



Staff Travel Survey 2023

Glasgow City Council (GCC) is in the process of updating its Staff Travel Plan. This is a key policy requirement identified in the Glasgow Transport Strategy and will explore ways to reduce the carbon impacts of council-related travel including flexible working for our own workforce where practicable. The purpose of the Staff Travel Plan is to also identify ways to meet GCC's net zero carbon targets as set out in the Glasgow Climate Plan.

In order to inform the Staff Travel Plan, we need our employees to complete the following travel survey. The purpose being to understand how each member of staff travels to and from work. We would welcome your views and encourage all members of staff to take part in this survey.

The deadline for taking part to this survey is Sunday 10 December.

The survey will take approximately 10-15 minutes to complete.

GDPR

Glasgow City Council is now required to process personal information in line with the General Data Protection Regulation (GDPR). For more information about this please visit [here](#).

Alternative Formats

This information can be made available in a variety of alternate formats and community languages on request. If you would like more information about this or would like to request an alternative format or language, please contact NRSPIMU@glasgow.gov.uk

Working Patterns

1. Please indicate which Service you work for. (SELECT ONLY ONE)

- Chief Executive's Department
- Education Services (Head Quarters)
- Financial Services
- Neighbourhoods, Regeneration and Sustainability
- HSCP/Social Work
- City Property LLP

2. How would you describe your base work location? (SELECT ONLY ONE)

- I work mainly in the office/council worksite
- I have a hybrid work arrangement where I work from home and the office
- I work mainly from home
- I have no fixed worksite as I operate directly in the community
- Other (please specify):

3. Which council location are you based at? (SELECT ONLY ONE)

231 George Street	<input type="checkbox"/>
Albion Street	<input type="checkbox"/>
Anderston Cleaning Depot	<input type="checkbox"/>
Blair Court	<input type="checkbox"/>
Blochairn Complex	<input type="checkbox"/>
Botanic Gardens	<input type="checkbox"/>
Cadogan Square Car Park	<input type="checkbox"/>
Cambridge Street Car Park	<input type="checkbox"/>
Cardonald Cemetery	<input type="checkbox"/>
Charing Cross Car Park	<input type="checkbox"/>
City Chambers	<input type="checkbox"/>
Clyde Tunnel	<input type="checkbox"/>
Concert Square Car Park	<input type="checkbox"/>
Daldowie Complex	<input type="checkbox"/>
Davislea HFE	<input type="checkbox"/>
Dawsholm Complex	<input type="checkbox"/>
Duke St Car Park	<input type="checkbox"/>
Easter Queenslie Complex	<input type="checkbox"/>
Eastern Depot	<input type="checkbox"/>

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Eastgate	<input type="checkbox"/>
EPS	<input type="checkbox"/>
Exchange House	<input type="checkbox"/>
Ferguson Anderson House	<input type="checkbox"/>
Gartcraig Road Depot	<input type="checkbox"/>
Glasgow Green	<input type="checkbox"/>
Govanhill Housing Association	<input type="checkbox"/>
Greenfield Depot	<input type="checkbox"/>
ICT	<input type="checkbox"/>
Kings Park Depot	<input type="checkbox"/>
Knightswood Depot	<input type="checkbox"/>
Landfill Site	<input type="checkbox"/>
Les Transport Workshop	<input type="checkbox"/>
Linn Cemetery	<input type="checkbox"/>
Linn Crematorium	<input type="checkbox"/>
Parking Unit	<input type="checkbox"/>
Pollok Country Park	<input type="checkbox"/>
Polmadie Complex	<input type="checkbox"/>
Private Rented Sector HUB	<input type="checkbox"/>
Queens Nursery	<input type="checkbox"/>
Queen's Park Depot	<input type="checkbox"/>
Richmond Exchange	<input type="checkbox"/>
Ruchill Park Depot	<input type="checkbox"/>
Scientific Services	<input type="checkbox"/>
SECC/Hydro Car Park	<input type="checkbox"/>
Shieldhall Complex	<input type="checkbox"/>
St Rollox Depot	<input type="checkbox"/>
The Anderson Centre	<input type="checkbox"/>
Tidal Wier	<input type="checkbox"/>
Tollcross Courtyard	<input type="checkbox"/>
Tontine Building	<input type="checkbox"/>
Victoria Depot West	<input type="checkbox"/>
Western Depot	<input type="checkbox"/>
Western Necropolis	<input type="checkbox"/>

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**4. Please indicate which best describes your normal working patterns?
(SELECT ONLY ONE)**

- Early shifts
- Back shifts
- Night shifts
- Early and back shifts
- Four on, Four off
- Office hours Fixed (for example 9am to 5pm)
- Office hours Flexi
- Other (please specify):

**5. How many days per week do you normally work for Glasgow City Council?
Please include any number of days you work, even if you do not work a full-day.**

(SELECT ONE BOX IN EACH ROW)

	None	1	2	3	4	5
Total number of days	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Commute to work - e.g. work in the office/council premises	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Work from home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Your Journey To Work

6. On an average working day, which of the following modes would you say is your main mode of travel? For example, the mode by which you travel the furthest distance. (SELECT ONLY ONE)

- Walk
- Bicycle (own)
- Bicycle (shared or bike hire)
- Bicycle (council pool bike)
- Bus
- Car/ Van Driver (sole occupant)
- Hybrid/EV Car Driver (sole occupant)
- Car / Van Driver with passenger
- Hybrid/EV Car Driver with passenger
- Car / Van Passenger
- Hybrid/EV Car Driver as a passenger

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- Ferry
- Motorcycle / moped
- Pool Car / council Vehicle
- Subway
- Taxi / Private Hire
- Train
- Other (please specify):

7. What are your main reasons for choosing this main mode of travel? (Please select up to 3 reasons)

- This mode is easier/more convenient for me
- This mode is more reliable for me
- This most provides the best value for money for me
- This mode works best with the times I need to travel
- This is the fastest mode for my journey
- This mode offers me the best flexibility in when and where I need to travel to
- This is the most comfortable mode for me
- I use this mode as I travel with friends
- I use this mode as the journey is too far to walk
- I use this mode as the journey is too far to cycle
- I use this mode as it is good exercise
- I use this mode due to concerns over Personal Safety
- I use this mode for Environmental reasons
- My car is required for Business Travel/work duties
- I need to use this mode due to Disability
- I use this mode as parking is free at my destination
- I use this mode as I have Childcare responsibilities (school drop off/pick up etc)
- I use this mode as I have Dependent / caring responsibilities
- I use this mode as I have Domestic responsibilities, for example shopping
- I use this mode due to work patterns (for example shifts, unsociable hours, start early, work late)
- I have no alternative
- Other (please specify):

Your journey to work

8. On your average journey to work, which other modes do you use in addition to your main mode? (Please select all that apply)

- Bicycle (own)
- Bicycle (shared or bike hire)
- Bicycle (council pool bike)
- Bus
- Car / Van Driver (sole occupant)
- Hybrid/EV Car Driver (sole occupant)
- Car / Van Driver with passenger
- Hybrid/EV Car Driver with passenger
- Car / Van Passenger
- Hybrid/EV Car Driver as a passenger
- Ferry
- Motorcycle / moped / scooter
- Pool Car / council vehicle
- Subway
- Taxi / Private Hire
- Train
- Walk
- Other (please specify):

9. Please indicate the approximate distance travelled one way to your place or places of work from your home (if multiple workplaces, please provide the average distance). (SELECT ONLY ONE)

- Less than one mile
- 1 to 2 miles
- 3 to 5 miles
- 6 to 10 miles
- 11 to 25 miles
- 25+ miles
- Don't know

10. How long does your journey normally take, door to door (one way)? (SELECT ONLY ONE)

- 15 minutes or less

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- Between 15 and 30 minutes
- Between 30 to 45 minutes
- Between 45 minutes to an hour
- An hour or more

11. When you drive to work, where do you generally park (please select the option you most currently use)? (SELECT ONLY ONE)

- Designated staff parking at your work location
- Off street car park (with GCC Staff discount available)
- Off street car park (private operator, no discount)
- On street
- Other (please specify):

Business Travel

Business travel is used to describe any journeys you undertake as part of your work duties during the working day once you have arrived at your workplace. For the purposes of this survey business travel can relate to:

- Travel to meetings
- Site visits
- Travel for conferences, exhibitions and workshops

When answering the questions below, please **do not include travel that you make as part of your role**, for example driving buses, cleansing vehicles, refuse collection, seeing clients (for example, social work)

12. Approximately, how often do you undertake business travel for work duties? (SELECT ONLY ONE)

- Every day
- A few times a week
- Once a week
- A few times a month
- Once a month
- A few times a year
- Once a year
- Never

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13. Typically what are the main purposes for your business travel (tick all that apply)?

- Office based meetings with council staff
- Meetings with Elected Members
- Meetings with partners and stakeholder organisations
- Meetings with the public
- Working on site (for example, road construction/site investigations)
- Attending training events/conferences
- Other (please specify):

14. Which of the following modes of travel you usually use for business travel? (Select all that apply)

- Bicycle (Own)
- Bicycle (shared or bike hire)
- Bicycle (council pool bike)
- Bus
- Car / Van Driver (sole occupant)
- Hybrid/EV Car Driver (sole occupant)
- Car / Van Driver with passenger
- Hybrid/EV Car Driver with passenger
- Car / Van Passenger
- Ferry
- Motorcycle / moped
- Pool Car / council vehicle
- Subway
- Taxi / Private Hire
- Train
- Walk
- Other (please specify):

15. Please select the most common mode of travel used for business travel. (Select one answer only)

- Bicycle
- Bicycle (shared or bike hire)
- Bicycle (council pool bike)

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- Bus
- Car / Van Driver (sole occupant)
- Hybrid/EV Car Driver (sole occupant)
- Car / Van Driver with passenger
- Hybrid/EV Car Driver with passenger
- Car / Van Passenger
- Ferry
- Motorcycle / moped
- Pool Car / council vehicle
- Subway
- Taxi / Private Hire
- Train
- Walk
- Other (please specify):

16. What are your main reasons for choosing the main mode of travel for business travel? (Select the 3 most important reasons)

- This mode is dictated by council policy
- This mode is easier/more convenient for me
- This mode is more reliable for me
- This mode works best with the times I need to travel
- This is the fastest mode for my journey
- This mode offers me the best flexibility in when and where I need to travel to
- This is the most comfortable mode for me
- I use this mode due to health reasons
- I use this mode due to concerns over personal safety
- I use this mode for environmental reasons
- I need to use this mode due to a Disability
- I have no alternative
- Other (please specify):

IF YOU undertake business travel for work duties at least once a month (Q12) please answer Q17 below but not Q18.

IF YOU undertake business travel less frequently than once a month please skip Q17 and answer Q18 instead.

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17. If you use any of the following modes for business travel, please indicate an average number of miles travelled per month. Please remember, this should be for business travel only. (SELECT ONE BOX IN EACH ROW)

	I do not use this	1-5	6-10	11-20	21-30	31-40	41-50	51-100	101-200	200+
Car / Van driver	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Car / Van passenger	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Taxi	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rail	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Walk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cycle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

18. If you use any of the following modes for business travel, please indicate an average number of miles travelled per year. Please remember, this should be for business travel only. (SELECT ONE IN EACH ROW)

	I do not use this	1-5	6-10	11-20	21-30	31-40	41-50	51-100	101-200	200+
Car / Van driver	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Car / Van passenger	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Taxi	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rail	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Walk	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cycle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Behaviour Change Measures

We are committed to playing our part in reducing carbon emissions and as part of these commitments, we have set ambitious targets to reduce private vehicle kilometres across the city. As a responsible employer, we want to encourage our staff to travel more sustainably whenever possible.

The following set of questions are designed to help us understand the issues that are important to you and what we could do to encourage you to consider travelling in a more sustainable manner.

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As you will no doubt be aware, there is a limit to what can be provided by a public sector employer and as such, we are looking to understand which types of measures are important to our staff and what could make a difference in terms of affecting behaviour change. The survey does not commit the council to providing any of the listed interventions.

19. Thinking about your daily commute to and from work and any work related travel, which of the following issues is important enough for you to consider changing to more sustainable ways to travel? (Please select all that apply).

- Climate change/global warming
- Personal health/fitness
- Air quality issues
- Travel costs - Cost of motoring/fuel, ticket prices
- Availability of public transport services
- Reliability of public transport services
- Road safety – for example, segregated cycle lanes
- Personal security improvements
- None – I will not change the way I travel to work
- None - I already travel in a sustainable way/use public transport

Public Transport

20. Thinking about your daily commute to and from work and any work related travel, would any of the following make you consider using public transport / support you to use public transport. (Please select up to 5 options which would be most useful to you).

- Personalised journey planning
- Real time travel information
- Incentives for example, staff discounts on public transport
- Rail/bus passes sold at workplace
- More frequent public transport services
- More direct public transport routes
- More public transport stops near me and my place of work
- Cheaper public transport services
- More reliable bus journey
- Public transport hours of operation – for example, available earlier in the morning and later at night
- Cleaner public transport vehicles
- Low Emission Zone restrictions making driving less attractive in city centre

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- Integrated public transport tickets
- Being able to take my bike on the bus/train
- Nothing could persuade me to use public transport
- I already use public transport when I can
- Other (please specify):

Walking

21. Thinking about your daily commute to and from work and any work related travel, would any of the following make you consider walking / support you to walk to work? (Please select up to 5 options which would be most useful to you).

- More accessible walking routes suitable for everyone
- More pedestrian crossings on busy roads
- Better quality walking surfaces
- Walking routes that feel safe, secure and well lit
- Showers, changing facilities and lockers at work
- Incentives for example, pedometers and personal alarms
- Information about walking routes & health benefits of walking
- Walking groups at work
- Improved personal safety measures / personal safety training
- Facilities to dry out wet outdoor clothes
- Flexible working patterns
- Nothing would persuade me to walk
- Nothing, it is too far for me to walk to work
- I already walk to work when I can
- Other (please specify):

Cycling

22. Thinking about your daily commute to and from work and any work related travel, would any of the following make you consider cycling / support you to cycle to work ? (Please select up to 5 options which would be most useful to you). (The list is continued in the next page)

- Access to my own bike
- Access to a bike hire scheme
- Better quality cycling surfaces

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- Access to an electric bike
- More segregated cycle routes
- Cycling routes that feel safe and secure
- Less traffic on the roads
- Lower speed limits for motorists
- Improved air quality
- Improved shower/changing facilities and lockers at work
- Incentives for example, Cycle to Work Scheme allowing discounted bicycle/e-bike purchases
- Safe, secure, covered cycle parking
- Availability of pool bikes /e-bikes
- Information of cycle routes
- Free adult cycle training sessions to improve cycle confidence
- Safe cycle routes
- An active Bicycle User Group (BUG)
- Being able to take bike on public transport
- More integrated active travel and public transport network
- Improved personal safety measures/ personal safety training
- Access to bike share scheme
- More information about the Cycle to Work scheme
- Interest free bike/ e-bike loan scheme
- On site cycle repair service
- Facilities to dry out wet outdoor clothes
- Flexible working patterns
- I already cycle to work when I can
- Nothing would persuade me to cycle
- Access to an adaptive bike
- Use of other bike equipment, for example. child seat, trailer, or cargo bike
- Access to a bike subscription scheme
- Other (please specify):

23. If you are interested in purchasing a bicycle, would you consider a pedal bicycle or an electric one?

- A pedal bicycle
- An electric bicycle

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- An adaptive bicycle
- A cargo bicycle
- I would not consider purchasing a bicycle

Hybrid / Electric vehicle

24. Thinking about your daily commute to and from work and any work related travel, what if anything would help support you to use a hybrid or electric vehicle? (Tick all that apply)

- Availability of charging points at workplace
- Information on the charging point infrastructure in your local area
- More information about the key specifications of hybrid/electric vehicles - such as range of charge, ongoing running costs, re-sale values etc
- Opportunity to trial an electric vehicle
- Nothing could persuade me to use a hybrid or electric vehicle
- Already own a hybrid/electric vehicle
- Other (please specify):

Car share

25. Thinking about your daily commute to and from work and any work related travel, would any of the following make you consider car sharing / support you to car share? (Please select up to 5 options which would be most useful to you).

- Car Sharing Journey Matching System
- Preferential parking spaces for car sharers
- Free guaranteed ride home in case of emergency (where your agreed car share is unavailable at short notice)
- If I could share with someone I already know
- A financial incentive for regular car sharing (for example free coffee)
- Low Emission Zone restrictions making driving less attractive in city centre
- I already car share when I can
- None of these – car sharing is not appropriate for me
- Other (please specify):

26. If you have any other comments you would like to leave in regards to your travel to, from and for work, please use the space below.

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27. Would you be interested in taking part in some online focus groups?
These will explore more about the challenges you currently face in terms of your travel to work and the measures that could be put in place to encourage and support colleagues to make more active and sustainable travel choices.

If yes, please leave your contact details below and we will get in touch with you.

Name:

Email:

Phone number:

About you

Thank you for answering the survey.

We will now ask you for some information about you. **Please be reminded that this survey is anonymous.**

We are asking for information about you to make sure that results are representative of all staff in terms of age, gender, ethnicity and other characteristics. We will **only** use this information for analysis and never to identify you.

You do not have to answer these questions.

28. Please provide the first half of your postcode and the first digit of the second half. For example if your postcode is G63 4NX, please enter G63 4.
We are not looking to identify you from this information, this will only be used to better understand travel patterns and choices for the journey to work by staff.

29. Which of the following describes how you think of yourself?

- Male
- Female
- In another way

If you would like to, please tell us what other words you use to describe your gender identity:

30. What is your age group?

- 16-24
- 25-34

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- 35-44
- 45-54
- 55-64
- 65-74
- 75+

31. What is your salary Grade?

You do not have to answer this question, but it will help us identify differences in type of work travel by staff on different income categories. The categories are very broad and it will not be possible to identify you. (SELECT ONLY ONE)

- Grade 1 to Grade 4
- Grade 5 to Grade 8
- Grade 9 or higher

32. Do you have any long-term illness, health problem or disability which limits your daily activity or the work you can do?

- Yes, a physical condition
- Yes, a mental health condition
- No
- Prefer not to say

33. Do you have any health conditions or illnesses which affect you in any of the following areas? (PLEASE SELECT ALL THAT APPLY)

- Reduced mobility (including physical/dexterity/stamina impairments) – PLEASE ALSO ANSWER Q34.
- Learning disabilities
- Deaf and hearing loss
- Blind and partially sighted
- Mental health problems
- None of these
- Prefer not to say
- Other (you can specify if you wish to):

IF YOU do not have any health condition or illness which affects your mobility, please SKIP Q34

34. Do you use a mobility aid to get around? (PLEASE SELECT ALL THAT APPLY)

- Wheelchair

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- Mobility scooters
- A cane or guide dog
- A walking stick or frame
- An adapted cycle
- None of these
- Prefer not to say
- Other (please specify):

35. Are you a disabled parking Blue Badge holder? (TICK ONLY ONE)

- Yes
- No

36. Which of the following best describes your ethnicity? (TICK ONLY ONE)

- White – Scottish, English, Welsh, Northern Irish, British
- White - Irish
- Any other white background
- Asian, Asian Scottish, Asian British - Indian
- Asian, Asian Scottish, Asian British - Bangladeshi
- Asian, Asian Scottish, Asian British - Pakistani
- Any other Asian background
- Black, Black Scottish, Black British - Caribbean
- Black, Black Scottish, Black British - African
- Any other Black background
- Chinese
- Mixed - Any mixed background
- Any Other - Any other background

37. Which of the following best describes your current religion, denomination, body or faith? (TICK ONLY ONE)

- No religion
- Church of Scotland
- Roman Catholic
- Other Christian
- Buddhist
- Hindu

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Jewish

Muslim

Pagan

Sikh

Another religion (please specify)

Thank you for taking part in this survey. Your views are important to us.