



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

SUSTAINABLE TRAVEL PLAN 2025-2030

A future-ready institution where sustainability is embedded across education, research, operations and daily practice, honouring our responsibility to current and future generations.

UWTSD Group Environmental Sustainability Strategy

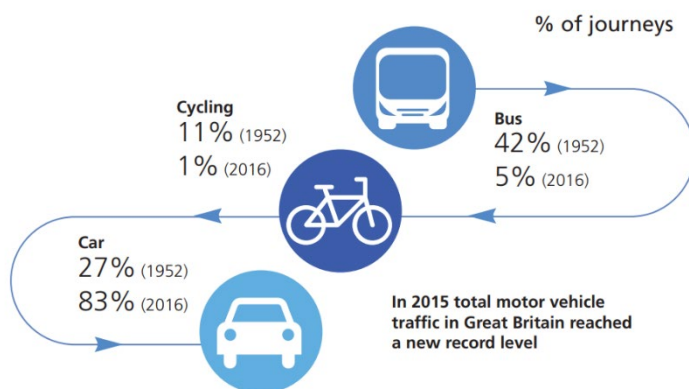
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1. Introduction

The evidence for an urgent need to tackle climate change has become undisputable. The UN secretary general referred to the Intergovernmental Panel on Climate Change (IPCC)'s report in August 2021 as 'code red for humanity', and the co-chair of the IPCC's working group said in February 2022 that "the scientific evidence is unequivocal: climate change is a threat to human wellbeing and the health of the planet. Any further delay in concerted global action will miss a brief and rapidly closing window to secure a liveable future."¹

Public Bodies in Wales are tasked with reaching carbon zero by 2030. To support such an ambition, organisations must collaborate with local and regional partners to deliver actions in an efficient, sustainable way. As a way of tackling the climate impact of UWTSD the university needs to address the large amount of scope 3 emissions caused by travel and transport.



Our Sustainable Travel Plan has been written to support the movement of people and services across our institutions whilst ensuring our immediate, local and global environment is given the highest consideration. It fits within Strategic Priority 1 of the UWTSD Group Environmental Sustainability Strategy, Carbon Reduction.



The Sustainable Travel Plan and associated actions also support the delivery of the UN Sustainable Development Goals specifically goal, 9, 11 and 13.



¹ [PR WGII AR6_english.pdf](#)

2. Alignment with UWTSD Group Environmental Sustainability Strategy 2025-2030

This Sustainable Travel Plan is a key delivery document supporting the UWTSD Group Environmental Sustainability Strategy 2025–2030, translating the University’s strategic commitments into targeted actions to reduce emissions associated with travel and transport.

Travel and transport represent a significant proportion of the University’s Scope 3 emissions, and therefore play a critical role in achieving UWTSD’s net zero ambitions. This Plan supports the delivery of the Strategy’s core pillars:

OUR PEOPLE: By encouraging and enabling sustainable travel behaviours, this Plan supports the health and wellbeing of staff and students through increased opportunities for active travel. It also promotes awareness of sustainable travel choices and provides opportunities for individuals to contribute to the University’s carbon reduction goals.

OUR PURPOSE: By reducing emissions from commuting, business travel, and fleet operations, this Plan supports the University’s commitment to environmental responsibility and climate action, embedding sustainable travel principles within operational decision-making.

OUR PLACE: By promoting low-carbon transport options and reducing reliance on single-occupancy car journeys, this Plan contributes to improving local air quality, reducing congestion, and enhancing the environmental sustainability of the communities in which UWTSD operates.

This Sustainable Travel Plan is closely aligned with the Net Zero Carbon Management Plan and wider sustainability management plans, forming part of an integrated framework to deliver the University’s environmental sustainability objectives.

3. Building on past success

Over the course of the last management plan UWTSD had a number of achievements to help it reduce the impact of its travel and transport which is the largest single area of scope 3 emissions. Over the last period the university has:

- 🌱 Signed the Swansea Bay Healthy Travel Charter
- 🌱 Sign the Mid and West Wales Healthy Travel Charter
- 🌱 Installed over 40x EV charging points across its estate
- 🌱 Implemented a staff EV salary sacrifice scheme
- 🌱 Moved over 65% of the Estates trade vehicle fleet to EV



4. Setting the scene (2024 and 2025 travel survey)

Each Dec the UWTSD sustainability team run separate staff and student travel surveys. Over 10% of staff responded to the survey, uptake from students was less. Some key takeaways on how staff commute to campus is:

- 🌱 In the 2025 Staff Survey 90% of staff highlighted that environmentally friendly travel was either extremely or somewhat important to them.
- 🌱 In 2024, 67% of staff commute to campus using a petrol or diesel car, a 10% reduction on the 2023 survey. In 2025 this had dropped to 49%.
- 🌱 10% of staff in 2024 and 2025 commute using a form of active travel (walking/cycling)
- 🌱 8% travel in an electric or hybrid car
- 🌱 25% (the majority) travel 5-10 miles to work
- 🌱 89% of staff who travel by car do so as a single occupancy journey. Although 42% would be open to some sort of car sharing program.
- 🌱 Timetable incompatibility and journey times were the largest barriers to people using public transport, likely linked to the rural nature of some campuses and that 33% of respondents live over 20miles from work.

Only 0.29% of students responded to the student travel survey in 2024. 53% of respondents reported using a personal vehicle to commute to campus, an 11% increase on 2023. Advertising the TfW My Travel Pass for discounted public travel rates was a key take away from the student survey.

The main reason raised by respondents on increasing the use of active travel methods, after distance travelled was considered, was a lack of suitable shower, changing and storage facilities.

5. Aims

Changing patterns in the way we travel and how we design our environments for travel have contributed to a wide range of health and environmental issues, including sedentary lifestyles and poor air quality. Encouraging a shift away from private car use to walking, cycling and public transport use therefore has the potential to bring significant health benefits, both at an individual and societal level, as well as supporting the need for society to rapidly decarbonise.

The Sustainable Travel Management Plan outlines how the University facilitates and promotes convenient, low carbon options for staff, students, and other stakeholders to travel to and between our campuses.

This strategic direction is supported by the following objectives:

-  Provide attractive alternatives to single occupancy car journeys.
-  Enhance staff and student wellbeing via safe and convenient active travel options.
-  Minimise the impact of business travel.
-  Continue to engage staff and students on the travel hierarchy for journeys

University travel and transport, including commuting, business travel and third-party related activities have been identified as a significant environmental aspect. This has been highlighted due to the contribution the aspect has to climate change and local air pollution. In addition to environmental concerns, poor travel management can have adverse effects on wellbeing and the safety of individuals.

6. Delivering objectives

UWTSD publishes a Travel Plan that details operational measures in place to deliver Travel and Transport Objectives, including:

Objective 1: Provide attractive alternatives to single occupancy car journeys.

Single occupancy car journeys place significant pressure throughout the transport network, from the national road network to university car parks. Reducing these journeys helps minimise our impact on the environment and improve overall wellbeing. These trips include staff and students coming to campus as well as business mileage. A majority of people use the car out of convenience or habit. The only way to move people away from this is to make alternatives to car use seem more attractive and accessible to users.

There are a range of opportunities to achieve this:

- 🌱 Continue with car park management which can include permit systems, charging and restricting access.
- 🌱 Promote car sharing and give priority parking to those who share their car with others.
- 🌱 Ensure that active and public transport is promoted and accessible.
- 🌱 Work to remove the idea that car parking is a 'right' and promote the idea that spaces are only for those who need them.
- 🌱 Continue the company EV pool cars so that staff who do not drive to work have access to a vehicle.
- 🌱 Continue to subsidise EV charging for staff and students to encourage use of Electric Vehicles.
- 🌱 Expand the take up of Salary Sacrifice Schemes on Cycling and Electric Vehicles.
- 🌱 Investigate a travel app which staff and students can use to identify public transport and car sharing opportunities.
- 🌱 Engage with Transport for Wales and other public transport operators to provide discounts to staff and students.
- 🌱 Engage with and support the City and County of Swansea Electric Bike Scheme across Swansea sites
- 🌱 Continue to work with the Estates team on the expansion of EV charging infrastructure

Objective 2: Enhance staff and student wellbeing via safe and convenient active travel options.

The best solution for travelling to and from campus for the environment and individual wellbeing is active travel. This includes travel by foot or by bicycle and is a viable option for many. Based on feedback from the 2024 and 2025 UWTSD travel surveys, the main reasons people avoid active transport are:

- 🌱 Concern about personal safety, either associated with cycling or walking alone.
- 🌱 The need to bring heavy or bulky equipment to site.
- 🌱 Concerns about onward travel from campus, for instance intercampus travel at short notice.
- 🌱 Secure storage for cycling.
- 🌱 Access to showers after a long cycle or walk.
- 🌱 Distance travelled to/from work

It is recognised that it will never be possible to solve these concerns for all users, particularly those with lengthy commutes to/from site. The annual travel plan seeks to provide attractive solutions to as many users as possible.

Objective 3: Minimise the impact of business travel.

Business travel emissions accounted for 2% of our overall emissions in the baseline academic year 2016/17. This highlighted the importance of reviewing travel and implementing reduction strategies as defined within the Sustainable travel action plan.

With the development of hybrid working systems the university has given priority to digital collaboration and online meetings as standard greatly reducing the frequency of inter campus business travel requirements.

As a multi-site university it is accepted that staff will need to move across campuses in the working day. As much as reasonably practicable staff should aim to adopt a 1 campus per day approach to working avoiding inter-campus travel during the day.

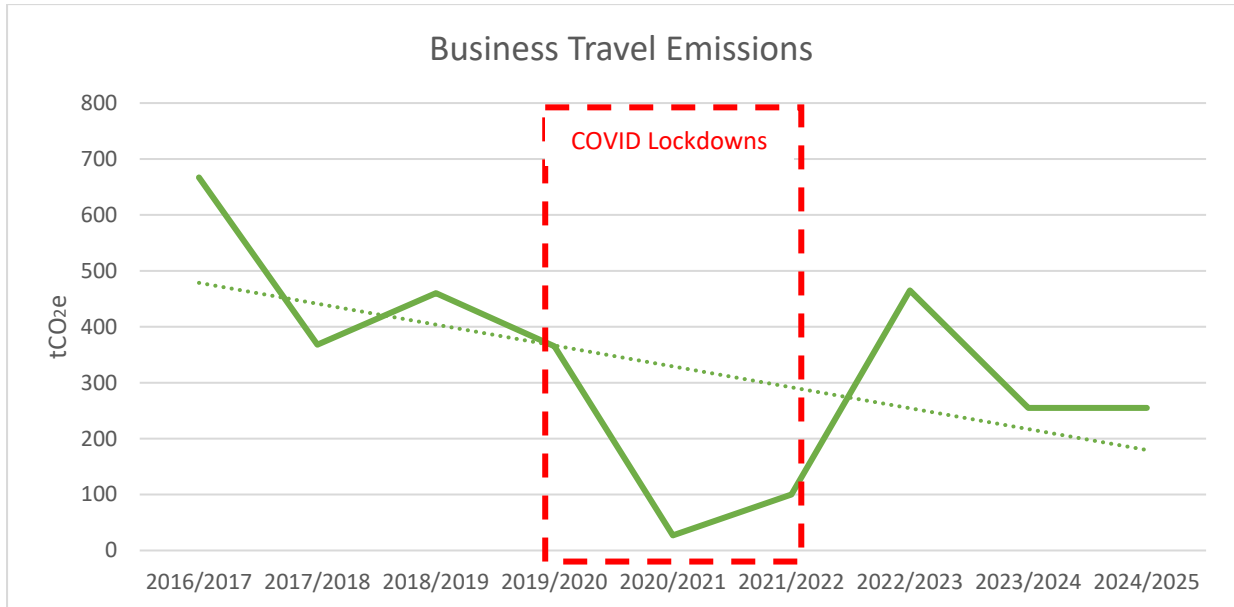
The University's recommended mode of travel is by rail/bus or EV pool car. Where this is not possible, employees may use their own cars for business journeys. For journeys over 160 miles (or which average more than 160 miles per day where periods longer than a single day are involved), staff should prioritise using the EV pool cars or hire cars. This option should normally be used whenever practicable in preference to the use of a private car. Flights for business travel are to be avoided where there are more sustainable options. This is mandated for all UK mainland trips.

To help achieve our targets UWTSD has partnered with Diversity Travel as a sustainable travel booking platform. When booking journeys staff will:

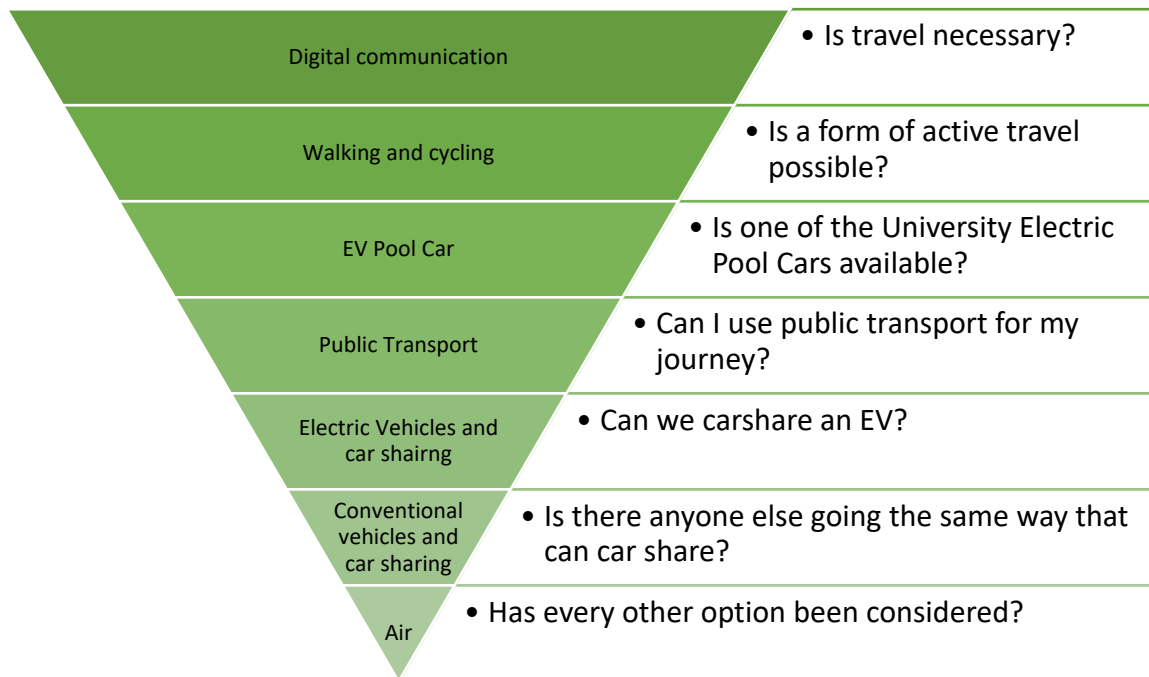
-  See rail options alongside flights
-  Filter journeys by carbon emissions
-  Display the carbon emissions for each leg of the journey
-  Receive a warning when booking UK domestic or UK to Paris flights with a prompt to book rail travel.
-  Receive digital (not paper) travel documents
-  Have the option to offset their journey

The business travel baseline was set based on the 2016/17: 667 tCO₂e emissions rate as this was the year that showed consistent and accurate travel data recording. In line with the hybrid working approach, we have set a 70% target for reduction in business travel emissions by 2027 in terms of FTE staff from the baseline.

Taking out the anomaly years of 2020/2021 and 2021/2022 where business travel was heavily impacted due to COVID-19 UWTSD is now maintaining a business travel emissions value below 60% of the baseline emissions.



Objective 4: Continue to engage staff and students on the travel hierarchy for journeys



7. SMART targets

In order to proactively manage all SMART (Specific, Measurable, Achievable, Relevant and Time-bound) targets for Sustainability related Management Plans the targets relating to this plan are held in the “UWTSD Sustainability SMART targets” document.

This document contains a responsible person, stakeholders, reporting mechanism and actions for each year of this plan. These are aligned to this plan and the Welsh Government Public Sector Decarbonisation and active travel targets. They represent a mix of practical infrastructure changes, behavioural shifts and engagement strategies to ensure a systematic approach to reducing carbon emissions.

Targets can be found here:

https://uowtsd.sharepoint.com/teams/Sustainability_7fuztl_GRP/Shared%20Documents/General/Policy%20&%20Strategy/Strategy%202025-2030/UWTSD_SMART_Targets.xlsx

8. Monitoring and Reporting

The Sustainable Travel Management Plan will be delivered by the UWTSD Sustainability Team in collaboration with academic departments, professional services, Human Resources and external partners.

Monitoring of performance will fall within the governance framework established under 'Strategic Priority 6: Monitoring and Reporting' of the UWTSD Group Environmental Sustainability Strategy.

Oversight will follow the Group's three-line assurance model:

Operational Oversight

-  Head of Sustainability and Environment
-  Sustainability Steering Group (SSG)
-  Integration into Sustainability Action Plan
-  Annual KPI reporting

Governance Oversight

-  Resources and Performance Committee
-  University Council

External Assurance

-  Green Dragon Level 5 Environmental Management System
-  People and Planet Results
-  Annual external audit

Progress will be:

-  Reported annually through the UWTSD Sustainability Report
-  Integrated into institutional KPI dashboards
-  Aligned where appropriate with recognised frameworks
-  Presented in the annual travel survey

9. Links to other policies and procedures

A series of Sustainability management plans have been developed for the 2025-2030 period:

-  Group Environmental Sustainability Strategy 25-30
-  Carbon Management Plan 25-30
-  Sustainability Engagement Action Plan 25-30
-  Sustainable Construction and Refurbishment Plan 25-30
-  Energy Management Plan 25-30
-  Waste Management Plan 25-30
-  Water Management Plan 25-30
-  Sustainable Food Plan 25-30
-  Biodiversity Action Plan 25-30

Policy author(s):

Dan Priddy

Job Title:

Head of Sustainability and Environment

Approved by:

Peter Mannion

Chief Operating Officer | Chair of Sustainability Steering Group

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