

The erection of a Class A1 foodstore with associated access, car parking, and landscaping on land at Neath Abbey Road, Neath

ALDI STAFF TRAVEL PLAN

Prepared by: Entran Ltd

On behalf of: Aldi Stores Limited



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Revision	Date	Notes	Author	Checked	Approved
-	June 2019	1st ISSUE	DJA	DTW	RGW
A	August 2019	PA Issue	DJA	DTW	RGW
B	June 2021	Planning Condition Issue	DJA	DTW	RGW

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1.0 INTRODUCTION

1.1 Overview

- 1.1.1 Entran Ltd has been appointed by Aldi Stores Ltd to prepare a Travel Plan in connection with the proposed food retail development. This document is relevant to staff of the proposed Aldi store and will suggest initiatives to maximise the sustainable transport opportunities of the site and will, prior to trading, be developed as a standalone document. This Travel Plan has been prepared in line with national, regional and local policy and should be seen as an on-going process that will be implemented by the occupiers of the development.

1.2 Development Proposals - Overview

The redevelopment proposal comprises the building of a single storey Aldi Food Store, with associated access, car parking, and landscaping on land at Neath Abbey Road, Neath.

1.3 Site Location and Scale

- 1.3.1 The application site is located on Neath Abbey Road, Neath..
- 1.3.2 Aldi have a policy of limited trading hours, which are generally as follows:
- Monday – Saturday 0800am – 2200pm; and
 - Sunday 1000am – 1700pm.
- 1.3.3 Up to 40 staff are employed at each store, comprising a Store Manager, Assistant Store Manager and Store Assistants.

1.4 Travel Plan Structure

- 1.4.1 The Travel Plan for the site is structured as follows:
- What is a travel plan?
 - Policy;
 - The development and its location;
 - Travel Plan Approach;
 - Objectives and Benefits;
 - Measures, Actions and Targets; and
 - Monitoring Strategy.



2.0 WHAT IS A TRAVEL PLAN

2.1 Introduction

- 2.1.1 A Travel Plan seeks to reduce car use, encouraging alternative transport choices and reducing the need to travel. It sets aims and tangible targets so that 'real' change in transport behaviour can be achieved i.e. encouraging a modal shift away from single occupancy car use to more sustainable means of travel such as public transport, walking and cycling.
- 2.1.2 A clear definition of a Travel Plan is as follows:

“A Travel Plan is a long term travel management strategy built on a package of site specific measures aimed at promoting sustainable travel, with an emphasis on reducing reliance on single occupancy car journeys and reducing the need to travel.”

- 2.1.3 The ultimate aim of any Travel Plan should be to influence long term changes in travel behaviour by providing the right package of measures that promote and value sustainable transport initiatives. It is crucial to the success of a Travel Plan that the measures are site specific and tailored to the needs of the existing and future users of the site.
- 2.1.4 A Travel Plan is a dynamic process which will grow and develop with time, and with the changing circumstances of the site and the environment in which it works. It should be stressed that the Travel Plan will be flexible when determining which exact measures are implemented, and allow for changes to be made in line with Travel Plan performance.

2.2 Why a Travel Plan is required

- 2.2.1 A Travel Plan should be viewed as a positive tool that will have a real benefit to the users of the site and to the surrounding area. By submission of this document the applicant is committing the operator of the site to implement the recommendations of this TP.
- 2.2.2 Travel Plans help to reduce the impact of travel on the environment and reduce costs for individuals and have a number of benefits such as:
- Helping to inform the design and operation of the development;
 - The promotion of measures such as walking and cycling, which can help to improve the health of staff at the site;
 - The reduction in the cost of travelling to and from the site;
 - The reduction of congestion and improved access to the site. This has the knock on effect of reducing local pollution levels in terms of noise and harmful vehicle emissions such as Carbon Monoxide; and
 - The improvement of accessibility by facilitating and promoting sustainable transport initiatives, thus reducing the reliance on the car.

2.3 Components of the Travel Plan

- 2.3.1 As explained earlier, this draft TP sets the parameters for a full TP to be developed following interpretation of the proposed initial travel surveys. There are a number of key components required within the TP to ensure that an effective and successful strategy is implemented. The key components include:
- Background Information – the existing travel habits of staff must be identified and the reasons for them understood, before any attempt can be made to influence transport choices;
 - Objectives and targets – once the existing conditions are known and appropriate audits undertaken, realistic, attainable, time-bound objectives can be developed, in the light of operational and budgetary constraints. Objectives and targets may be different. Objectives may



be as abstract as explaining the reason for implementing certain measures whereas targets may be measurable outcomes or goals;

- Measures – having set the objectives the appropriate measures required to attain them should be identified. This process will be an evolutionary one and the measures adopted may vary over time as new partners are found and the effectiveness of measures are evaluated. Therefore, both long and short term policies and initiatives need to be developed. As directed the measures should be ‘worked up’ in partnership with the local highway and planning authorities;
- This TP identifies two types of measure; secured and potential. The secured measures are those which will be delivered as part of the proposed TP. These may include both infrastructure and management practices. The proposed measures are those which are not considered appropriate at this stage but which will need to be reviewed following each survey and review session;
- Raising awareness and Marketing – it is essential, if the plan is to succeed, for the staff to “take ownership” of the Plan. A wave of awareness and involvement must be created and the strategy to achieve this must be flexible, but an outline approach is set out within this TP; and
- Monitoring and Review – The range of success achieved can only be recognised if attitudes to transport and the measures adopted are monitored from the beginning. This TP therefore sets a programme for surveys and reviews.

2.3.2 It should be noted that each TP is a document that will evolve over time as additional information becomes available and the travel habits of staff change. To consider any document to be the definitive TP for the development will lead to an ineffective, and ultimately, obsolete initiative. The plan needs to set out the policy objectives and initiatives, but allow them to develop and evolve over time.

3.0 THE DEVELOPMENT AND ITS LOCATION

3.1 Development Composition

3.1.1 The development proposal comprises;

- 1925 sqm GFA Aldi Food Store
 - 124 car parking spaces
 - 10 Cycle parking spaces
- New site access with visibility splays of 2.4 by 43m in both directions
- Closing of eastern site access (to the benefit of highway safety)
- Pedestrian access routes

3.1.2 The internal layout of the site facilitates access and egress for service vehicles from the site access that will be able to be undertaken in a forward gear.

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3.2 Existing Site Use and Access

3.2.1 The application site is located on Neath Abbey Road, Neath on land fronting CSN Engineering m which is currently unused.

3.3 Local Highway Network

3.3.1 Neath Abbey Road, Neath is a 30mph local road providing access to the east to the A474 and Neath's greater highway network and to the west to Cadoxton, Rhyddings and areas, towns and villages further afield.

3.3.2 The site in its strategic and local context is shown in **Figures 3.1 and 3.2** below.



Figure 3.1 – Strategic Site Location



Figure 3.2 – Local Site Context

3.4 Pedestrian/Cycle Facilities

- 3.4.1 Local and National guidance considers that walking is used to access a wide variety of destinations including educational facilities, shops, and places of work, normally within a range of up to 2 miles.
- 3.4.2 Such guidance also suggests that cycling is used for accessing a variety of different destinations, including educational facilities, shops and places of work, up to a range of around 5 miles.

Walking

- 3.4.3 There is a comprehensive lit footway network to the east and west of the site and includes a range of crossing facilities, thus ensuring pedestrian access to the site is unobstructed.

Cycling

- 3.4.4 There are a limited range of cycle facilities local to the site.

3.5 Public Transport

- 3.5.1 There are high quality bus routes and stops within 400m of the site in both directions. Regular and efficient routes that can be accessed from local stops include 56 and X56 which during the week and on a Saturday is an hourly service.
- 3.5.2 This level of service ensures that the use of bus travel to visit and shop at the site is a viable option.
- 3.5.3 Local bus mapping is attached as **Appendix A**.
- 3.5.4 Up-to-date bus timetables and route maps will be displayed on the staff notice board.



4.0 TRAVEL PLAN APPROACH

4.1 Introduction

- 4.1.1 This Travel Plan has been prepared as a concise document to present the Company's commitment to managing multimodal access to its development.
- 4.1.2 Aldi are also committed to reducing reliance on the private car for journeys to work and maximising the potential and opportunities for employees to travel by sustainable modes. In this regard, this Travel Plan has been developed with reference to both local and national guidance.
- 4.1.3 This Plan presents a long term strategy for reducing dependence of staff on travel by private car and in this regard this Travel Plan itself will be an ever evolving document, amended as required once the referred staff travel surveys have been completed. The Plan will then naturally evolve and change as subsequent staff surveys are undertaken.

4.2 Approach

- 4.2.1 In order for a Travel Plan to be successful, it must influence behaviour as opposed to dictate a specific modal use. In order for this to be achieved, the Plan must successfully alter an individual's perception in the following ways:
 - the Individual must be able to appreciate that a change in behaviour will benefit them;
 - he/ she is enabled to change his/her behaviour; and
 - An individual must be encouraged to take action, by experimenting with transport modes.
- 4.2.2 Measures should focus on the areas that need most development in order to ensure that all of the above factors are covered. A Travel Plan should therefore consider as a minimum the following three points:
 - Raise awareness of the Travel Plan and its benefits, the sustainable transport infrastructure and incentives to encourage use;
 - Improve accessibility and to discourage single occupancy vehicle use as a primary mode of travel; and
 - Measures should be developed and provided to encourage a behavioural shift and adoption of sustainable modes of transport.



5.0 OBJECTIVES, BENEFITS AND TARGETS

5.1 Objectives

- 5.1.1 The primary purpose of this Travel Plan is to determine a realistic range of actions to encourage the use of more sustainable modes of transport to travel to and from the site. The principle objectives of the Travel Plan are therefore:
- To encourage staff to use more sustainable modes of transport to travel to and from the site;
 - To improve awareness of transport issues and reduce the impact of traffic on the local environment;
 - To raise customer awareness of sustainable travel options;
 - To minimise the proportion of private car journeys to and from the proposed development;
 - To increase the proportion of journeys to and from the proposed development by sustainable modes of transport in particular car share; and
 - To minimise the number of single occupancy car trips to and from the proposed development.

5.2 Benefits

- 5.2.1 This Travel Plan will assist both staff and customers in making an informed decision on how they travel to and from the site and encourage them to use sustainable transport. This will reduce reliance on single occupancy car travel and encourage a reduction in car trips generated by the development.
- 5.2.2 Other benefits of the Travel Plan may include:
- Reduction in congestion and traffic related pollution;
 - Increase in employee attendance levels; and
 - A healthier work force.
- 5.2.3 Table 5.1, below, summarises some of the benefits of implementing a TP and indicates who will benefit.

Table 5.1: Who will benefit from the Travel Plan?

Benefit	Visitors	Staff	Community/ Environment
Cost Savings	√	√	
Healthier staff and reduced absenteeism	√	√	
Improved site access	√	√	√
Reduced Congestion	√	√	√
Reduced accidents	√	√	√
Improved staff morale		√	
Improved quality of life	√	√	√
Reduced stress	√	√	
Improved local air quality	√	√	√
Reduced noise			√

5.3 Targets

- 5.3.1 Table 5.2 below presents expected and proposed mode share targets. Mode share targets should, however, be re-entered following the results of the first survey and based on this information, future achievable 'SMART' targets to be devised in liaison with the Local Authority. Nevertheless, based on collected staff travel data from other Aldi stores the following indicative minimum targets are proposed in the first instance (see Table 5.2 below).
- 5.3.2 It should be noted that the following table provides both staff numbers and percentage splits and are based on recent surveys at other sites. Future targets and reviews have to be carefully considered against the limited staff numbers to ensure unrealistic aspirations do not unnecessarily burden the Travel Plan initiatives.

Mode of Travel	Expected Initial Modal Split	2 year Modal Split Target	5 Year Modal Split Target
Car Driver	80%	78%	75%
Car Passenger, Cycle, Walk, Bus	20%	22%	24%
Motorcycle	0%	0%	1%

Table 5.2 – Indicative Staff Mode Share Targets

- 5.3.3 The above targets will be reviewed and amended as survey information becomes available and appropriate measures as stated later in this Travel Plan introduced.



6.0 MEASURES AND ACTIONS

6.1 Background

- 6.1.1 A wide range of measures and actions will be used to encourage car-sharing, public transport use, cycling and walking in accordance with national and local policies.
- 6.1.2 Firstly, within two months of opening Entran Ltd be appointed as the Travel Plan Co-ordinator, Entran Contact details:
- Robert Williams,
7 Greenway Farm,
Bath Road, Wick, Bristol,
BS30 5RL,
Tel: 0117 937 4077
- 6.1.3 At this point all partners to the Travel Plan will be advised of the appointment.
- 6.1.4 Entran will, on all matters, liaise with Aldi's Property Director Rob Jones, who will ensure that internally all measures are implemented. If any internal matters arise with the Travel Plan, the communication process will be reversed.

6.2 Measures and Actions

- 6.2.1 The Travel Plan Co-ordinator will ensure that the Travel Plan is implemented; operating efficiently and that all the measures for encouraging sustainable travel are in place. Responsibilities include:
- Promoting and encouraging travel modes other than the car, including providing information to staff via a notice board in the staff room, which will be checked every three months;
 - Promoting car sharing;
 - Identify employee travel habits through staff surveys;
 - Monitoring and reviewing the Travel Plan; and
 - Ensuring the needs of the less mobile is incorporated in the Plan.
- 6.2.2 The measures developed on site shall be largely based on the outcomes of the initial travel survey. Some measures are essential in meeting with current standards, for example the quantity of cycle and car parking provision, other measures will be unique to the site. As such the following sections are intended to give an overview of the potential measures that could be implemented by the Travel Plan Co-ordinator if the travel survey highlights them as being appropriate.

6.3 TP Measures

- 6.3.1 Due to the changing characteristics of the development over time it would be ineffective for the TP to specify TP measures or funding for measures that may not be required, Nevertheless, funding will be made available for the implementation of measures should the need arise through the monitoring process. In this regard therefore, required measures must be determined by reference to travel surveys and importantly, an understanding of the factors that would motivate staff to alter their travel behaviour. The programme of surveys and monitoring therefore not only needs to identify travel behaviour but also attitudes to travel and key motivators for change.
- 6.3.2 Notwithstanding this, the TP's measures are divided into sub-categories:
- Hard measures – these are infrastructure provision or improvements;
 - Soft measures – these are management measure, incentives, marketing initiatives etc;
 - Secured measures – these are measures that will be implemented; and
 - Failsafe measures – these are an 'arsenal' of measures available to the TP Coordinator to be chosen according to survey feedback so that resources can be targeted towards those measures found to be most effective.



6.3.3 The following tables describe both secure and failsafe measures per mode. Secure measures are those that will be adopted prior to recruitment of staff or as part of the build process, with the failsafe measures being those that could be introduced should the need arise.

6.3.4 In addition, all employees will receive details of the TP upon commencement of employment and a copy of the TP will be kept in the staff room.

Hard measures	
Secured	Failsafe
• Good on-site lighting; • Lockers; • New footway across store frontage	• Additional pedestrian signage;
Soft measures	
Secured	Failsafe
• Marketing – promoting walking in all written and electronic material - Travel pack • Notice board in staff room displaying the above	• Personalised Travel Planning.

Table 6.1 - Measures to encourage walking

Hard measures	
Secured	Failsafe
• Good on-site lighting; • 10 external prominent and covered cycle parking spaces via Sheffield loops—usage to be monitored –Provision for in-store cycle storage facilities for employees convenient to staff room • Implement the Government backed cycle purchase scheme (Aldi standard)	• Additional cycle parking
Soft measures	
Secured	Failsafe
• Marketing – promoting cycling in all written and electronic material - Travel pack • Notice board in staff room displaying cycle routes to and from the development	• Negotiated discount with local bike shop; • Personalised travel planning.

Table 6.2 - Measures to encourage cycling



Soft measures	
Secured	Failsafe
- Marketing – promoting the use of public transport in all written and electronic material; Travel pack (including bus routes and bus/train timetable info) - Travel notice board in staff room displaying bus timetables	- Personalised travel planning; - Investigate bus discounts for staff

Table 6.3 - Measures to encourage public transport use

Hard measures	
Secured	Failsafe
- Marketing – promoting car sharing in all written and electronic material as well as interview and induction process - Guaranteed ride home (emergency only)	Personalised travel planning

Table 6.4 - Measures to encourage car sharing

- 6.3.5 The Travel Pack (to be agreed with CCC) will contain information on the alternatives to single-occupancy car use available to staff including;
- comprehensive walking and cycling route maps linking the site to local infrastructure including shops, residential areas and bus station
 - Bus maps and timetables as well as leaflets describing the health benefits of cycling and walking;
 - contact details of the Travel Plan Co-ordinator for the site; and
 - Useful resources such as the Transport Direct Journey Planner website to enable people to plan their own journeys.
- 6.3.6 Travel Packs will be issued to all staff as part of their induction process. Staff will also be advised of the Travel Plan and Pack during the interview process.

7.0 MONITORING

7.1.1 Monitoring Strategy

7.1.1 An important part of the Travel Plan is the continual monitoring and review of its effectiveness. It is essential that a Travel Plan is not a one-off event, but a continually evolving process. Regular monitoring and reviewing will help to gauge progress towards targets and objectives, and, if necessary, enable the Travel Plan to be refined and adapted in order to improve its progression.

7.1.2 The stages to monitoring a Travel Plan include:

- Collection of base data i.e.: soon after opening and resultant setting of travel mode targets;
- Measures implemented over a period of time are recorded;
- Collection of future data at defined point;
- Comparison of data collected; and
- Review of mode share against target and resultant implementation of new measures or setting of revised targets.

7.1.3 In terms of this Travel Plan, it is important to note that it will not be possible to collect any 'before' data for the site since it is currently in a different land use.

7.2 Survey of Employee Travel Patterns

7.2.1 The effectiveness of the Travel Plan will need to be monitored and reviewed in partnership with the local authority. This review process will identify the most effective measures and key motivators influencing people's travel choices. The schedule of monitoring and review will be as follows:

Survey	Date	Review / Reports
1.	2 months after first occupation	• Within 1 month of survey review survey findings and report to local authority. Submit Final Travel Plan to CCC for approval • Feedback findings to staff within 1 month of local authority review • Senior staff member to implement review outcomes and Travel Plan within 2 months of being approved
2.	1 year after first occupation	• Identify actions from Review 1 • Review survey 2 findings and report to local authority within 1 month of survey and update Travel Plan • Feedback findings to staff within 1 month of local authority review • Senior staff member to implement review outcomes prior to Survey 3.
3.	2 and 5 years after first occupation	• Identify actions from Review 2 • Review survey 3 findings and report to local authority within 1 month of survey and update Travel Plan • Feedback findings to staff within 1 month of local authority review • Senior staff member to implement review outcomes.

Table 7.1 – Schedule of monitoring and review



- 7.2.2 The communication strategy, monitoring and review process contained within this document will instil a culture of sustainable travel within the company and focus resources on the methods most effective in reducing single car occupancy.
- 7.2.3 A sample staff questionnaire is included as **Appendix B**.

7.3 Partnership Arrangement

- 7.3.1 As discussed, the Travel Plan will be monitored to ensure that the aims and objectives are met and that the development accords with the terms of the planning permission.
- 7.3.2 The Local Authority are an important partner in the Travel Plan process. However, it is important that the relationship between the site occupiers and the Councils is a genuine partnership arrangement and not seen by any party as being a matter of enforcement or penalties. With this in mind all objectives or targets must be agreed by all parties as being:
- challenging;
 - realistic;
 - measurable; and
 - achievable.
- 7.3.3 If the objectives do not meet all these requirements, they will be ineffective.
- 7.3.4 The Travel Plan will be a continuously evolving 'live' document. It may therefore be necessary to amend mode share baselines and targets depending on the result of the on-going surveys. These evolving changes should be communicated to and agreed with the Council.
- 7.3.5 If targets or objectives are not met it may be decided following discussions between the Travel Plan Co-ordinator and the Council that measures could be modified, or alternative measures implemented



Appendix A



1. Staff Travel Survey

Aldi is constantly looking to develop its Travel Plan and evaluate the travel options available to staff and visitors. Your involvement in the development of the plan is crucial, please spare a few minutes to complete the questionnaire. All the information you provide will be treated in strictest confidence. Please tick the boxes that correspond to your answers or write in the spaces provided as appropriate.

SECTION A: ABOUT YOUR JOURNEY TO THE SITE

1. Where do you travel from to come to the site?

Postcode _ _ _ _ _
Town.....

Street.....

1a. How many times do you normally travel to the store each week?

1b. At what time do you normally arrive?

.....

2. How often do you use the following means of transport to travel to work? (tick appropriate box in each column)

	Walk	Cycle	Bus	Train	Car Driver (alone)	Car Driver (with others)	Car Passenger	Other (specify)
5 days a week or more								
3 or 4 days a week								
Once or twice a week								
1 to 3 times a month								
Less								



SECTION B: IF YOU EVER TRAVEL TO THE STORE BY CAR

3. What are your main reasons for using a car to get to work?

Please tick up to 4 boxes

Time savings		Health Reasons	
Cost savings		Use the car during the day	
Convenience/flexibility		Lack of suitable alternative transport	
Dropping off/Collecting Children		Other (please state)	

4. Would you be prepared to car share?

Yes		No	
Maybe		I already car share	
Comments			

SECTION C: ALTERNATIVES

5. Which of the following would encourage you to use the bus for your journey to/from work? If you already travel by bus, which would you like to see?

Please tick up to four boxes.

Direct Bus Services		More frequent bus services	
Improved waiting facilities e.g. shelters, seating		Discount tickets extended for all local bus services	
Better information on rates and fares		Real time information at stop (digital bus time information)	
Comments			



6. Which of the following would encourage you to cycle to/from work? If you already cycle, which would you most like to see?

Please tick up to four boxes.

Better cycle routes on the roads leading to the site		Improved cycle parking at the site	
Improved facilities eg lockers		Better information on cycle routes and location of cycle facilities	
Arrangement to buy/hire a bicycle at discounted rates		Improved cycle security	
Comments			

7. What factors would encourage you to walk to and from work? If you already walk, what would you like to see improved.

Please tick up to two boxes

Better walking routes on the roads leading to the site?		Safer, better lit walking paths in the site?	
More information about walking routes?		Other (please state)	

8. Would you take advantage of any of the following initiatives if they were available? Would they encourage you to change how you travel to work or for journeys undertaken in the course of work?

	Would you use?			Would it change how you travel?		
	Yes	No	Not sure	Yes	No	Not sure
Flex-time – making it easier to fit in with public transport or car share etc.						
Cycle mileage allowance for 'business mileage'						
Provision of pool car for business travel off-site						



SECTION D: ABOUT YOU

9. Your Age:

18 – 24		25 – 39	
40 – 59		60+	

10. Your Gender:

Male		Female	
------	--	--------	--

11. What is your job role?

Job Role

12. Do you have a full car driving license?

Yes		No	
-----	--	----	--

13. Would you be willing to be involved in a discussion group to identify future measures for the travel plan?

Yes		No	
-----	--	----	--

Please use space below to mention any incentives (financial or other) that you feel would influence yourself/your colleagues to use sustainable modes of transport to access the site.

.....

.....

.....

.....

Please use space below for any comments/ideas regarding the Travel Plan:

.....

.....

.....

.....