Environment & Sustainability Travel

Travel Management Plan

OASES is based in Esh Winning Academy and shares their facilities, including: car parking, electric charging point, cycle racks.

COMMUTING

OASES staff travel from across the northeast to come to work. OASES Staff Travel Surveys are completed annually in September.

The latest Staff Travel Survey was conducted in September 2026 and revealed that:

- The nearest staff member lives 6 miles away.
- The staff member that travels the furthest lives 27 miles away.
- The average distance travelled to work is 15 miles (one way), making the average commute 30 miles.

Most people drive a petrol vehicle (8), some drive a diesel vehicle (3), one drives a hybrid (1) and two have fully electric cars (2).

Commute Reduction Strategies

- **Encouraging car sharing** – 5 of the 12 OASES staff are occasionally able to car share but only often to manage to do so from time to time.
- **Facilitating sustainable travel** e.g. paying mileage for walking and cycling
- **Operating hybrid working** – allowing staff to work from home so that they can make Carbon-sensible travel choices. On average an OASES staff member will work from home 1.3 days/week meaning that they do not have to commute on these days. This has been enabled by purchasing all staff their own laptop and facilitating and enabling **electronic means of communication.**

Barriers to Travelling Sustainably - Car Sharing

OASES staff experience many barriers to car sharing, these include:

- No one living close by/ length of detour to share.
- Flexible hours mean that staff have different starting and finishing times.
- Organizing travel efficiently so that going to/returning home straight from meetings.
- Needing to travel to schools / sites during the work day (often multiple locations).
- Transporting equipment.
- Need to be 'on call' to assist people at home.
- Not wanting another person to make you late!

Barriers to Travelling Sustainably – Cycling & Walking

Many OASES staff live within 10 miles of the office, a distance that can be cycled in 45 minutes to 1 hour. The barriers to cycling are:

- Time it takes to travel by bike.
- Unable to cycle for health reasons.
- Needing to travel to schools / sites during the work day (often multiple locations).
- Transporting equipment during the work day.
- Need to be 'on call' to assist people at home.

The barriers identified above are legitimate and difficult to avoid given the nature of the work that OASES completes. All OASES staff are very sustainability focused and cite the 'travel' that the job involves as an issue. As OASES staff are all committed to reducing their climate footprint they take every opportunity to avoid travelling/ make the sustainable choice. All OASES staff have stated that they would like to switch to more sustainable means of travel e.g. walking, cycling, hybrid and electric vehicles but that either time (to travel) or cost (to purchase a more sustainable vehicle) are personal barriers.

DRIVING DURING WORK TIME

OASES staff will drive an average of 1234 miles during a year for work. We consciously try and reduce the number of journeys that OASES staff undertake, and the associate impact, by:

- **Encouraging car sharing** – if two or more staff are going to the same school / site we ask that they car share.
- **Facilitating sustainable travel** e.g. paying 20p mileage for walking and cycling
- **Operating hybrid working** – allowing staff to work from home so that they can make Carbon-sensible travel choices. On average an OASES staff member will work from home 1.3 days/week.
- Using **electronic means of communication** whenever possible.
- **Clustering delivery**, to ensure route optimisation.
- **Encouraging fuel efficient driving** e.g. correct air pressure in tires, no sharp accelerating or braking, only taking what is required to a session. OASES staff undertook a short training session on this in 2024.
- **Ensuring sustainable travel choices are made for long distance journeys** e.g. staff to travel by train if the distance is over 100 miles

Barriers to Travelling Sustainably - Car Sharing

OASES staff experience many barriers to car sharing during the work day, these include:

- Flexible hours mean that staff have different starting and finishing times.
- OASES staff are encouraged to organise travel efficiently, which often means that staff arrange meetings/ session when going to / from work.
- Needing to travel to multiple schools / sites during the work day and not returning to the office in between meetings/ sessions.
- Transporting large amounts of equipment leaving no space for passengers.

Barriers to Travelling Sustainably – Cycling & Walking

The barriers to cycling and walking during the average work day are as follows:

- The time it takes to travel by walking/ cycling.
- Needing to travel large distances.
- Transporting lots of equipment.

All OASES staff seek to reduce their climate footprint by choosing sustainable means of organizing their day. Since the hybrid working policy was introduced and electronic meetings became more normal OASES staff quite often work from home, reducing commuting time and work travel e.g. staff living close to a school will work from home, travel to the school and then work from home again rather than come into the office. Flexible working allows OASES staff the freedom to organize their own diary and consequently cluster their meetings / session delivery to reduce travel.

To continue to make progress in this difficult area, OASES is committed to working with staff to monitor staff travel, explore sustainable travel choices and incentivise positive travel options.

ACTION – Ensure annual travel survey is completed.

ACTION – Ensure staff are aware that they can claim 20p/ mile when cycling and walking during the work day.

ACTION – Keep a look out for grants to fund a company electric van.

Joanne Appleby (OASES CEO):

Date: 19/11/2026

Alice Evans (OASES Manager):

Date: 19/10/2026

Board Representative(s):

Date: 19/10/2026