Progress has been made on these actions but there is no delivery date and will therefore be considered as ‘Ongoing’.
- 4.1.3 Other actions are ongoing and considered ‘amber’ as they are tangible and have a delivery date. All ‘outstanding’ actions are carried forward into the 2019-2020 action plan in Chapter 6

Table 2: 2018 - 2019 Action Plan and Progress Update

Action	Progress Update (RAG)		
	Complete / Ongoing	Ongoing/ Not Complete	Outstanding
Set a minimum 15% respondent rate as the bench mark for future TP surveys.	- Achieved an overall response rate of approximately 15% in 2019 Staff Travel Survey.		
Engage with employees who use secondary modes of travel (in terms of walking and cycling), to establish more accurate active travel rates.	- Successfully established that 7% of employees walk or cycle to work in 2019 travel survey as a secondary mode.		
Use monitoring report and survey results as ‘living’ data to help target marketing and guide future initiatives.	- TP has been consulted on throughout 2019 and shared with relevant stakeholders to collaboratively implement initiatives in action plan.		

<p>Monitor the new induction pack to ensure its fit for purpose and evaluate its effectiveness. Subsequently update when required.</p>	<ul style="list-style-type: none"> - Presentations have been delivered at corporate inductions outlining sustainable travel initiatives and options for employees. - The number of travel passes taken out has increased by 53% across 2018/2019.
<p>Continue to work with Area Liaison Group (ALG) and play an increasing role in the Solihull Visioning Group (SVG) to promote sustainable travel. Learn from best practices demonstrated within the group and engage with joint venture opportunities.</p>	<ul style="list-style-type: none"> - Solihull Visioning Group has evolved as a sharing platform for all sustainable initiatives. Meetings have been attended to promote BAL initiatives and knowledge share. - The 2018 Staff Travel Survey and Plan was presented to stakeholders at Travel Planning Expo organised by SVG. - Two Liftshare Focus Group meetings have been organised with members of the Green Hub in addition to Interserve (All part of ALG) to increase car sharing rates. - Collaborative working has taken place over the instalment of 'Next Bike'. - 'See Green Hub Travel Portal' (below).
<p>Continue to work with SMBC and TfWM to promote sustainable travel. Seek guidance, promotional materials, discounted travel and route upgrades to increase the percentage of staff who use discounted travel.</p>	<ul style="list-style-type: none"> - Have proactively been working with the SMBC Business Support Team and have successfully ran two internal Dr Bike sessions raising route awareness. - Funding had also been secured through SMBC for a new cycle storage facility and increased Liftshare initiatives. - Have been working collaboratively with TfWM to successfully offer travel passes throughout the year. - TfWM have also provided an outline scope for an accessibility study to BIRMINGHAM AIRPORT with a view to increasing the sustainable mode share of employees. - Also see 'Mobility as a service' (below) for collaboration with TfWM.
<p>Continue to support 'Mobility as a service app' and evaluate its applicability to support BAL's employee travel aspirations. Engage with Midlands Connect and it's smart and</p>	<ul style="list-style-type: none"> - This has taken form of working collaboratively with TfWM on demand responsive transport provision. - Transport Focus Groups have been organised with TfWM and 75 employees in which new innovative travel solutions were explored and evaluated. - Swift machine to be installed in Multi-Modal Interchange in circa quarter 4 2019.

digital connectivity initiative.	
Explore potential for electric shuttle bus to Birmingham International Station outside Air Rail Link hours.	<ul style="list-style-type: none"> - This has been implemented. The electric bus runs from West Car Park to the terminal. - BAL are also working with the Urban Growth Company to align bussing plans with the new International Station re-development
Improve communication with staff and marketing of sustainable travel, particularly discount passes.	<ul style="list-style-type: none"> - Sustainable travel initiatives and contact details have been updated on internal and external airport websites. - Sustainable transport initiatives have been presented at corporate inductions. - The results of the 2018 staff travel survey were presented to airport directors and managers at the monthly Business Performance Review.
Development of additional 3 travel info centres.	<ul style="list-style-type: none"> - On hold due to a new wider digital engagement programme which is being implemented in the airport. This project is now a part that plan and has been delayed as a result. - Working collaboratively with Customer Experience and Communications team to deliver this project.
Learn from best practice at other airports and organisations by conducting at least 3 site visits and knowledge sharing meetings about increasing sustainable modal share.	<ul style="list-style-type: none"> - Meeting held with University of Birmingham (UoB) and document produced outlining learning outcomes and knowledge shared. Green Hub Travel Portal (see below) evolved from discussions with National Express which stemmed from UoB meeting and what they offer to employees and students. - UoB shared best practise of working with TfWM. - Not directly met with other organisations or airports in a learning capacity. - Have presented to other organisation what BAL offer. - Attended 3 airport conferences in which surface access has been presented for Luton, Gatwick, Heathrow and Bristol.

<p>Investigate potential of allowing employees to take bikes airside to allow them to access the engineering base/ fire station only with access via airside road. Explore potential for pool bikes at airside gates.</p>	<ul style="list-style-type: none"> - This is being revisited in Quarter 4 2019. Initial investigations outlined that employees can't take bike airside due to CAA regulations. - Quotes for pool bikes and plot outlines is ongoing.
<p>Identify locations for additional cycle storage facilities and lockers.</p>	<ul style="list-style-type: none"> - Plots have been identified and discounted at concept stage due to land requirements for terminal extension compound. Subsequent plots have been outlined by Comet Building and Diamond House, which have been approved. - Designs have been approved for circa 50 bike spaces and funding has been awarded from SMBC. - Clothes locker audit has resulted in successfully enabling more lockers to be available for use. Project to re-deign layout of Diamond House toilets will commence to provide more clothes lockers. - Due to cost, space and maintenance requirements, cycle lockers will no longer be installed.
<p>Continue to promote current routes through marketing and monitor cycle facilities around the airport every 6 weeks. Cycle the routes around the airport to understand any issues and make recommendations. Promote cycle routes to respondents living less than 5 miles.</p>	<ul style="list-style-type: none"> - Two Dr Bike Sessions have been organised where routes were promoted to employees. - Cycle routes towards the North of the airport have been cycled along. - Cycle lockers are circa 92% full and plots to provide more capacity have been identified. - Employees living within 5 miles have not been targeted specifically.
<p>Conduct a thorough cycle audit of routes surrounding the site to include access to the airport and links to local residential areas such as Solihull. Identify possible low and high cost improvements and</p>	<ul style="list-style-type: none"> - Worked collaboratively with business improvement team at SMBC and have taken a leading role within local organisations on the development of 'Next Bike' hire scheme in the immediate area. - A thorough route audit has not yet taken place due to an existing pedestrian audit that is currently underway by BAL.. Awaiting results of study before commencing cycle study. Routes to north of airport along Bickenhill Lane have been audited.

work with SMBC to implement.	
Work with other organisations in the UKC economic growth area to implement cycle improvements through divulging issues which cyclists have. Monitor how S106 subsidies are spent and if any can be put towards cycling.	<ul style="list-style-type: none"> - Work has commenced to vary the legal agreement of the Centro Road in order to develop a cycle lane enabling cyclists to avoid the A45.
Work with SMBC on 'Greening the Grey', looking at improving / developing cycle routes around the airport. Provide details of number of cyclists and the routes they use.	<ul style="list-style-type: none"> - Meetings have been held with business support team at SMBC on 'Wildlife Ways' previously titled 'Greening the grey' to identify the key pinch points for cyclists in accessing the airport. Two events have been organised to establish where improved connections are needed. - Ongoing discussions with Birmingham City Council.
Investigate potential for improved cycle changing facilities.	<ul style="list-style-type: none"> - Consultation was carried out in October 2018 to establish appetite for improved and additional changing facilities. Immediate feedback outlined that improved refurbished facilities are not needed due to use and location. - In quarter 4 2019 outline designs were developed to refurbish men's changing room in order to provide more capacity and segregate changing rooms from visitor toilets.
Continue to work with the local public transport operators via surface access group and West Midlands Rail Executive and ongoing updates to ensure engagement.	<ul style="list-style-type: none"> - Airport Surface Access Group (ASAS) has been ran quarterly across 2018-2019.
Work with local and regional operators to establish the potential for later / earlier bus and rail services to the airport and Birmingham International respectively.	<ul style="list-style-type: none"> - Staff Travel Data has been shared with Network Rail who have developed a preliminary study assessing the viability of earlier and later services to Birmingham International. The study asked for more accurate start/leave time of employees which was established in the 2019 Staff Travel Survey as a result. - The 2019 Staff Travel Survey outlined that 17% of car commuters indicated that earlier/later public transport would encourage them not to drive. A further 15% of all respondents

	<p>outlined they would like to see earlier / later public transport in the 'any comments section'.</p> <ul style="list-style-type: none"> - The 2019 Staff Travel Survey data has been issued to Network Rail for review. 	
<p>Work with local and regional operators to identify and improve services to areas not currently accessible at all hours, such as Solihull, Acocks Green, Chelmsley Wood and Coleshill.</p>	<ul style="list-style-type: none"> - Please refer to 'on-demand' bus services to the areas below. - Additional Direct bus services outside of on-demand services have not been explored to all areas outlined due to emergence of on-demand services. - In Quarter 4 2019 the X12 was re-routed to additionally serve Chelmsley Wood and Kinghurst. This provides Birmingham Airport with direct services to the North of the Airport. 	
<p>Continue to investigate the potential for on-demand public bus services by obtaining costs and contributions required.</p>	<ul style="list-style-type: none"> - Transport Focus groups have been organised to establish employees commuting needs. This has been collated to develop on-demand transport solutions which will be presented at Focus Groups. - Have been collaboratively working with on-demand operators in addition to National Express to develop routes, outline costings and run simulation models. 	
<p>Investigate technology-based travel such as app based on-demand services. Research other organisations.</p>	<ul style="list-style-type: none"> - See above. - Have also engaged with other airports to learn best practice in addition to local LEP to source potential funding. 	
<p>Investigate potential for annual discounted rail/bus passes to be rolled out across all airport employees using contributions from the respective concessions on site.</p>	<ul style="list-style-type: none"> - This has not been commenced due to emergence of 'Green Hub Travel Portal' (below). 	
<p>Explore the possibility of discounted on the day / weekly / monthly tickets for part time /seasonal staff who can't commit to annual pass.</p>	<ul style="list-style-type: none"> - Working in partnership with National Express and the Green Hub members, the Green Hub Travel Portal is being designed. The portal will offer daily, weekly and monthly tickets to all airport employees via an app. Birmingham Airport are leading the delivery with National Express amongst Green Hub members. - The portal will only offer bus tickets in the first instance but will hopefully be able to support train and tram tickets in the future. 	

<p>Liaise with survey respondents who outlined an 'interest' in Liftshare to encourage greater uptake</p>	<ul style="list-style-type: none"> - This has not been commenced due to the current lack of incentives encouraging Liftshare. - Through the Airports AOA Planners Group we have engaged with other airports to learn of best practice on how to promote Liftshare. 	
<p>Continue to promote Liftshare on site and keeping regular dialogue with Liftshare</p>	<ul style="list-style-type: none"> - Liftshare is now present to all new employees at the monthly corporate induction. - New employees are now informed of the Liftshare scheme during their induction process. - Regular correspondence with Liftshare occurs. A strategy has been developed by Liftshare and presented to BAL for increased membership. - Funding has been sourced from Business Support Team at SMBC to promote Liftshare within the Green Hub members. BAL are leading stakeholders' discussions with SMBC. 	
<p>Investigate potential for designated parking bays in car park one or West Car Park raising awareness of Liftshare.</p>	<ul style="list-style-type: none"> - This is being explored and considered alongside BAL net zero carbon strategy by 2030. - It is felt that designated bays in the west car park will not offer much benefit due to distance from airport. 	
<p>Utilise dashboard feature to pair and raise awareness of potential lifts for existing member.</p>	<ul style="list-style-type: none"> - This is ongoing. Unfortunately, Liftshare membership hasn't increased over the past year. However, car sharing has increased by 2%. - BAL have conducted a piece of work with Liftshare to establish the number of employees who have a viable car share living in proximity to their home address.. 	
<p>Investigate potential into making Liftshare registration compulsory for all staff who want car parking pass activated.</p>	<ul style="list-style-type: none"> - This was investigated and rejected to the enforcement difficulties. 	

5 2019 STAFF TRAVEL SURVEY RESULT AND ANALYSIS

5.1 Survey Format and Methodology

- 5.1.1 Employee travel surveys were conducted extensively across a 3 week period (Mon-Fri) from 08/07/2019 – 26/07/2019. All BAL employees received the survey in electronic format along with a privacy notice outlining how data gathered will be used and stored in accordance with GDPR. Question 1 of the survey asked respondents to tick that they had received a copy of the privacy notice Attached to the email was also a hard copy for respondents to complete and hand back.
- 5.1.2 In addition, weekly notices with links to the survey were promoted in the BAL's employee newsletter. The survey was also sent to concession managers, on-site hotels and car park regulators to complete and distribute amongst staff. Face to face surveys were carried out across the entire airport site during the hours 0700-0000.
- 5.1.3 Electronic surveys were produced using Microsoft Forms Pro which allowed for easy monitoring and analysis. Face to face surveys were carried out using a tablet via the Microsoft Forms Mobile App. Hard copy face to face surveys were also carried out and inputted individually into Microsoft Forms.
- 5.1.4 All surveys were carried out by the Sustainable Transport Coordinator.

5.2 Survey and Responses Overview

- 5.2.1 A copy of the 2019 Staff Travel Survey can be found in Appendix A. The survey increased from 10 to 15 questions from 2018 to 2019 respectively.
- 5.2.2 In order to establish more accurate employee, arrival and departure times, leading to better informed actions, arrival and departure questions were split into 3-hour splits, as opposed to 6/7 hours splits within the 2018 staff travel survey.
- 5.2.3 To simplify this year's survey, 'car sharing' as a mode did not distinguish between passenger and driver and in order to establish if employees ever car shared as a secondary mode, this was added as a question in order to prove more accurate car share rates.
- 5.2.4 Likewise, this years' survey also asked if employees ever walk or cycle not as a main mode. This was to capture ad-hoc and seasonal active travelers, providing more

accurate walking and cycling rates.

- 5.2.5 As an action to support ‘mobility as a service’ and as ongoing evidence for on-demand services, question 11 asked if ‘Birmingham Airport night time mini buses’ would encourage employees not to drive.
- 5.2.6 In order to support the airport’s ongoing electric vehicle program, this years’ survey asked if employees drive an electric or hybrid car to establish the need for infrastructure in the employee car parks.
- 5.2.7 This years’ survey also included an ‘any additional comments’ section to establish any needs that would make it easier for people to travel to work which weren’t captured in the previous questions.
- 5.2.8 As the number of responses across the past two years has equaled 15% the results and cross year comparisons are likely to represent more accurate travel behaviours than previous years.

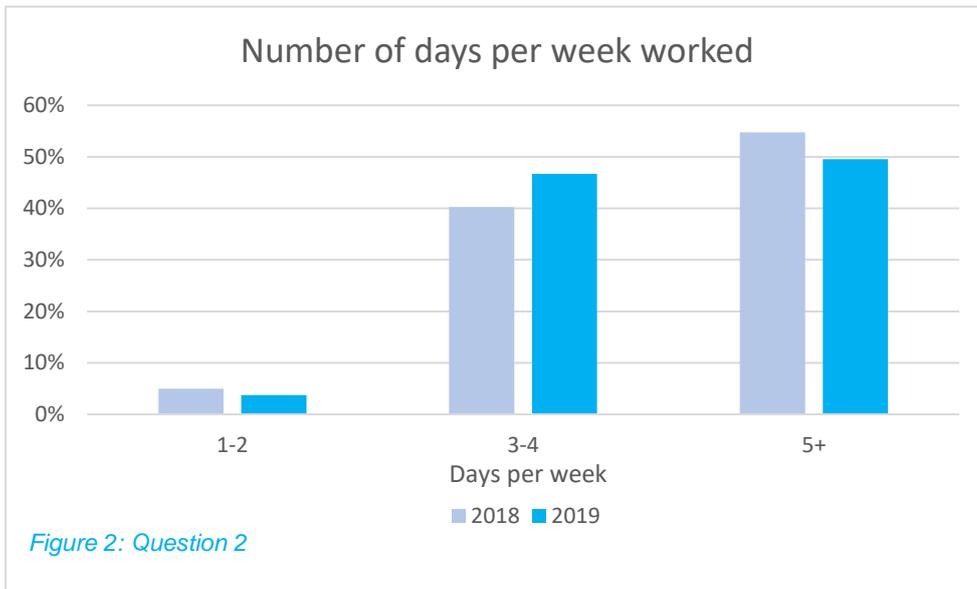
Table 3: Travel Survey Responses 2014 -2019

Survey Year	Start Date	Format	Total Staff	Respondents	Response Rates
Baseline	2010	Paper and online	-	-	-
Year 1	February 2014	Internal paper survey	6500	185	2.7%
Year 2	February 2015	Paper and online	6500	431	6.4%
Year 3	June 2016	Paper and online	6700	320	4.7%
Year 4	August 2017	Paper and online	6700	479	7.1%
Year 5	June 2018	Paper and online	7000	1062	15.1%
Year 6	July 2019	Paper and online	7000	1017	15.0%

5.3 Results and analysis

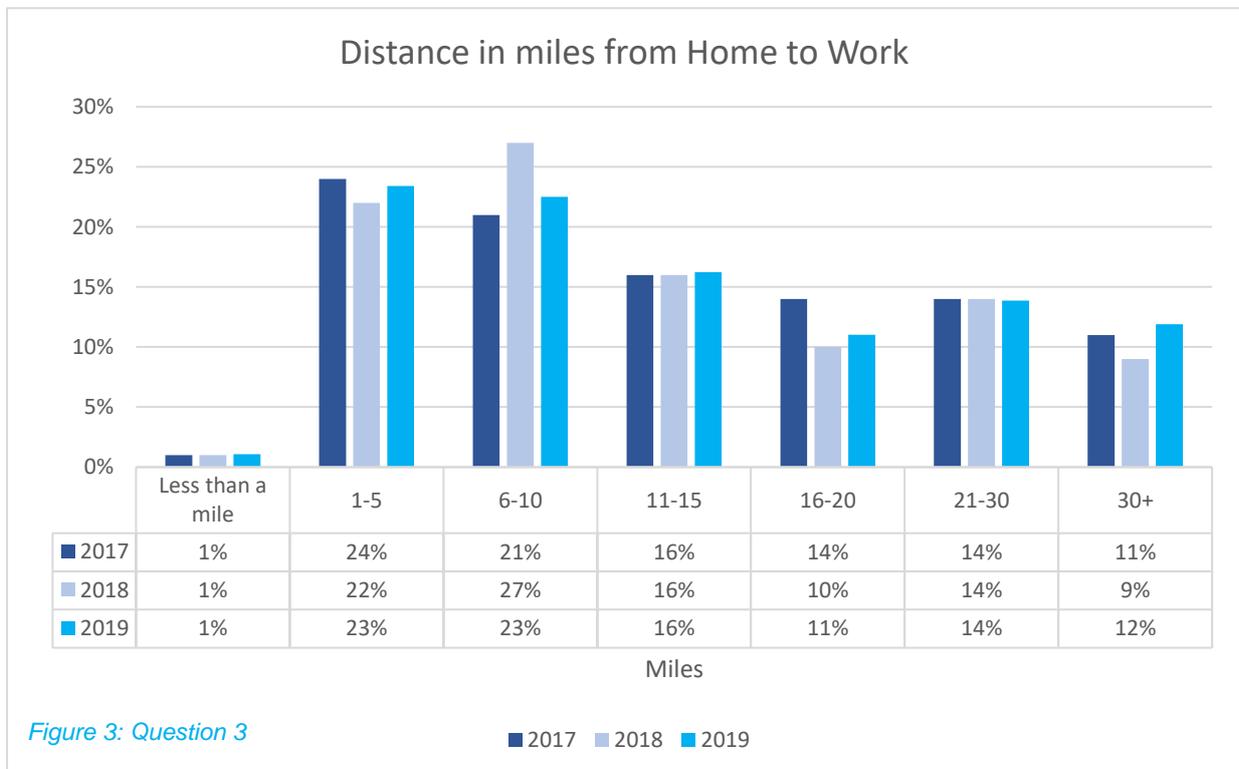
- 5.3.1 The 2019 survey results are given below in the sequence of the questions set out in the questionnaire. To enable comparison, cross reference of 2018 survey results have been included where applicable to allow for analysis. Percentages shown are percentages of the number of the responses to each question and not percentages of the number of people than answered the survey.
- 5.3.2 A copy of the 2018 Staff Travel Survey can be found in Chapter 0 (Appendix A).

Question 2: How many days during a typical week do you travel here?



5.3.3 All respondents answered question 2. The results show that 50% of employees work 5 days a week, 5% less than last year. A further 47% of employees work 3-4 days a week, 7% increase than last year.

Question 3: Approximately how far is it to work from your home?



- 5.3.4 All respondents answered question 3 and the results broadly mirror the 2018 survey responses. In total 45% of employees live less than 10 miles and 55% further than 10 miles away.
- 5.3.5 Figure 4 (overleaf) shows the mode of transport and respective commuting distance for the 2018 and 2019. This enables actions to be developed which target certain catchments areas and mode initiatives.

Modal Split & Commuting Distance

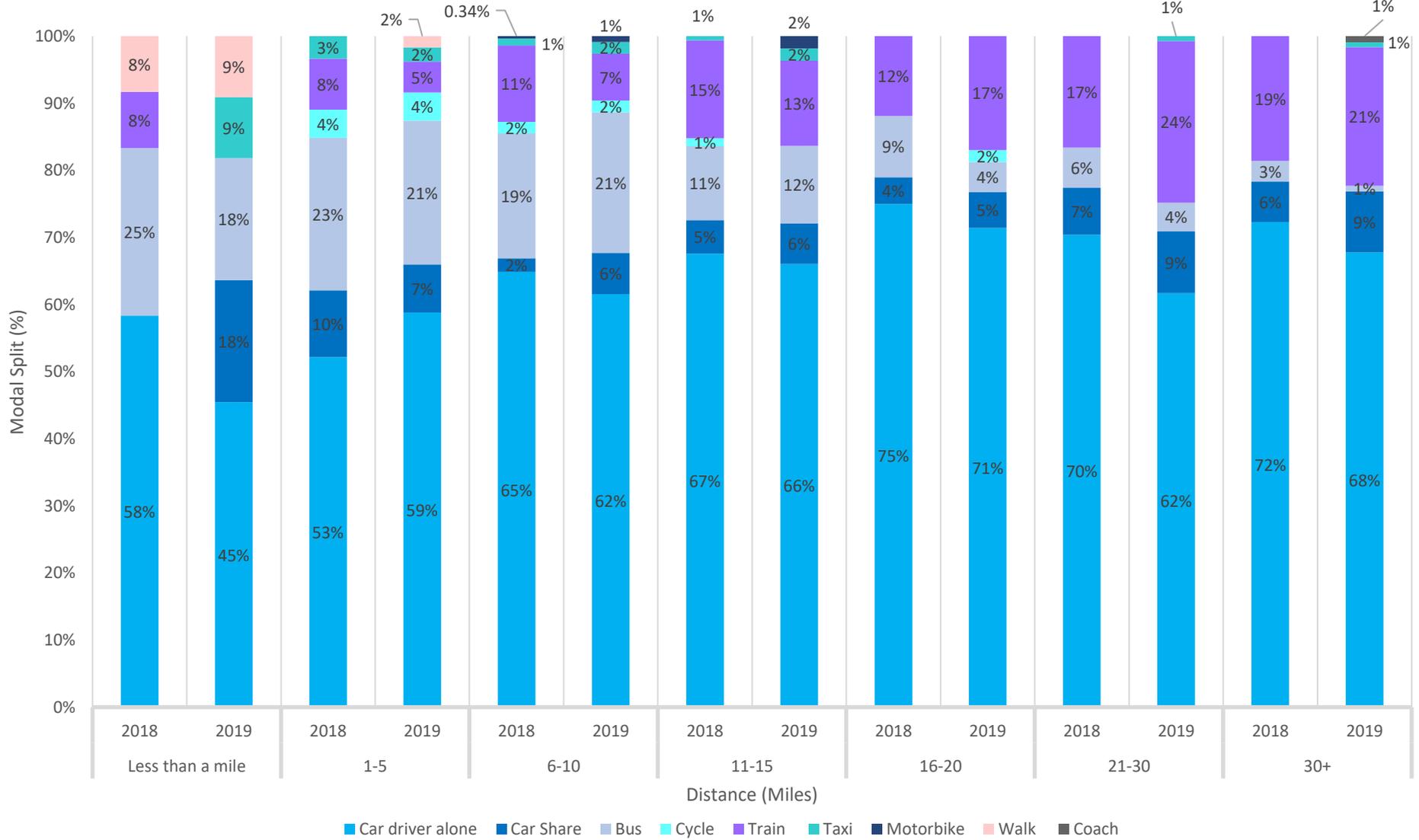


Figure 4: Modal Split and Commuting Distance

- 5.3.6 Single occupancy vehicle trips have reduced for every mileage range except for 1-5 miles over the last 12 months. Car sharing has increased within every mileage range with the exception of 1-5 miles in which it fell by 3%. Car sharing has significantly increased for employees who live less than one mile, from 0% to 18% across 2018 to 2019 respectively.
- 5.3.7 No employees living less than 1 mile from the airport, cycle to work as a main mode across both years. However, walking rates have increased by 1% and 2% for less than one mile and 1-5 miles respectively.
- 5.3.8 The above results indicate that there is considerable potential to encourage single occupancy drivers who live less than 5 miles shift to active travel (walking and cycling).
- 5.3.9 **Error! Reference source not found.** (below) provides guidance from the Chartered Institute of Highways and Transportation (CIHT) in their publication ‘Guidance for Providing for Journeys on Foot 2000’.

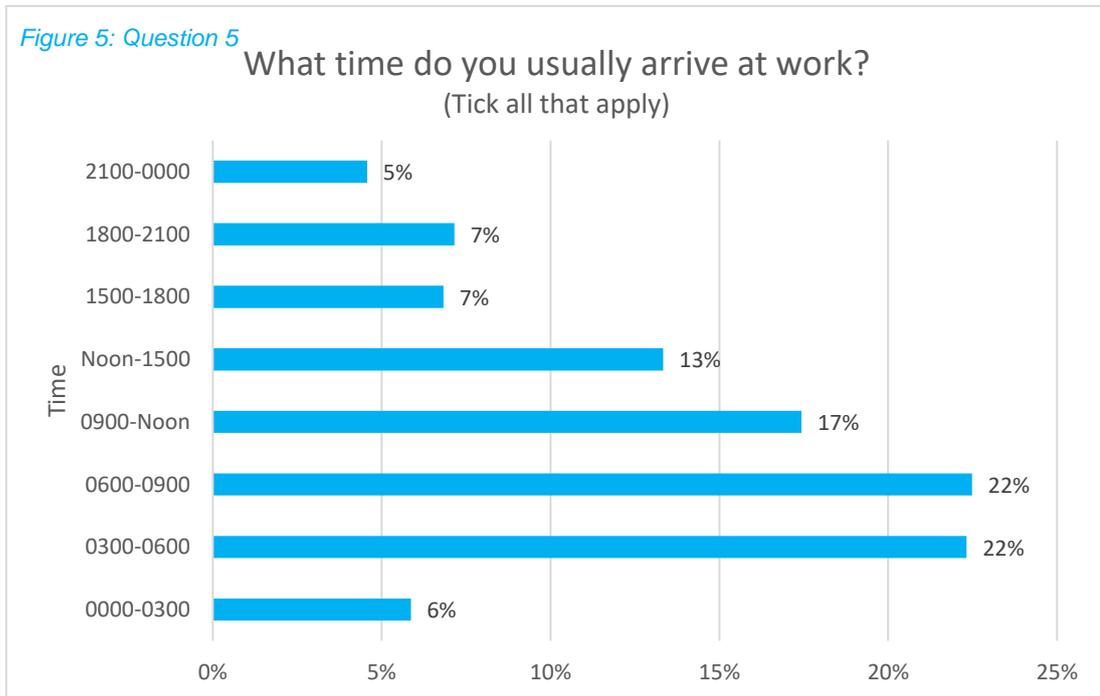
Table 4: CIHT Suggested Acceptable Walking Distance and Associated Travel Times

	Distance (miles)		Walking Time (mins. seconds)	
	Commuting	Non-Commuting	Commuting	Non-Commuting
‘Desirable’	0.3	0.2	6.15	5
‘Acceptable’	0.6	0.4	12.30	10
‘Considered’	1.3	0.7	25	15

- 5.3.10 Analysis from question 2 together with guidance in CIHT highlights that anyone who lives less than a mile from the airport will at least ‘consider’ walking. Furthermore, there is an opportunity to encourage staff who live in neighboring areas Chelmsley Wood, Marston Green and East Stechford to commute 15-20 minutes by bike.
- 5.3.11 As outlined in the ‘existing conditions’ in Appendix B Chapter 9 the airport is located at the heart of the UKs motorway network with several busy A-roads immediately bordering the airport site. This may be a barrier for cyclists accessing the airport.
- 5.3.12 However, it must be acknowledged that individual circumstances such as health, work patterns, personal security and confidence will determine whether employees choose to actively travel to work. As a result, the airport can continue to run active travel awareness events.
- 5.3.13 Question 4 asked respondents for their postcode in order to sense innovate transport solutions, analyse travel patterns and establish hard to reach areas. All respondents

who gave their postcode (first part or full) were entered into a cash prize draw.

Question 5: What time do you arrive at work?

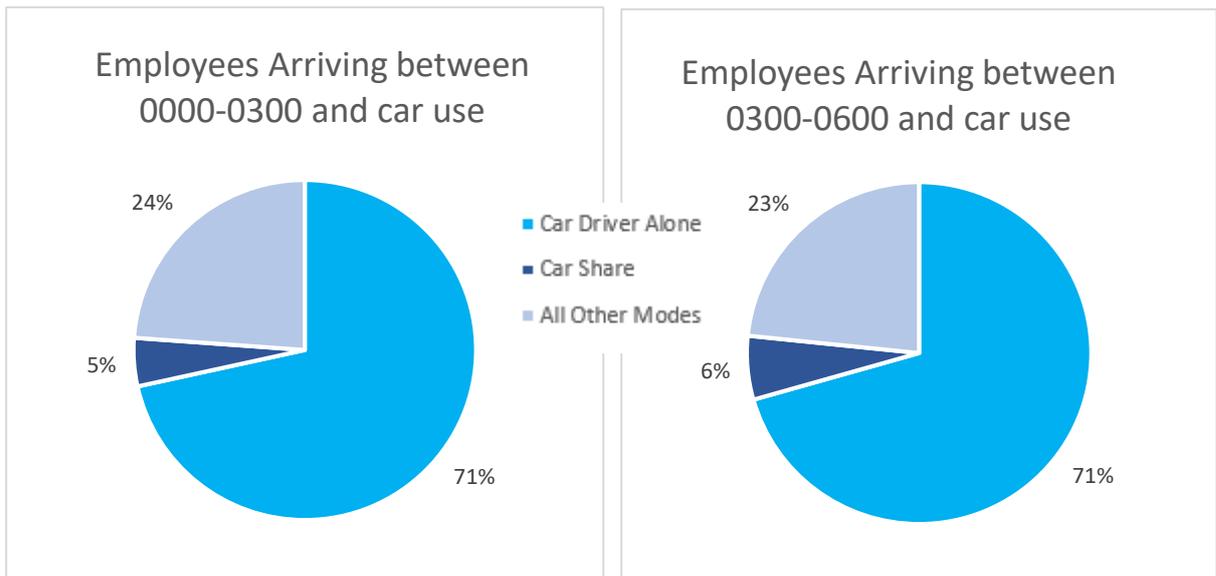


5.3.14 As highlighted in chapter 5.2, in order to more accurately learn when employees arrive and leave work, 3 hour period were given as answer options. Varied hour employees could tick all periods that applied to them. This means that cross year analysis from 2018 is more difficult due to the larger time periods in the 2018 travel survey. All respondents answered Question 3.

5.3.15 Figure 5 (above) highlights that the majority of employees arrive between 0600-0900 and 0300-0600. These times will typically encompass the office-based staff at the airport who work a traditional 7 hour day and predominantly arrive 0600-0900 and also the terminal employees who arrive at work for the first departing flights between 0300-0600.

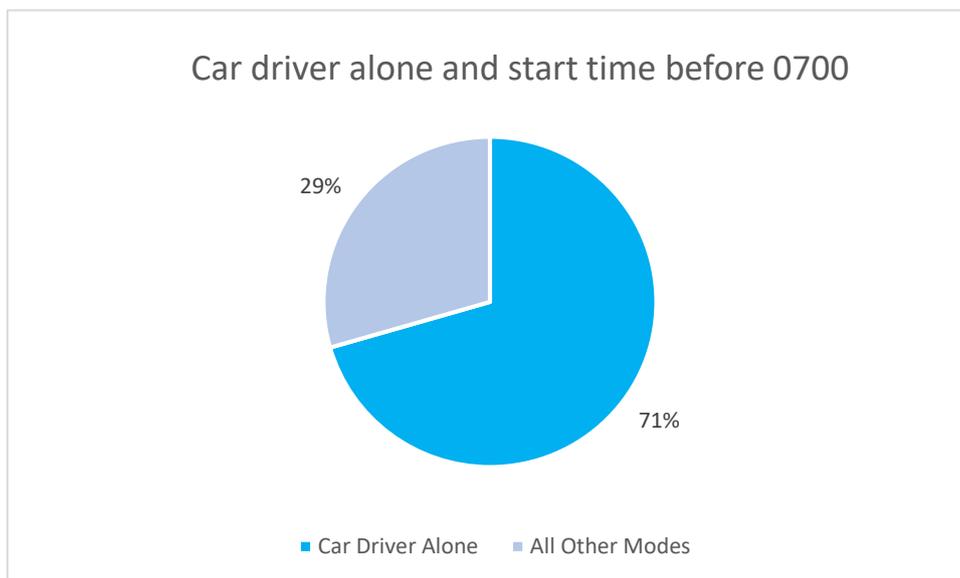
5.3.16 Figure 6 shows the percentage of car users who arrive at work between midnight and 0600, the hours when public transport is less frequent.

Figure 6: Employees Arrival Time and Car Use



5.3.17 In total 71% of employees drive alone for both 000-0300 and 0300-0600, this is 8% greater than the average for all start times. Similarly, comparisons from 2018 in Figure 7 (below) also show that 71% of employees who start before 0700 drive alone.

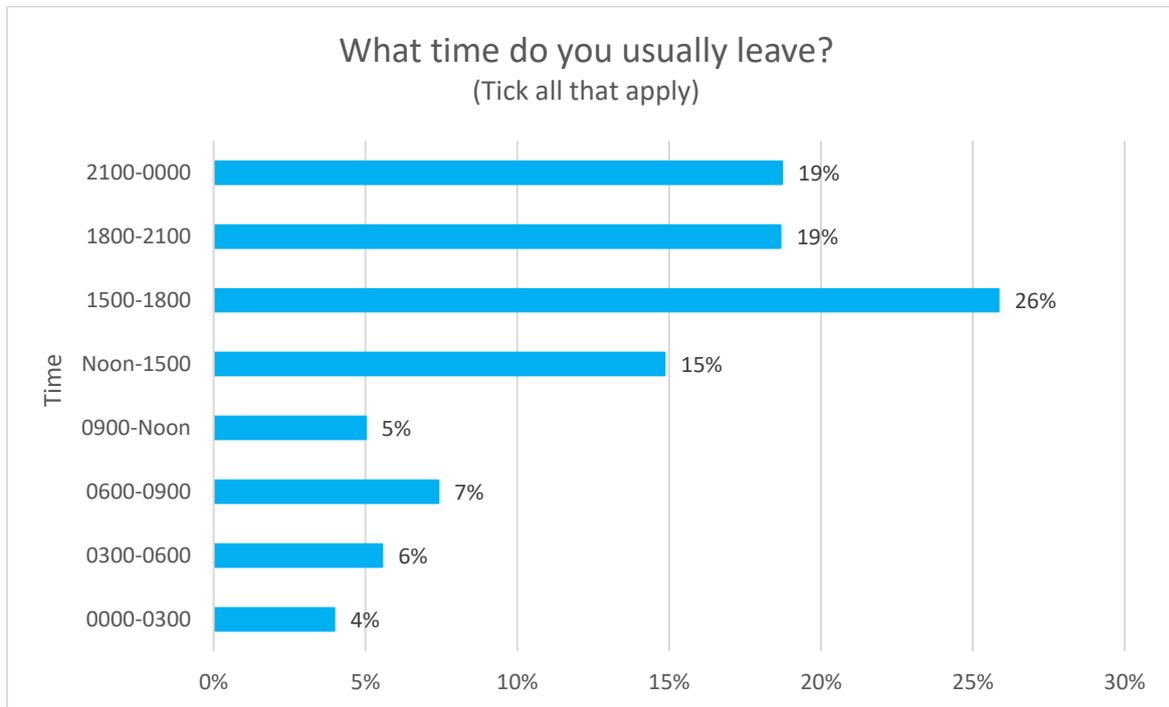
Figure 7: Car Driver Alone and Early Start Time



5.3.18 Comparisons across both years' highlight that more public transport provision to the airport is needed during later and early hours to encourage a modal shift away from the car. However, it is important to note that people may not feel comfortable taking public transport in the early hours due to low light etc.

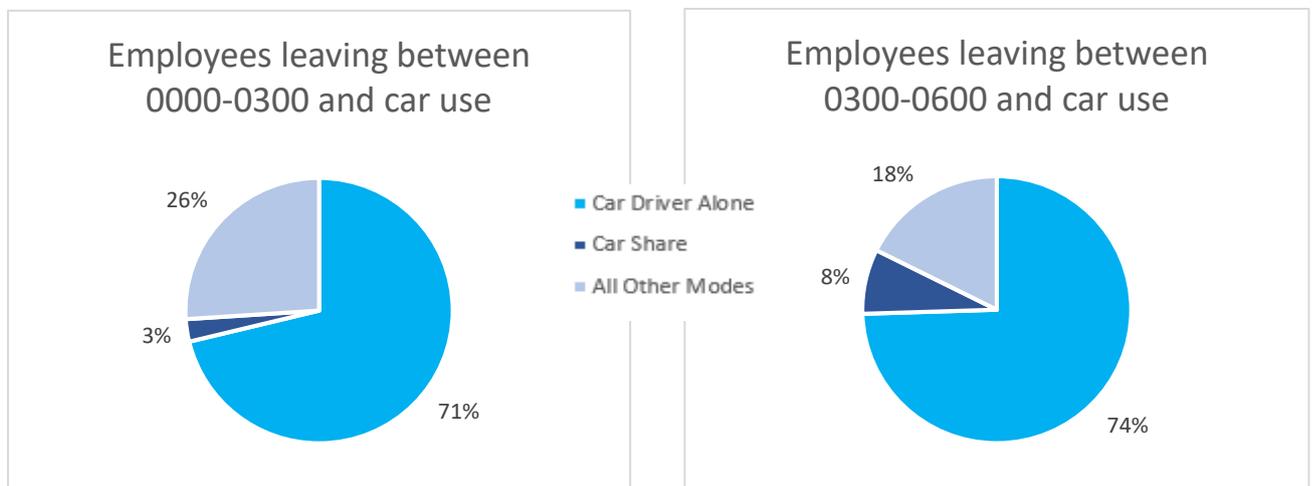
Question 6: What time do you usually leave?

Figure 8: Question 6



5.3.19 Figure 8 (above) shows that the majority of employees leave between 1500-1800, this will consist of the majority of office staff but also cover some shift workers. In total 38% of staff leave between 1800- midnight which will largely be made up of shift workers and none-BAL employees.

Figure 9: Employees Leaving Before 0600 and Car Use



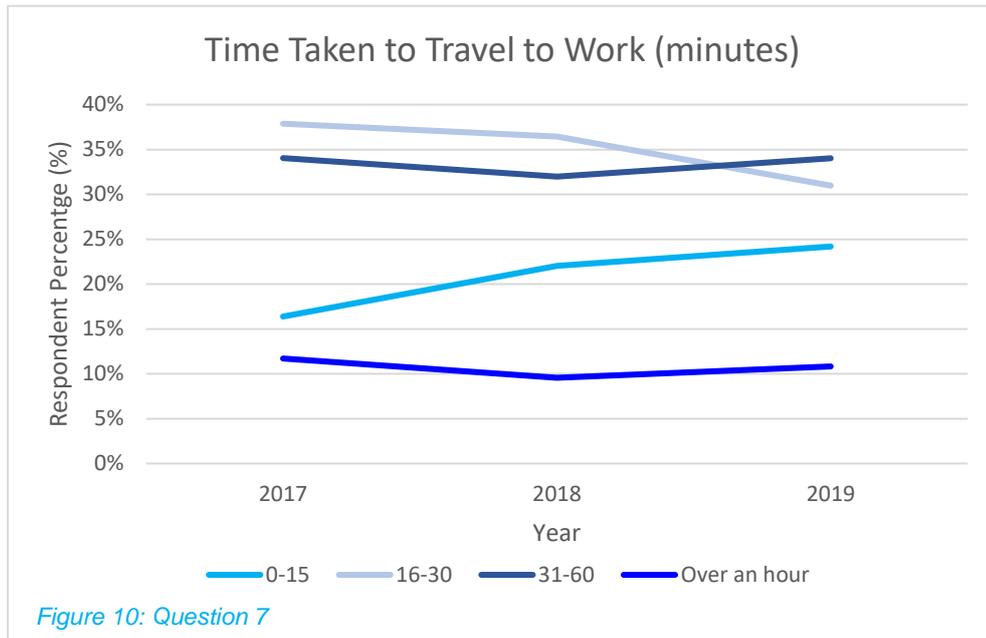
- 5.3.21 Figure 9 (previous) shows the percentage of employees who leave before between 0000-0600 and commute in the car to work (including car share). In total 74% of employees leaving between midnight -0300 commute by car and 82% between 0300-0600.
- 5.3.22 The modal split percentage for private car use is 63% across all hours (see Figure 12: Question 8. Therefore, this indicates that employees who leave in the early hours are more reliant on the private car than across all other hours.
- 5.3.23 Table 5 (below) shows the number of single occupancy car drivers commuting less than 5 miles and leave or end between 0000-0300 and 0300-0600, the time periods in which public transport is limited.

Table 5: Early / Late Car Drivers Alone and Commuting Distance Less than 5 Miles

		Distance (Car drivers alone)		Total Car Drivers Alone	All other modes	% Car drivers alone
		Less than 1 Mile	1 to 5 Miles			
Start Time	0000-0300	0	14	90	40	69%
	0300-0600	2	74			
End time	0000-0300	0	9	26	10	72%
	0300-0600	0	17			

- 5.3.24 Due to the proximity to the airport the employees in the table above are a key target group, who could travel more sustainably. The percentage of car drivers alone, 69% and 72% is greater than the overall average for the airport, 63%. This indicates that more public transport and active travel initiatives are needed to encourage a shift away from the private car for early / late commuters.

Question 7: How long does your journey to work take?

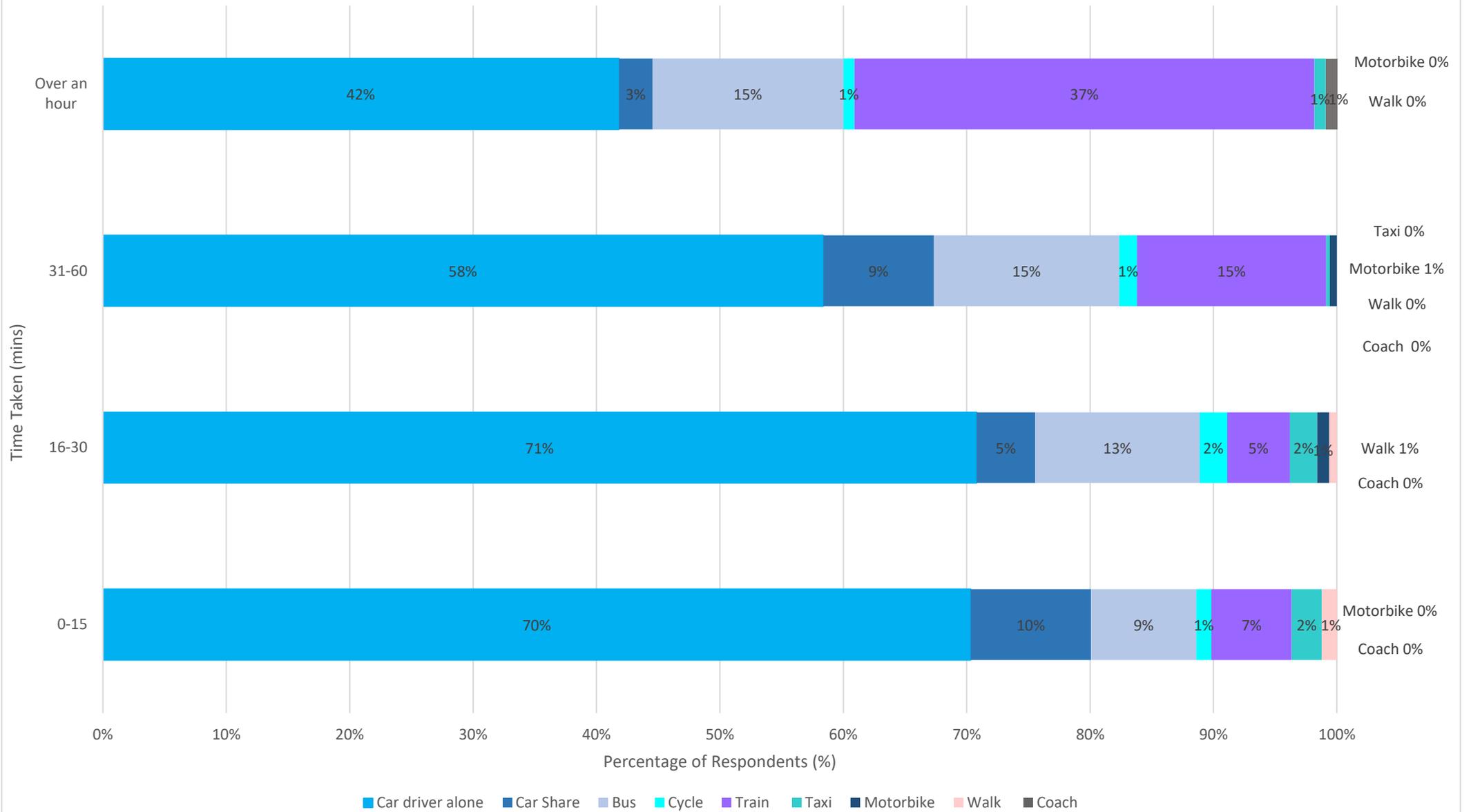


5.3.25 Figure 10 (above) highlights that all commuting times from 2018 to 2019 have remained consistent which gives validity to the results. Commuting between 16-30 minutes has fallen 5%. Commuting time between 0-15 minutes has rose 2% indicating that more employees are living closer to the airport and thus there is greater potential for a shift to more sustainable modes. All respondents answered Question 7.

5.3.26 Analysis of Figure 11 (below) indicates that 70% of employees who commute to work in less than 15 minutes do so in single occupancy vehicle cars. Although it is acknowledged that many of these trips will travel on the motorway and thus travel large distances, in general a drive of less than 15 minutes has the potential to mode shift due to the close proximity to work

Figure 11: Commuting Time and Mode

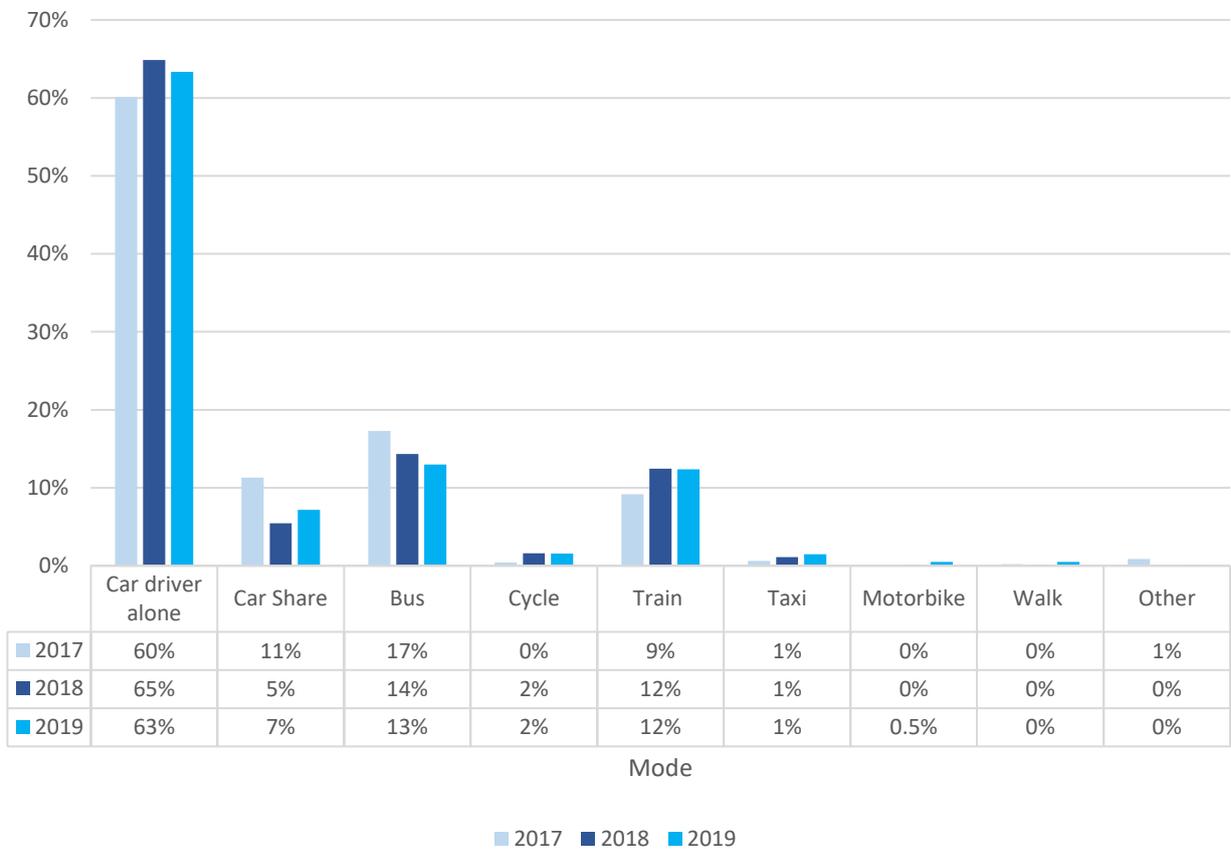
Time taken to travel to work and mode



Question 8: Which mode of transport do you usually take to and from work?

Figure 12: Question 8

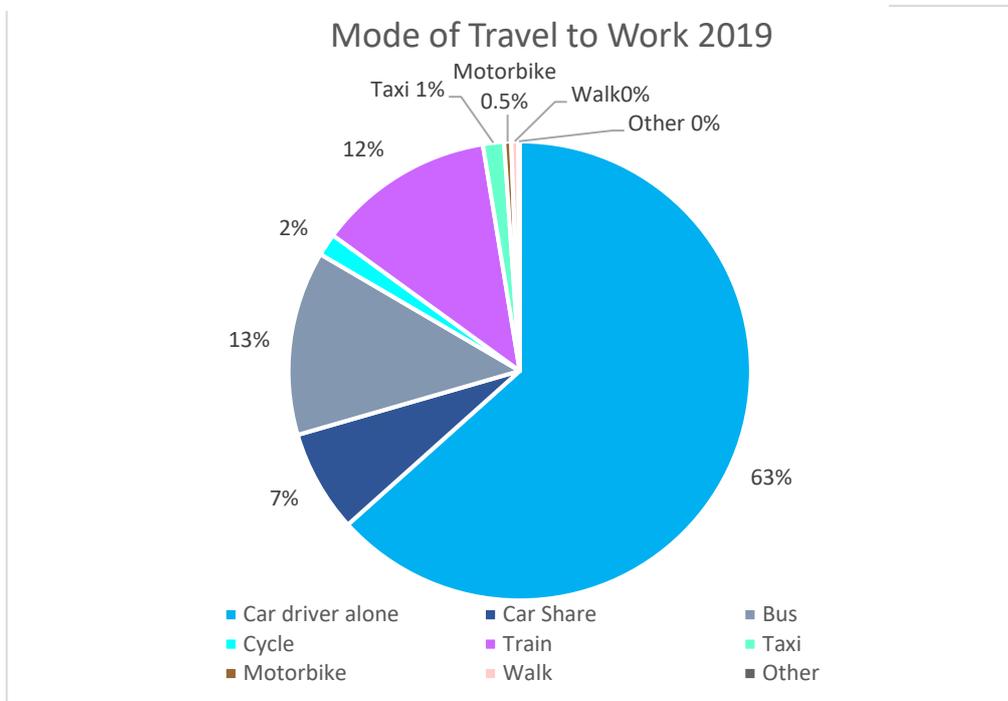
Mode of Travel to Work



- 5.3.28 All respondents answered Question 8. Figure 12 (above) shows the modal splits of the previous 3 years. It is important to consider that in 2017 only 5.3% of employees completed the survey in comparison to circa 15% in both 2018 and 2019. Therefore, the results for 2017 are not as accurate as the previous two years but equally are a good reference point establish patterns.
- 5.3.29 It is encouraging to find that single occupancy car trips have fallen by 2% since 2018 and car sharing has risen by 2% over the same period. This highlights that more people are considering car sharing as an attractive means and thus the existing Liftshare scheme has potential to grow.
- 5.3.30 Train, cycle and taxi ridership has remained the same at 12%, 2% and 1% respectively from 2018 to 2019. Bus usage has fallen by 1% and walking rates continue to be extremely low at less than 1%, highlighting that more initiatives are needed to encourage local employees to walk as their main mode.

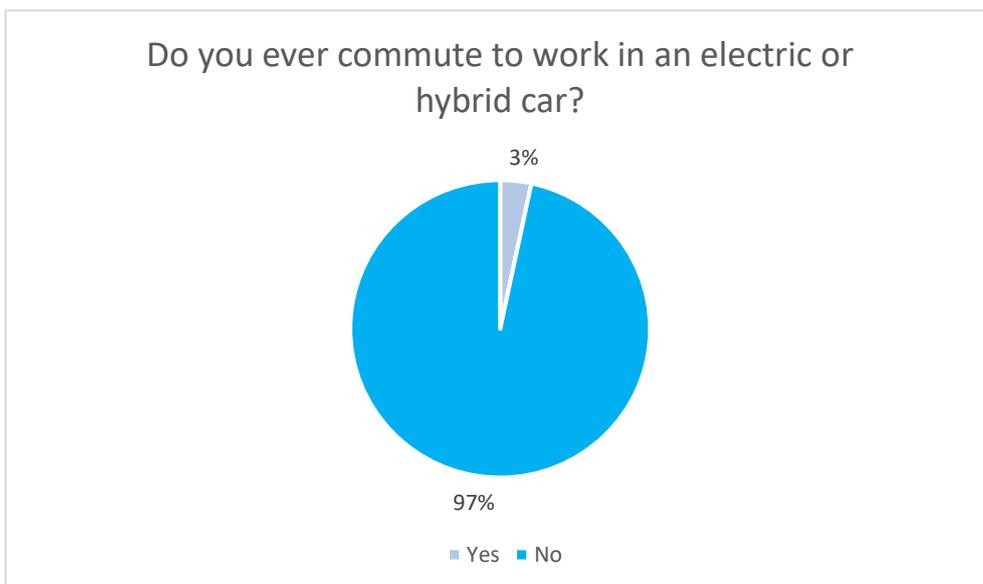
5.3.31 In general, the results show that they are valid as they broadly reflect the 2018 survey results. However, they also show that more initiatives and awareness is needed to encourage public transport and active transport as none of these modes increased.

Figure 13: Mode of Travel to Work



5.3.32 Figure 13 (above) highlights that single occupancy car trips (63%) are the largest commuting group, followed by bus (13%) and rail (12%).

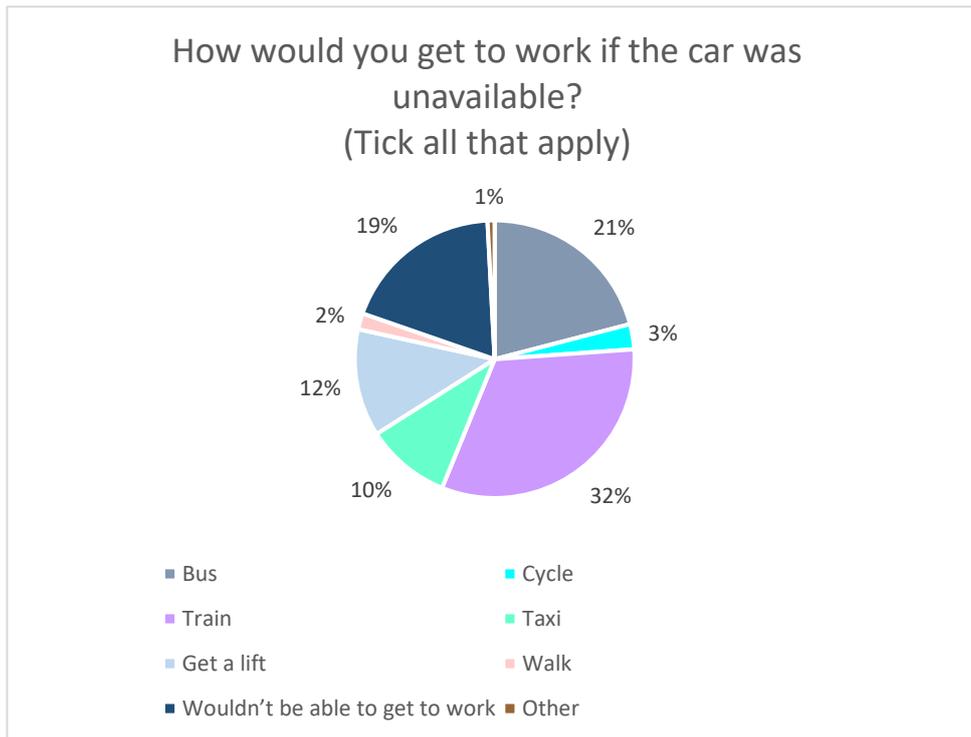
Question 9: Do you ever commute to work in an electric or hybrid car? (Car users only)



5.3.33 In total 3% of drivers (70%) commute to work in an electric or hybrid car. All single occupancy driver and car sharers answered this question. The results form a good foundation for future year comparisons and will provide valuable insight to Birmingham Airport ongoing electric vehicle developments in terms the of the number of charging facilities required.

Question 10: How would you get to work if the car was unavailable?

Figure 15: Question 10



5.3.34 Question 10 highlights the mode of transport all car commuters would use to get to work if they didn't have access to a car. All car commuters answered the question and could tick all modes that applied.

5.3.35 Almost a third of car commuters (32%) indicated that they would get the train to work, followed by the bus (21%). In total 19% of those asked indicated that they 'Wouldn't be able to get to work' and a further 12% answered that they would 'get a lift'. This highlights that 31% of car commuters can't get here by any other means, this included a small percentage of respondents who need a vehicle for work purposes.

5.3.36 The results for both train and bus highlight that there is significant potential for car users to shift to these modes. However, it must be noted that for many respondents

they are able get public transport but the practicality in terms of time duration, last mile connectivity and cost may not be as attractive as the car. Question 9 explores car users' needs further.

5.3.37 Table 6 and Table 7 (below) show the percentages of car commuters who responded: 'wouldn't be able to get to work' or would 'get a lift' and the numbers of early/late starters. In total approximately 61% of employees who responded this way start before 0000-0600 and a further circa 19% end between 0000-0600. This indicates that they potentially rely on the car due to the lack of alternative viable public transport at these hours.

Table 6: Start Time Between 0000 - 0600 and Car Reliance

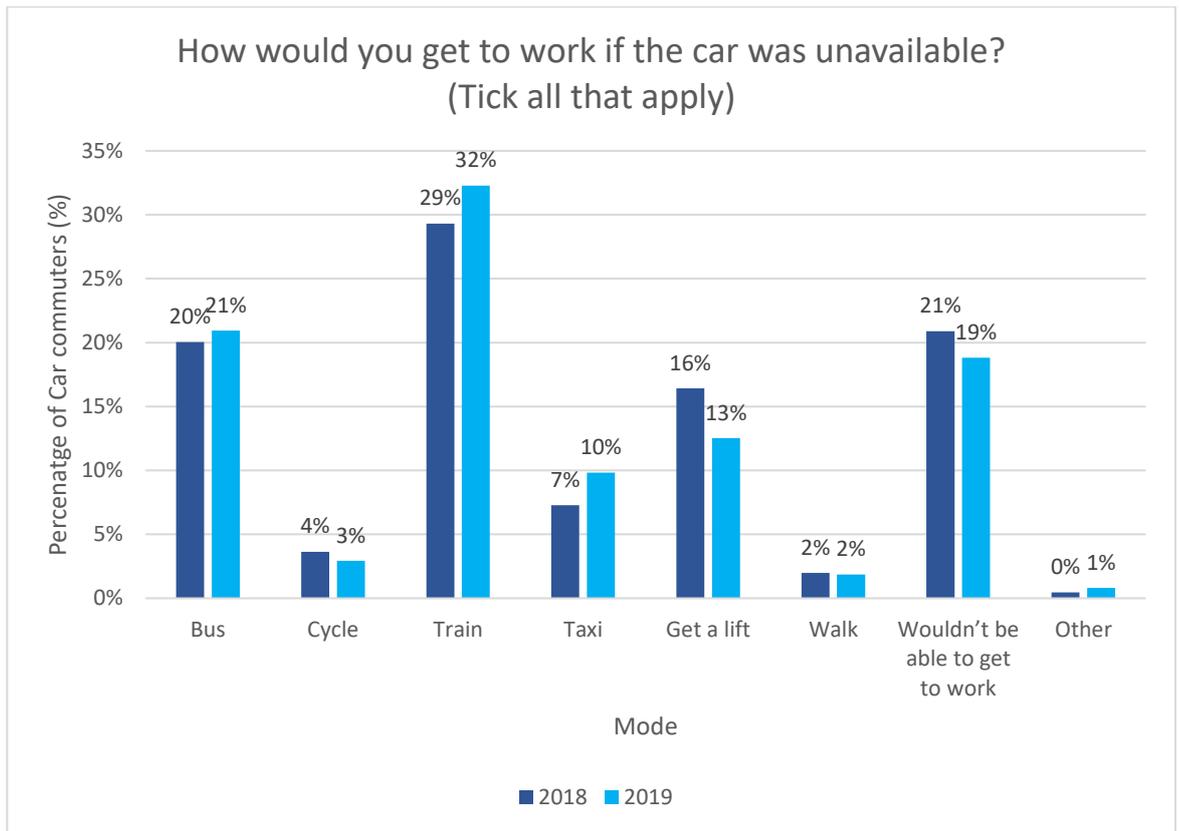
Mode	Start Time			Total %
	All	0000-0300	0300-0600	
Get a lift	107	6	48	50%
Wouldn't be able	161	27	83	68%
Total	269	164		61%

Table 7: End Time Between 0000 - 0600 and Car Reliance

Mode	End Time			Total %
	All	0000-0300	0300-0600	
Get a lift	107	10	7	16%
Wouldn't be able	161	17	18	22%
Total	269	52		19%

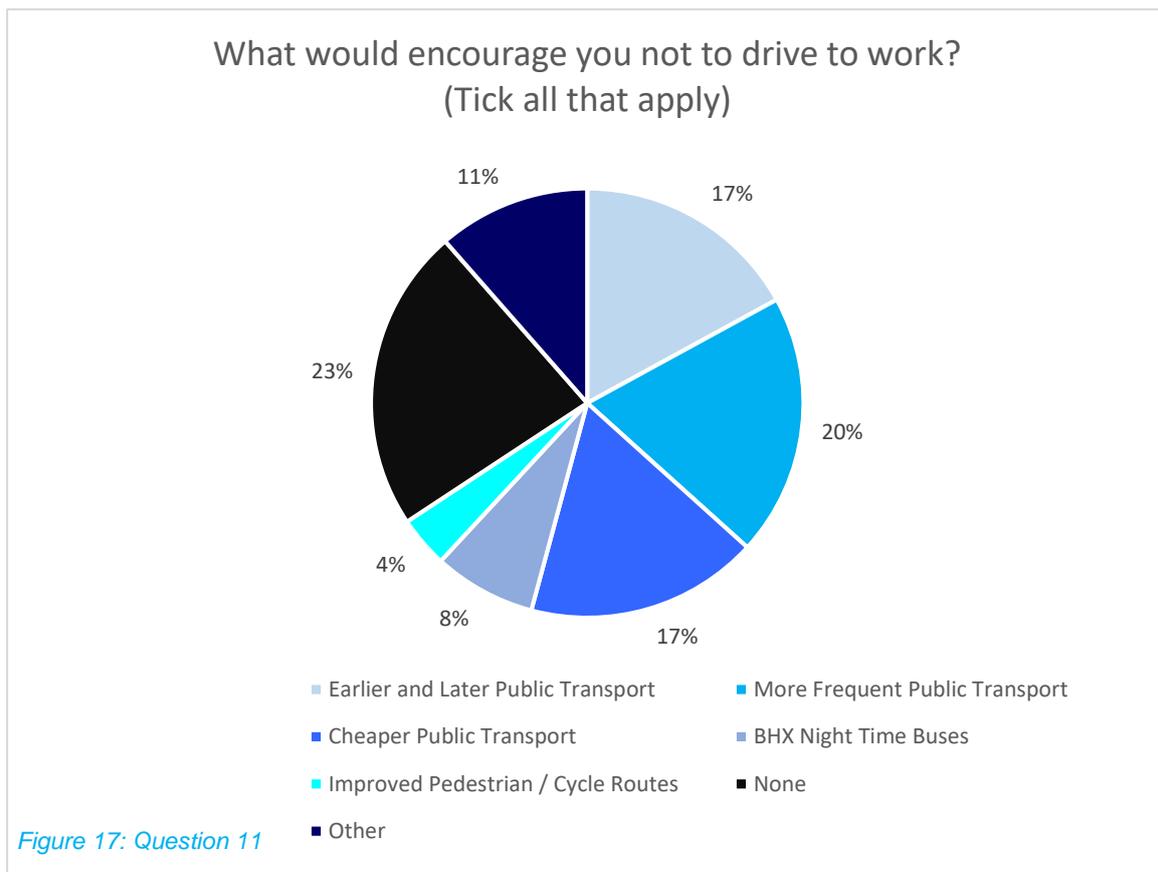
5.3.38 It should be noted that employees could answer all options that applied to Question 9, Therefore some respondents have highlighted both 'get a lift' and 'wouldn't be able to get to work' and thus figures are approximate.

Figure 16: Question 10 Comparisons across 2018 - 2019



5.3.39 Figure 16 (above) compares Question 10 responses from the past 2 years. The response rates are broadly similar. Train as an option has risen by 3% which could be as a result of the additional services to Birmingham International.

Question 11: What would encourage you to not drive to work?



5.3.40 All but one car commuter answered Question 11. Unfortunately, 23% of respondents to question indicated that there isn't anything that would encourage them to not commute in the private car. However, only 35% of these in Question 8 indicated that they 'Wouldn't be able to get to work'. This highlights that public transport although accessible may not be a viable option for many car commuters and alternatively they enjoy driving.

5.3.41 It is acknowledged that 7% of respondents who answered 'none' have a commute longer than 1 hour. Therefore, this group are unlikely to be able to use public transport. A further 30% live between 31-60 minutes, 35% between 16-30 minutes and 28% less than 15 minutes.

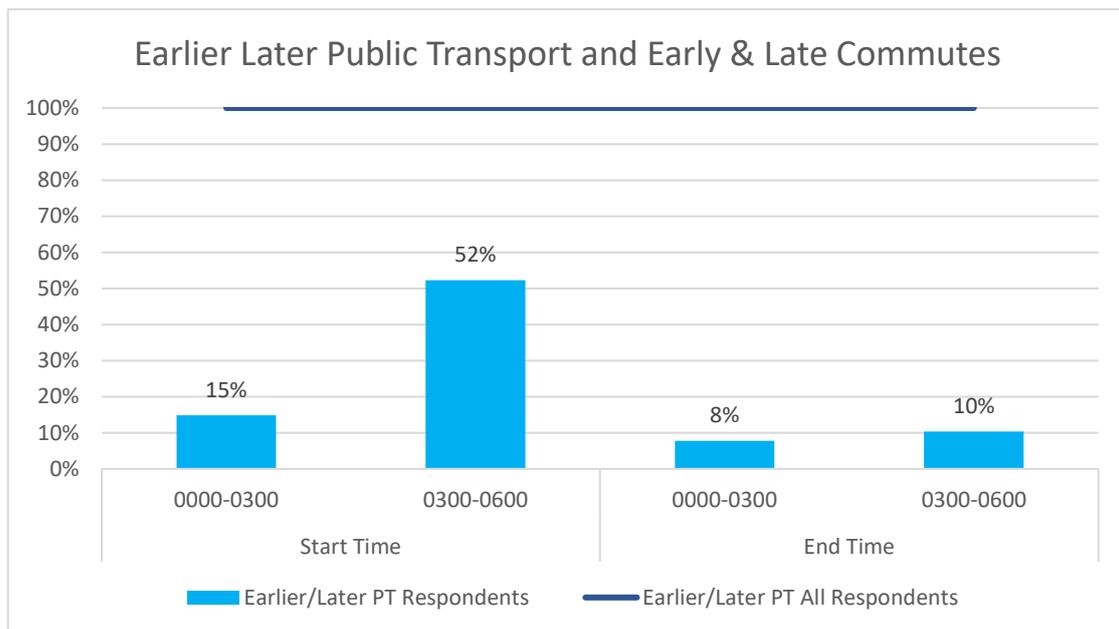
5.3.42 In total 94% of those who answered 'none' and have a commute between 0-15 minutes arrive and /or leave between 2100-0600. This group may not feel safe using other modes at these hours.

5.3.43 Where respondents answered 'None' and then put a caption which related to other options, this was categorised as one of the other options. Likewise, where

respondents gave any answer which fitted into an option the answer was changed for ease of analysis.

5.3.44 In total 20% of respondents to this question indicated that they would like ‘Earlier and Later Public Transport’. Figure 18 (below) highlights that 85% of respondents to this question indicate they have a start and/or leave time between 0000-0600. The remaining 15% is made up of respondents who indicated they leave and end at all other times.

Figure 18: *Earlier Later Public Transport and Early & Late Commutes*



5.3.45 This is a strong indication (85%) that car commuters would feasibly take public transport if it was available at earlier and later hours.

5.3.46 In total 20% of car commuters would like to see more frequent public transport and 40% of this group also said, ‘Earlier and Later Public Transport’. The largest group of respondents (24%) indicated that they would like to see more frequent public transport live between 6-10 miles followed by 1-5 miles (22%). This is surprising as local train and bus services are fairly frequent as shown in ‘existing conditions’.

5.3.47 Table 5 in analysis of Question 4 demonstrates that employees who live within 5 miles and start or leave between 0000-0600 have a higher percentage of being a single occupancy driver than the wider airport average. During these hours public transport isn’t as frequent as during the day, therefore the 22% of respondents above are likely to start or leave during 0000-0600.

- 5.3.48 In total 17% of respondents to this question would like cheaper public transport tickets. This can be used as evidence to local transport operators over the next 12 months.
- 5.3.49 In total 8% of respondents would like Birmingham Airport dedicated buses to be in operation and 66% of these respondents either has a start or end time between 0000-0600 and a further 22% between 2100-000. This suggests that the majority (88%) of night time employees want night time bus services operated by BAL. These statistics will be used when putting a business case together for a mobility as a service (MaaS) package, as included the action plan in Chapter 6
- 5.3.50 Table 8 (below) shows the number of 'other' responses. The top two responses are a need for more direct public transport (not including train and bus specific) and access to public transport. Three people indicated that they don't feel safe not driving and another expressed an interest to car share. This suggests that more collaborative work is needed with local operators to improve the safety of public transport and also to promote car sharing on site.

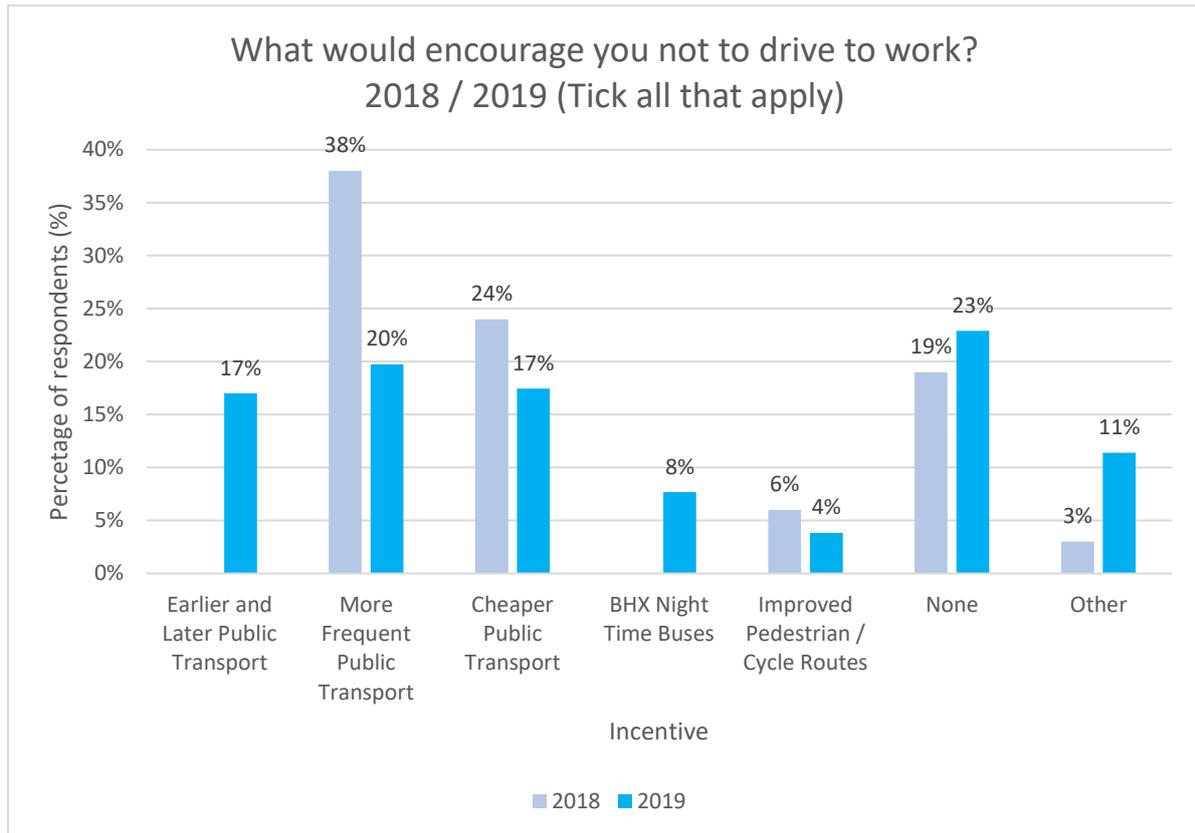
Table 8: 'Other' Recorded Responses to Question 11

Other	Tally
Other none specified	22
Direct Public Transport	23
Direct Buses	3
Direct Trains	5
Dedicated airport buses	1
Access to Public Transport	13
Time	6
Reliability	3
97 bus	2
Distance	1
Preference to drive	1
Convenience	1
Safety	3
Car Share	4
Electric car	1
Free parking at local station	1
Part funded electric scooter	1
Lack of car	1
Lack of parking	1
Need vehicle for work	8
Shift patterns	1

Solar panel	1
Reduced rate M6 Toll	1

5.3.51 Further responses include a desire for cheaper parking at the local train station and shift patterns to tie in around public transport.

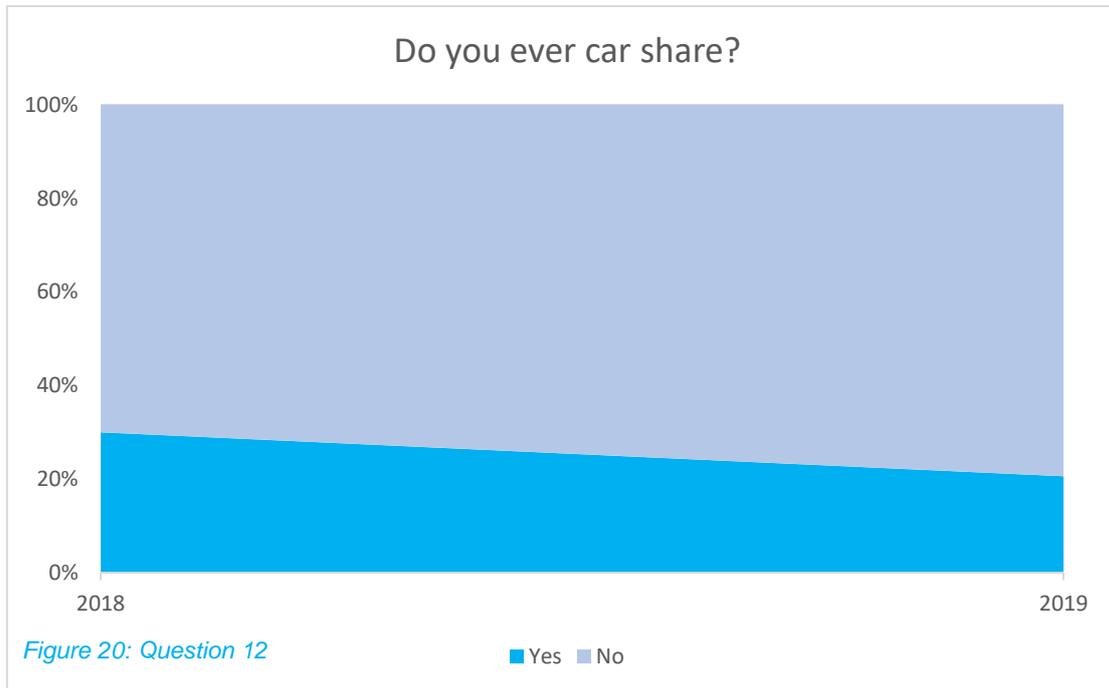
Figure 19: What Would Encourage You Not to Drive?



5.3.52 Figure 19 (above) shows the difference in the same responses from 2018 – 2019. Significantly less respondents (18%) highlighted ‘more frequent public transport’ and a further 7% less highlighted cheaper public transport. This could be as a result of the new train timetable, extra stops on the X12 and more marketing of discounted public offers of the previous 12 months. Similarly, 2% less indicated ‘improved pedestrian and cycle routes’, this could be as a result of greater advertising of routes and the bike events that have been hosted.

5.3.53 However, 4% more respondents in 2019 indicated that there isn’t anything that would encourage them not to drive. Note that ‘earlier and later public transport and “Birmingham Airport night time buses’ were only option in 2019.

Question 12: Do you ever car share?



5.3.54 Figure 20 (above) shows the number of employees who car share at any time to and from work. Despite car sharing as a main mode rising from 5% to 7% rates of car sharing as a none main mode has fallen from 30% to 21% from 2018 to 2019 respectively.

Liftshare

5.3.55 At present the airports Liftshare site has 122 members with 3 confirmed regular groups sharing. It is therefore evident that more people are unofficially car sharing due to the number of confirmed groups staying the same over the last 12 months but the main mode percentage rising.

5.3.56 It is evident therefore that BAL could promote and implemented more measures to incentivise the Liftshare scheme. and p. Employees are car sharing unofficially which the airport encourages but has bene organised through individual employees without intervention of the Liftshare scheme.

5.3.57 The fact the car sharing has risen to 7% and already met the 2023 target despite little support, demonstrates the potential of car share growth if more resource was focused on Liftshare.

5.3.58 It's important that the Liftshare scheme grows as this widens the catchment of

employees who can offer potential lifts. It is also important to encourage Liftshare membership as this can offer a viable commuting solution for employees who do not have access to a private car or viable public transport links. This is relevant for earlier and late starters, when public transport is not operating.

5.3.59 Many survey respondents are part time employees and low-income earners who do not have access to a private car. For this group car sharing can form a viable mode of transport to the airport, again, on early and late shifts when public transport provision is limited.

Question 13: Do you ever walk or cycle to work?

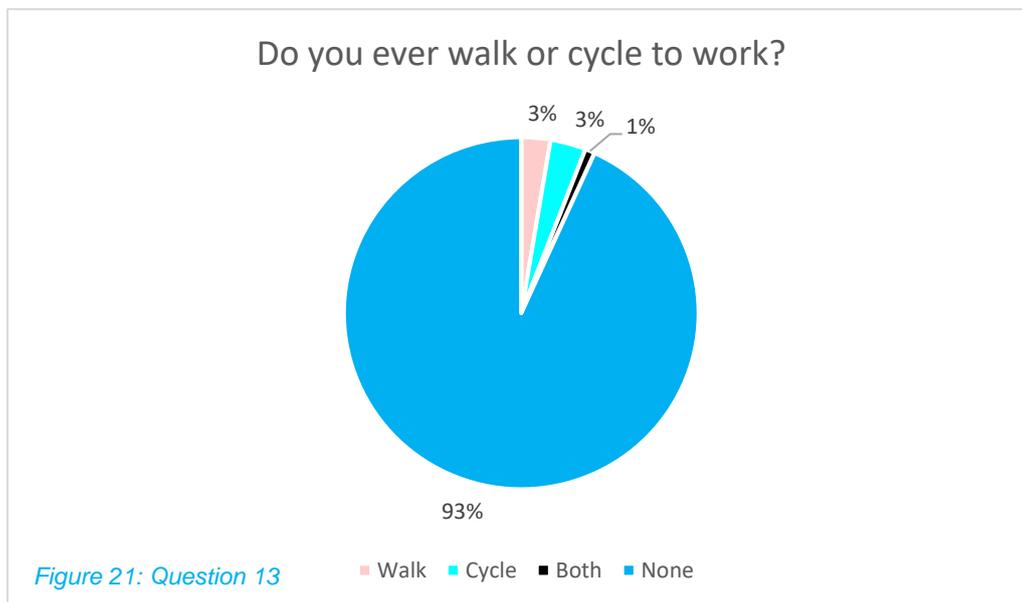
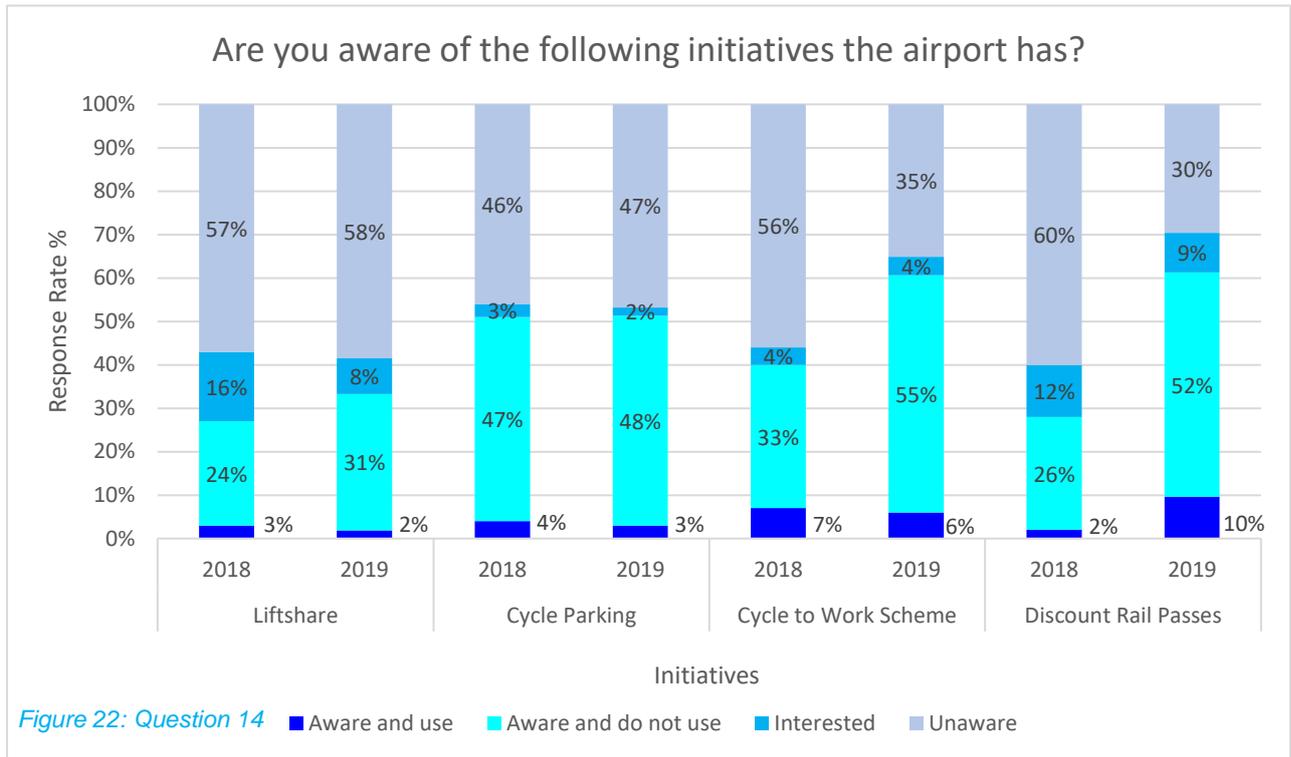


Figure 21: Question 13

5.3.60 Figure 21 (above) shows the response rates to whether employees ever walk or cycle to the airport to which all but 1 respondent answered. Active travel is often seasonal and dependent on several factors such as weather, accessible routes, time and health. It is therefore important to establish if employees ever walk or cycle as it is likely to not be their main mode, but they will still have experience of what can be done to incentivise active travel. In total 7% of employees walk and cycle here as secondary modes this is almost triple the amount who walk and cycle as a main mode.

5.3.61 Figure 21 is encouraging as it demonstrates that more employees than initial assessments are travelling here in the most sustainable way and highlights that there is potential for others to do the same.

Question 14: Are you aware of the following initiatives the airport has?



5.3.62 Figure 22 (above) shows the awareness of the initiatives that the airport has for the past two years. Cycle to work scheme and Discount Travel Passes are only available to Birmingham Airport Limited employees, the other two incentives are applicable airport wide.

5.3.63 Awareness of 'Liftshare' has remained broadly the same with 1% more employees highlighting they are 'Unaware' and 8% are less 'interested'. However, 6% more employees are 'Aware but do not use'. These results highlight that incentives for Liftshare are needed to not just promote it but to make it attractive and viable for more employees.

5.3.64 The results reflect the lack of resource that has been directed at Liftshare over the previous 12 months.

5.3.65 The response rates for cycle parking awareness have remained broadly the same. 'Unaware' has risen by 1% and 'Unaware and use' fallen by 1% despite the cycle lockers on site operating at 90% capacity and requests for more parking. This highlights that cyclists are probably aware of the facilities, but non-cyclists aren't.

5.3.66 New cycle facilities will be advertised and marketed around the airport site.

- 5.3.67 In terms of the 'Cycle to Work' scheme, this has increased by 22% over the past 12 months. This is largely due to increased marketing of the scheme over the past year.
- 5.3.68 The number of employees who are aware of discount passes has increased from 28% to 62% and the amount of employees using a pass has increased fivefold from 2% to 10%. This is as a result of increased promotion of passes, being able to have a pass all year round and presenting benefits at induction events.
- 5.3.69 Question 15 was an open-ended question to capture employees' thoughts on travelling to work which the proceeding questions couldn't capture.
- 5.3.70 In total 324 employees answered this question, 32% of the survey respondents. For ease of analysis the responses have been catergorised into themes, where answer couldn't be out into a theme they have been left as a single response. Table 9 (below) shows all percentages of all responses
- 5.3.71 Question 15: Do you have any comments on what would make it easier for you to travel to work?

Table 9: Question 15

Response	
Earlier / Later Public Transport	14.8%
Direct Public Transport	9.0%
Frequent Public Transport	9.0%
Cheaper / Discounted Public Transport	8.3%
Improved Cycling Routes	6.5%
24-hour Monorail	4.9%
Birmingham Airport Buses	4.9%
Congestion	3.4%
EV Charging	2.5%
Improved Comms	2.5%
Car Park Issues	2.2%
Closer Car Park	1.9%
Showers and lockers	1.9%
Accessibility to PT	1.5%
Car Park Access	1.5%
Car park resurface	1.5%
Cheaper Car Parking	1.5%
Increase parking capacity	1.5%
M6 Toll Discount	1.5%
More capacity in car park needed	1.5%
Rota for Car Sharing	1.5%
Car Share	1.2%

Liftshare promotion / incentives	1.2%
Parking at local station	1.2%
Smart Ticketing	1.2%
Improved PT	0.9%
97 Return	0.6%
Access to Car Park	0.6%
Bike airside	0.6%
Centro Road for Staff	0.6%
EV Subsidy	0.6%
Improved Accessibility	0.6%
Improved Road Links	0.6%
Park in CP1	0.6%
Safer PT	0.6%
966 Bus	0.3%
Access to Bir Int	0.3%
Birmingham Airport Taxis	0.3%
Bus stand accessibility	0.3%
Company cars	0.3%
Improved Bike Parking	0.3%
Monthly Discount Passes	0.3%
More comms	0.3%
More incentives	0.3%
Motorbike Parking	0.3%
Parking expensive	0.3%
Rata for car sharing	0.3%
Relocation package	0.3%
Resurface Car Park	0.3%
Work from home policy	0.3%

- 5.3.72 It is evident from Table 9 that public transport is area where improvements are desired most. In total approximately 15% of respondents want earlier and later public transport followed by 9% wanting direct and frequent public transport.
- 5.3.73 Approximately 5% of employees would like to see improved cycle routes and dedicated BAL buses. This evidence will be consulted when developing mobility as a service initiative.
- 5.3.74 The above list provides a solid evidence base to be incorporated into the eh action plan. Unlike the proceeding survey questions respondents were not promoted to given set answers. Therefore, the open-ended question is likely to provide stronger opinions as each respondent has had to consider the question more.

6 MODAL SHARE TARGETS AND 2019 ACTION PLAN

6.1 Modal Share Targets

Table 10: Modal Share Targets and Previous Years

Mode	2016	2017	2018	2019	Original Target 2023	New Target 2023
Car	76.0%	60.0%	65.0%	63.0%	57%	57.0%
Car Share	3.0%	11.0%	5.0%	7.0%	7.0%	9.0%
Train	10.0%	9.1%	12.0%	12.0%	13.0%	14.0%
Bus	7.0%	17.2%	14.0%	13.0%	19.0%	16.0%
Cycle	2.0%	0.4%	2.0%	2.0%	3.0%	3.0%
Walk	0.0%	0.2%	0.09%	0.5%	0.5%	0.5%
Other (Taxi, Motorbike, P+R, Other)	2.0%	2.1%	1.1%	2.0%	0.5%	0.5%

- 6.1.1 Table 10 above shows the modal share percentages from the previous 3 years and new modal share targets for 2023 based on travel survey results. The table also shows the original 2023 modal share targets which were developed in the 2018 Staff Travel Plan. Although car driver alone has fallen by 2% over the past year the existing 57% 2023 target remains as this still represents a significant 6% shift.
- 6.1.2 Car sharing has met the original 2023 target and therefore a new target of 9% has been developed. Train usage has remained the same over the past 12 months, but the target has been increased by 1% to 14%.
- 6.1.3 The target for bus usage has been reduced to 16% (-3%). This is as a result of bus usage falling 1% from 2018 to 2019 and therefore a new achievable target for 2023 has been developed. Cycle rates haven't yet reached the original 2023 target and therefore has remained.
- 6.1.4 Walking rates have already met the original 2023 target. However, the target remains the same as walking is restrained by living in close proximity to the airport (see guidance by CIHT in Table 4, question 3 analysis in chapter 5).
- 6.1.5 Other modes have increased by almost 1% over the past year and therefore the original 0.5% 2023 target has been increased to a more achievable 1% based on

current rates.

6.1.6 The action plan set out below is evidence-based evolving from the analysis set out in Chapter 5 of this report and previous action plans. The actions outlined are ambitious but achievable over the next 12 months to quarter 4 2020. Longer term transport modal targets are provided in the Airports Surface Access Strategy, as highlighted in chapter two of this TMPR.

6.1.7 The action plan is more concise than the 2018 action plan. This is because the 2018 TMPR was the first carried out in-house by BAL and several primary actions were needed to create a robust TMPR and improve on previous years. These measures will continue e.g. 'engage with secondary walking and cycling modes' but are not included in this year's action plan.

Table 11: Action Plan 2019 - 2020

Action	Target	Responsibility	Monitoring and Targets
General			
Set a minimum 15% respondent rate as the bench mark for future travel surveys.	Quarter 3 2020	BAL – Sustainable Transport Coordinator	Number of survey responses.
Produce board report of 2019 staff travel plan, highlighting main findings and next steps	Quarter 4 2019	BAL – Sustainable Transport Coordinator	Report and feedback given
Provide feedback on staff travel survey highlighting how issues gathered have been addresses.		BAL – Sustainable Transport Coordinator	Number of feedback platforms. Consultation responses on feedback.
Work with airport teams to deliver 3 new Information Points	Quarter 3 2020	BAL – Sustainable Transport Coordinator, Communications Team, Customer Experience Team	Number of transport info points delivered
Use monitoring report and survey results as 'living' files to be consulted regularly to enable target marketing and guide future initiatives.	Monthly	BAL – Sustainable Transport Coordinator	Action plan consultation. Survey results consultation in initiatives such as DRT and stakeholder engagement.
Continue to work with TfWM innovation team on developing MaaS platform for BIRMINGHAM AIRPORT employees.	Quarter 4 2020	BAL – Planning, Transport and Strategy	Number of focus groups held. Board approval to progress.

Learn from best practice at other airports and organisations by conducting at least 3 site visits and meetings.	Quarter 4 2020	BAL – Sustainable Transport Coordinator	Number of site visits undertaken
Continue to utilise AOA planner’s forum as a knowledge sharing platform and gather best practices from other airports.	Monthly	BAL – Sustainable Transport Coordinator	Number of discussions with AOA group.
Continue to work with business support team at SMBC to utilise resources available and win funding available for sustainable transport initiatives.	Quarter 4 2020	BAL – Sustainable Transport Coordinator	Number of events held, and projects supported by SMBC. Number of grants won from SMBC.
Investigate the ‘other’ responses to question 9 in the 2019 staff Travel Plan.	Quarter 4 2020	BAL – Sustainable Transport Coordinator	
Investigate the issues highlighted in question 12 of the staff travel plan.	Quarter 4 2020	BAL – Sustainable Transport Coordinator	Number of issues addressed, and initiatives implemented.
Joined up approach to implement Staff Travel Plan initiatives with Airport Surface Access Group and Airport Master Plan.	Monthly	BAL – Sustainable Transport Coordinator	Alignment of Staff Travel Plan with ASAS and MP
Continue to chair Airport Surface Access Group and use platform to share Staff Travel Plan. Collaborate with and work alongside the group to implement policies / actions outlined in documents. Engage with group for ideas / projects to invest car park levy on and continue to operate car park levy transparently.	Quarterly 2020	BAL – Planning, Transport & Strategy	Number of surface access groups held Number of ideas for car park levy expenditure Amount of CPL spent
Cycling			
Install new cycle parking facilities to increase current cycle parking capacity.	Quarter 2 2020	BAL – Sustainable Transport Coordinator	Number of cycle parking spaces installed.
Investigate further a new cycle lane on Centro. Road. Liaise with TfWM Legal and Sprint teams for feasibility of cycle lane.	Quarter 4 2020	BAL – Sustainable Transport Coordinator	Number of designs / concepts developed and stakeholder approval.
Conduct a thorough cycle audit of routes surrounding the site to include access to the airport and links to local residential areas such as Solihull. Identify possible low and high cost improvements and work with SMBC to implement.	Quarter 3 2020	BAL – Sustainable Transport Coordinator	Report produced on cycle routes in vicinity of airport. Number of areas for improvements outlined in report.

Reconfigure layout of Diamond House changing facilities to provide segregated toilet and changing facilities. Provide addition locker storage.	Quarter 4 2020	BAL – Sustainable Transport Coordinator	Project progress through internal Project Management Office Number of lockers provide and changing improvements made.
Investigate potential of pool bikes airside for employees based at fire station and engineering etc	Quarter 2 2020	BAL – Sustainable Transport Coordinator	Consultation with security and Civil Aviation Authority. Number of options explores, and quotes obtained.
Increase cycle to work limit to above £1k to enable employees to invest in electric bikes and bike of their choice	Quarter 4 2019	BAL – Sustainable Transport Coordinator	New limit achieved and number of employees signing up to cycle to work above £1k
Investigate app-based technology to incentivise sustainable transport.	Monthly`	BAL – Sustainable Transport Coordinator	Number of product researched and quotes obtained
Public Transport			
Continue to collaborate with Network Rail on the implementation of earlier and later train services to Birmingham International.	Monthly	BAL – Sustainable Transport Coordinator	Number of timetable options developed and feasibility study progress.
Roll out the 'Green Hub Travel Portal' to offer discount daily, monthly. Weekly bus tickets to all airport employees.	Quarter 4 2020	BAL – Sustainable Transport Coordinator	Implementation of portal and number of users signed up.
Identify hard to reach local areas and liaise with public transport operators to evaluate new services.	Quarter 3 2020	BAL – Sustainable Transport Coordinator	Number of areas highlighted, and solutions developed
Installation of Swift machine in MMI to offer integrated transport ticketed for passengers and staff	Quarter 1 2020	BAL – Sustainable Transport Coordinator	Installation of Swift machine
Car Share			
Increase Liftshare membership by 30 employees	Monthly	BAL – Sustainable Transport Coordinator	Number of users signed up
Work with Green Hub members and SMBC to develop strategy for increasing membership	Quarter 3 2020	BAL – Sustainable Transport Coordinator,	Strategy developed and users signed up

		Green Hub Members, SMBC	
Develop a series of initiatives for Liftshare users to encourage employees to sign up and existing car sharers to use scheme	Quarter 4 2020	BAL – Sustainable Transport Coordinator	Number of incentives implemented

7 CONCLUSION

7.1.1 This TPMR gives the most accurate representation to data of how employees commute to Birmingham Airport. The number of surveys obtain equals the 15% target from the 2018 action plan and encompasses all shift patterns.

- 7.1.2 Importantly single occupancy vehicle trips have fallen by 2% to 63% over the last 12 months whilst car sharing has risen by the same amount to 7%. All car trips combined remained at 70% over the last 12 months. This demonstrates a shift to car sharing within car commuters. Due to the lack of members on the official Liftshare scheme the results highlight that employees are informally car sharing. Whilst this is good in terms of limiting single occupancy trips, it is beneficial for employees to be signed up to the Liftshare scheme as this widens the catchment pool of potential lifts. The current results demonstrate that a well incentivised and monitored Liftshare scheme has the potential to be successful due to the number of car sharers already.
- 7.1.3 Unfortunately, public transport usage hasn't increased over the last 12 months, bus ridership has fallen by 1% to 12% and train usage has remained the same at 12%. However, the number of BAL employees to register for a discounted pass has increased by 56%. The new National Rail timetable came into effect in May 2019 (as outlined in Appendix B), 2 months before the staff travel survey. The staff travel survey in 2020 will therefore demonstrate more accurately if this has led to an increase in train usage amongst employees due to the longer operation period.
- 7.1.4 Positively, the number of single occupancy drivers living between 1-5miles has fallen from 58% to 45% and walking and cycling rates have increased by 1% and 9% respectively for this commuting distance. Despite relatively low walking and cycling rates overall of 2.5% a further 6% of employees indicated they do so as a secondary mode. Improved walking and cycling rates are required to encourage a shift to active travel.
- 7.1.5 It is evident from the results that employees (61%) starting before 0600 rely on the car to get to work due to the lack of alternative modes. In addition, approximately 15% of all respondents would like to see earlier and later public transport
- 7.1.6 BAL has successfully achieved and is currently working on 94% of the 2018 action plan with 2 actions outstanding. Sustainable transport initiatives are presented to all BAL employees on inductions and discounted passes can be ordered throughout the year. Over the past 12 months BAL has also built closer ties with the sustainable travel team at SMBC and won funding for sustainable transport measures. Outstanding actions and ongoing actions from the 2018 action plan will continue to be addressed over the next 12 months.
- 7.1.7 The 2019 action plan provides more tangible outcomes than previous years, over the next 12 months it is expected that projects will be delivered, and initiatives rolled out

across the airport with quantifiable results.

- 7.1.8 This report will be consulted on a regular basis and shared with stakeholders, this will primarily be done through the Airport's Surface Access Group and working collaboratively with stakeholders.

8 APPENDIX A - BIRMINGHAM AIRPORT STAFF TRAVEL SURVEY 2019

This travel to work survey is designed to help us understand how you travel to work and your reasons for travelling in this way. This important information will be used to help us continually improve and develop travel options for all staff and visitors travelling to Birmingham Airport. All fully completed entries with all questions answered (including postcode and email) will be entered into a prize draw for the chance to win either £200, £150 and £100. The information collected is confidential and will only be used for travel planning and prize giving purposes. All information will be securely stored and deleted when it is no longer needed and will be dealt with in accordance with General Data Protection Regulation (GDPR) guidelines. By completing the survey, you acknowledge that you understand the data given will be used in accordance with GDPR guidelines. Please refer to the privacy notice to be read alongside this survey to see how the data you supply will be used.

1. I confirm I have received a copy of the Privacy Notice Yes

2. How many days during a typical week do you usually travel here? 1-2 3-4 5+

3. Approximately how far is it to work from your home?

- Less than a mile 1 - 5 miles 6 - 10 miles 11 - 15 miles
 16 - 20 miles 21 - 30 miles 30 miles+

4. Please can you provide your postcode to enable us to identify how and where BAL need to improve surface access? (Note: blank responses will not be entered into the prize draw)

Postcode:

5. What time do you usually arrive at work? (Tick all that apply)

- 0000 - 0300 0300 - 0600 0600 - 0900 0900 - Noon Noon - 1500
 1500 - 1800 1800 - 2100 2100 - 0000

6. What time do you usually leave work? (Tick all that apply)

- 0000 - 0300 0300 - 0600 0600 - 0900 0900 - Noon Noon - 1500
 1500 - 1800 1800 - 2100 2100 - 0000

7. How long does your journey to work take?

- 0 - 15 mins 16 - 30 mins 31 - 60 mins Over an hour

8. Which mode of transport do you usually take to and from work?
(Tick for only the main mode of your journey)

- | | |
|--|-----------------------|
| <input type="radio"/> Car driver alone | <i>Continue to Q9</i> |
| <input type="radio"/> Car share (As passenger or driver) | <i>Continue to Q9</i> |
| <input type="radio"/> Bus | <i>Skip to Q12</i> |
| <input type="radio"/> Cycle | <i>Skip to Q12</i> |
| <input type="radio"/> Train | <i>Skip to Q12</i> |
| <input type="radio"/> Taxi | <i>Skip to Q12</i> |
| <input type="radio"/> Motorbike / scooter | <i>Skip to Q12</i> |
| <input type="radio"/> Walk | <i>Skip to Q12</i> |
| <input type="radio"/> Other, please state: | <i>Skip to Q12</i> |

9. Do you ever commute to work in an electric or hybrid car? Yes No

10. How would you travel to work if the car was unavailable?
(tick all that apply)

- Bus Cycle Train Taxi

Get a lift Walk Wouldn't be able to get to work

Other, please state:

**11. What would encourage you to not take the car to work?
(Tick all that apply)**

- Earlier & later public transport
- More frequent public transport
- Cheaper public transport tickets
- Birmingham Airport night time mini-bus service
- Improved cycle and pedestrian routes
- Other please state:
.....

12. Do you ever car share when travelling to work? Yes No

13. Do you ever walk or cycle to work? No Walk Cycle Both

14. Are you aware of the following travel initiatives the airport offers?

	Yes Aware & Use	Yes aware but do not use	Unaware & interested in finding out more	Unaware
Liftshare scheme	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cycle parking / showers / lockers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cycle to work scheme*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Discounted annual rail and bus passes*	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*BAL Staff only

15. Do you have any comments on what would make it easier for you to travel to work?

.....
.....

If you wish to be entered the cash prize draw, please give your email address:

.....

9 APPENDIX B - EXISTING CONDITIONS

9.1 Site Overview

9.1.1 The Airport is located approximately 10km south-east of Birmingham city centre and 5km north-east of Solihull. It is located at the centre of the national Strategic Road Network, with the A45, M42 and M6 in close proximity, which provide onward

connections to the M1, M5, M40, M54, and M69 which are all in proximity. Staff arriving by car benefit from the proximity of Junction 6 of the M42, 2.4km to the east of the site, and Junction 4 of the M6, 3km to the north.

- 9.1.2 The Airport is a 24-hour operational site. In addition to the main passenger operations, the site encompasses the Elmdon site situated to the south-west of the runway which facilitates cargo handling and private business jet flights, engineering and maintenance on aircraft and other support facilities.
- 9.1.3 The Airport catered for 13 million passengers in 2018 and approximately 111,532 air traffic movements. Due to the nature of the site and varying flight times, BAL employees and concession employees have a variety of different shift patterns.

9.2 Public Transport

- 9.2.1 The Airport is located next to Birmingham International Station on the West Coast Main Line and is connected by an air-rail link which transports passengers and staff to and from the station in approximately 90 seconds.
- 9.2.2 Birmingham International is also multimodal interchange that provides not only train services but also bus, coach and taxi services.

Train Services

- 9.2.3 **Error! Reference source not found.** (overleaf) shows several direct train services serving Birmingham International from a range of local, regional and national destinations which staff may use to commute to and from. The earliest / latest weekday services to / from Birmingham New Street are 0552 / 0123 and 0524 / 0040 respectively.
- 9.2.4 Similarly, the earliest / latest weekday services to / from Coventry are at 0540 / 0058 and 0545 / 0113 respectively.
- 9.2.5 In May 2019 a new rail timetable was implemented across the West Midlands. The new timetable has joined up existing services across the region, for example the previous Birmingham New St to London Service operated by London North Western Rail is now the Liverpool Lime St – London service.
- 9.2.6 As a result of the new timetable direct access to Birmingham international has increased 22 stations to 49. This has the potential to create a modal shift for onto rail for staff and passengers.

9.2.7 At the time of the staff travel survey the new rail timetable was approximately 1 month old and so survey results are unlikely to show a modal shift. Employees are likely to shift onto rail during the winter months due to adverse weather.

9.2.8 A different timetable is in operation on the weekends and timings, duration and frequency of services slightly differs, see Table 12 (above) see for full details.

Table 12: Direct Train Services to and from Birmingham International

Station		Duration (mins)	Mon - Fri		Saturday		Sunday	
			First / Last	Services Per Hr	First / Last	Services Per Hr	First / Last	Services Per Hr
Bir New St	Arr BHI	9-11	0537 / 0057	9	0544 / 2340	9	0839 / 2330	6
	Dep BHI		0552 / 0123	9	0547 / 2344	9	0855 / 0008	7
Marston Green	Arr BHI	3	0544 / 0057	3	0544 / 2332	3	0845 / 2330	2
	Dep BHI		0552 / 0010	3	0547 / 2344	3	0855 / 2355	3
Stechford	Arr BHI	7-9	0537/ 0057	2	0629 / 2332	2	0855 / 2330	1
	Dep BHI		0052 / 0010	2	0618 / 2344	2	0903 / 2318	1
Wolverhampton	Arr BHI	33-50	0538 / 2319	6	0619 / 2205	6	0839 / 2310	3
	Dep BHI		0552 / 0123	6	0547 / 2313	6	0855 / 0008	6
Stafford	Arr BHI	45 - 66	0713 / 2205	4	0713 / 2205	3	1003 / 2253	4
	Dep BHI	49- 80	0552 / 2247	4	0547 / 2138	3	0919 / 2240	2
Coventry	Arr BHI	10 - 19	0602 / 0123	7	0546 / 0128	7	0854 / 0007	6
	Dep BHI		0540 / 0058	7	0544 / 2341	6	0840 / 2331	6
Northampton	Arr BHI	45 - 52	0606 / 0010	3	0645 / 2343	3	1009 / 2354	3
	Dep BHI	48 - 52	0544 / 2336	3	0544 / 2303	3	0846 / 2310	3
London Euston	Arr BHI	70 - 147	0534/ 0123	6	0745 / 2313	6	1009 / 0109	5
	Dep BHI		0540 / 2320	6	0544 / 2230	6	0840 / 2310	5
Shrewsbury	Arr BHI	76 - 88	0649 / 2049	1	0650 / 2049	1	0932 / 2301	1
	Dep BHI		0709 / 2106	1	0709 / 2109	1	0951 / 2308	1
Manchester	Arr BHI	106	0713 / 2013	1	0713 / 2113	1	1013 / 2113	1
	Dep BHI		0738 / 2138	1	0738 / 2138	1	1038 / 2138	1
Liverpool	Arr BHI	115 - 131	0805 / 2205	2	0805 / 2205	2	NA / NA	0
	Dep BHI	113 - 147	0552 / 2118	2	0547 / 2018	2	NA / NA	0

Bus Services

9.2.9 There are two main direct bus services operating to Birmingham Airport, the X1 and X12 both operated by National Express West Midlands. The bus stops can be found directly outside terminal entrance 'C' and at the entrance to the Elmdon Site. The X1 takes approximately 40 minutes to and from Birmingham City Centre and

approximately 35 mins to and from Coventry City Centre. The X12 takes approximately 60 minutes to and from Birmingham City Centre and 30 minutes to and from Solihull.

9.2.10 In addition, Claribel Coaches operates the number 75 and 75a (term time only) in approximately 60 minutes and 75 minutes respectively. These services have changed operator from Diamond Buses to Claribel Coaches over the past 12 months.

9.2.11 Diamond buses operates the number 75 from Birmingham International Station to Birmingham Business Park.

9.2.12 Table 13(below) shows the main direct services to and from Birmingham Airport and Birmingham International.

Table 13: Bus Services from Birmingham Airport and Birmingham International

9.2.13	Service	9.2.14	Route	9.2.15	Mon - Fri	9.2.16	Sat - Sun
				9.2.17	First / Last &	9.2.19	First / Last &
				9.2.18	Frequ ency	9.2.20	Frequ ency
9.2.21 Operating to Birmingham Airport including Elmdon Site (All operated by National Express West Midlands)							
9.2.22	X1	9.2.23	Birm. City Centre – Bordesley – Elmdon – BIRMINGHAM AIRPORT – Meriden – Coventry	9.2.24	0105 / 0005	9.2.26	0105 / 0005
				9.2.25	Every 30 mins	9.2.27	Every 30 mins
9.2.28	X12	9.2.29	Birm. City Centre – Castle Bromwich – Chelmsley Wood – BIRMINGHAM AIRPORT – Elmdon -	9.2.30	0321 / 2310	9.2.32	0321 / 2310
				9.2.31	Every 20		Every 20 mins

		Solihull		mins	9.2.33
9.2.34 Operating from Birmingham International Station					
9.2.35	75 (Claribel Coaches)	9.2.36	Birmingham Int. – Coleshill – Sutton Coldfield	9.2.37 0545 / 1750 9.2.38 Every 60 mins	9.2.39 0935 / 1420 9.2.40 Every 120 mins
9.2.41	75A (Claribel Coaches)	9.2.42	Birmingham Int. – Coleshill – Sutton Coldfield – New Hall Valley	9.2.43 0705 / 1535 (return) 9.2.44 2 per day	9.2.45 NA
9.2.46	75	9.2.48	Birmingham Int – NEC	9.2.49 0703 / 1750 9.2.50 Every 12 mins	9.2.51 NA
9.2.47	(Diamond Buses)		– Birmingham Business Park		

9.3 Active Travel

Cycling

9.3.1 There are approximately 70 cycle storage lockers for employees at the airport. Of these lockers, 36 are located behind Diamond House. The remaining 34 lockers are found on the corner of Trident Road and Comet Road. As well as the lockers, there are also four Sheffield stands which provide an extra eight cycle parking spaces.



Figure 23: Cycle lockers provided at the airport for staff

9.3.2 The Elmdon site benefits from 10 covered Sheffield cycle stands which create space for up to 20 bicycles. They are covered by CCTV and have natural surveillance with overlooking businesses.

9.3.3 Walking and Cycling Routes

9.3.4 There are a number of well signed shared pedestrian cycle routes surrounding the airport site which are illustrated in Figure 4. A designated route is located along both sides of the carriageway along Bickenhill Lane from the Bickenhill Lane / Airport Way roundabout to Bickenhall Parkway where the route continues along the western side of the carriageway until the roundabout with B4438 / Premier Inn.



Figure 24: Designated Pedestrian Cycle route off Bickenhill Lane

9.3.5 Further designated routes run along the south carriageway of the A45 Coventry Road from Elmdon to Car Park 5 and the northern side of the carriageway from Bickenhill Lane roundabout to M42 junction 6. Another route runs along the western side of the carriageway along Airport Way.

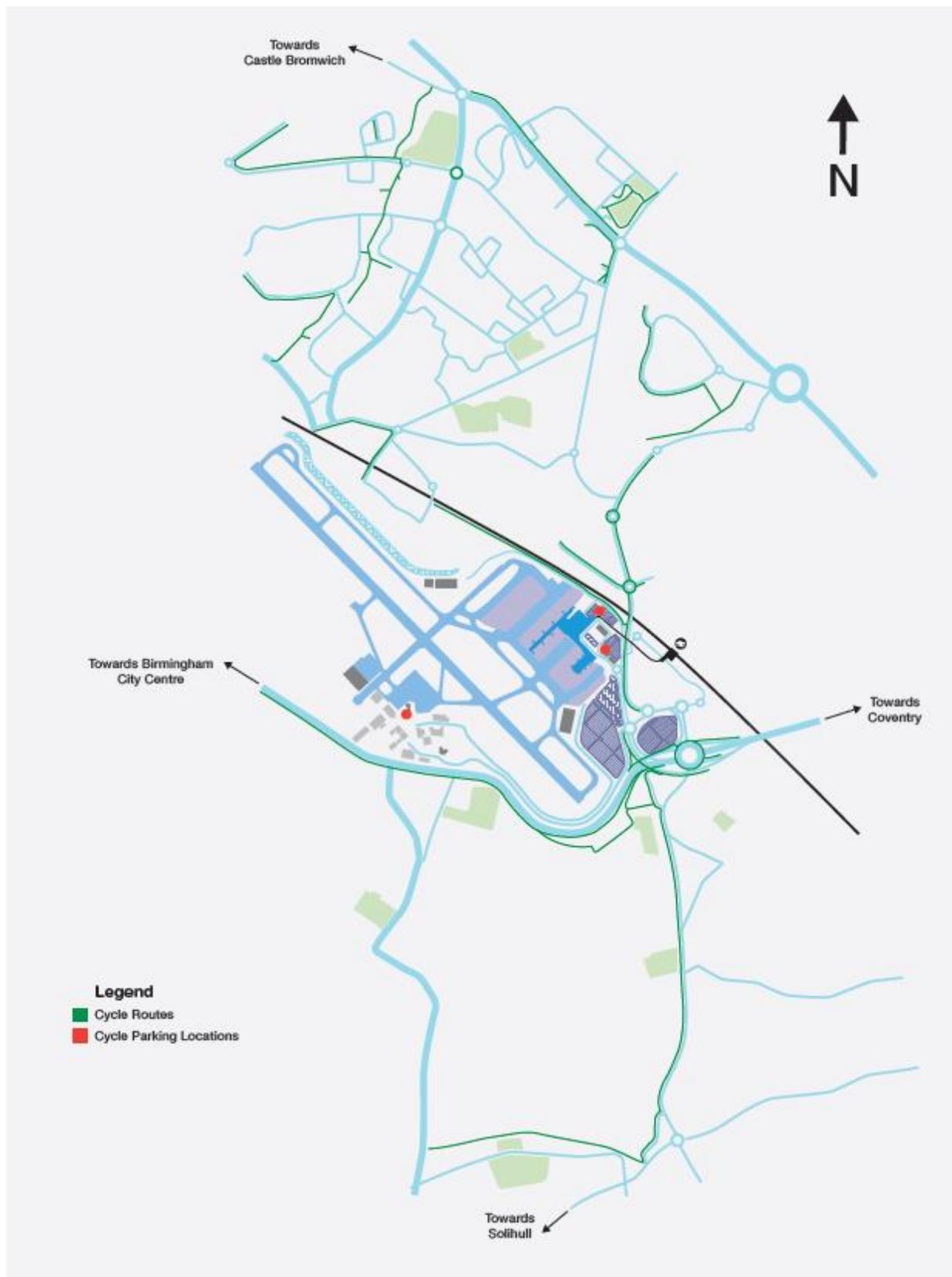
9.3.6 A designated cycle lane is present on the north carriageway of the A45, cyclists have the option to take a pedestrian cycle route onto Airport Way from this cycle lane.

9.3.7 A segregated pedestrian cycle route runs along the B4438 Catherine De Barnes Lane to Bickenhill Lane. The airport through its Section 106 contributions to Solihull

Metropolitan Borough Council financially supported the development of this route. This route leads onto the Grand Union canal route which offers pedestrians and cyclists a 14.5km route to Birmingham City centre.

- 9.3.8 An off-road pedestrian/cycle trail is accessible from ramp road and provides a pedestrian connection to/from Marston Green.

Figure 25: Cycle Routes in the Vicinity of Birmingham Airport



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