

Action for employers

Beyond lockdown

Background

Sustrans works with hundreds of employers across the UK to support them in reducing single occupancy car journeys commutes to and from work, and business travel.

We create bespoke resource packages that support businesses to empower staff to change their travel behaviour, and improve their own health and wellbeing.

COVID-19 has meant businesses have had to adapt quickly by enabling their staff to work from home, utilising video conferencing, and changing the way products and services are delivered.

With the UK government encouraging more people to **walk and cycle** to relieve pressure on the public transport system, Sustrans have created a handy guide to capture the benefits of these changes, and help to sustain a happy, healthy workforce.

What you can do

Flexibility to work from home

Increasing opportunities to work from home and flexible hours could save your company money, improve performance, increase employee retention and reduce stress.

Help employees feel safe

Staff may be struggling with the concept of returning to the office due to their commute or increased social interactions. Help them feel safe by following government guidance on office cleaning and occupation density. Think about low cost interventions such as enrolling in a Cycle to Work scheme and increasing secure cycle storage (see overleaf).

Consider business mileage

Business mileage costs time and money, but COVID-19 has shown us how we can adapt as a workforce to online meetings. Decisions still get made, items are actioned and relationships with clients and funders continue to strengthen.

Moving forward, many meetings can remain online and travel frequencies reduced by allowing staff to use their most local office/site where possible.

Sharing the message

Responsible and thoughtful communication is key, and this has been proven to work in the most challenging of times.

Alongside this guide, Sustrans have produced a resource to share with your employees, enthusing them to consider a more sustainable and safer commute.



Facts and figures



In 2018, 6.6 million business trips were taken from the UK (ONS).



Working from home has been shown to increase performance by 13%, halve attrition and significantly increase work satisfaction (Bloom et al, 2014).

“I used to be in a different part of the county every day, claiming hundreds of pounds a month in expenses. I can now provide shorter, more regular, contact which is far more effective.”

Jenni, IT trainer

Image credit- Anna Shvets/ Pexels

Sustrans is the charity making it easier for people to walk and cycle.

We connect people and places, create liveable neighbourhoods, transform the school run and deliver a happier, healthier commute.

Join us on our journey.

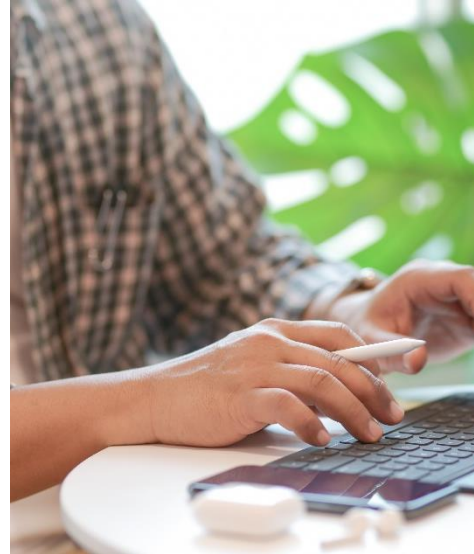
www.sustrans.org.uk

Registered Charity No. 326550 (England and Wales) SC039263 (Scotland).

© Sustrans June 2020

Top Tips

Beyond lockdown



Working from home

Working from home has proved successful for many businesses during the lockdown period. Consider making this a more permanent option to support your workforce.

- Encourage staff to be active and take regular breaks during the day.
- Assist them with setting up a suitable workspace in their home, ensuring it's comfortable and conforms with DSE assessments.
- Keep in regular contact. Make sure they feel part of the team and are included in decision making process, but avoid overloading them with unnecessary video calls.
- Enable staff to get exercise. Consider allowing some time for them to make a daily "commute" by way of a walk or cycle to prepare them for the day.
- Encourage employees to keep to a work routine, with a clear finishing time which separates work and home life.

Cycling to work

Supporting your staff to travel actively is important if they are unable to use public transport. It also helps to relieve parking pressure, improve health and wellbeing and reduce traffic on the local roads.

- Provide secure cycle storage at your workplace in a convenient location, and ensure there's enough spaces to meet demand.
- Offer a Cycle to Work scheme or similar tax exemption initiative.
- Consider adding bike mileage to your expenses policy and encourage staff to cycle shorter business journeys.
- Share information about local cycling routes and host travel planning information events.
- Make it clear that you support active and sustainable transport through your language and your actions.
- Contact your Sustrans Officer for support and information on a range of schemes and opportunities in your area.

Handy links

[Sustrans Cycles for Key Workers](#)

[Sustrans Space to Move campaign](#)

[More cycle to work tips from Sustrans](#)



55% of people feel more stressed as a result of their commute (RSPH 2016)



Sustrans is the charity making it easier for people to walk and cycle.

We connect people and places, create liveable neighbourhoods, transform the school run and deliver a happier, healthier commute.

Join us on our journey.

www.sustrans.org.uk

Registered Charity No. 326550 (England and Wales) SC039263 (Scotland).

© Sustrans June 2020

Image credit- Jon Linton/Sustrans
Marcus Aurelius/ Pexels

sustrans
JOIN THE MOVEMENT