



Leicester
City Council

CABINET

16TH FEBRUARY 2009

OVERVIEW AND SCRUTINY MANAGEMENT BOARD

6 NOV 2008

**Report of the Regeneration and Transport Scrutiny Task Group Review
on access to cycling in Leicester**

1. Purpose of report

- 1.1 To present the findings of the Task Group inquiry into access to cycling in Leicester.
- 1.2 To ask the Cabinet to note the recommendations set out in Section Two below.

2 Recommendations

These recommendations are intended to serve as a blueprint for the mainstreaming of cycling and cycling development into the City Council in line with the One Leicester commitment to “planning for people, not cars.”

Many aspects of its implementation will depend on external funding and so it was not felt appropriate to place time scales on the recommendations.

The recommendations themselves fall into two categories – directly affecting Council staff and facilities and wider community-based recommendations

2.1 Promotion of cycling within the Council

- 2.1.1 Create a central corporate fund for cycling improvements to workplaces, with bids being put in for improvements in an ongoing process, initially to provide secure bike parking then lockers and eventually, if space allows, showers and changing facilities.
- 2.1.2 Ensuring we have a ONE Council approach to Cycling where buildings close to each other share facilities (eg Beaumont Leys) – Officers who cycle to the Library and Social Services buildings could use the showers at Leicester Leys Sports Centre.
- 2.1.3 Central fund provision should be made for cycle training – either at a reduced cost or on a group basis.

- 2.1.4 Change the current system of claiming mileage for cycling which does not work.
- 2.1.5 To encourage staff to leave cars at home consider providing a travel allowance (as Councillors have) with the details to be worked through with HR and finance.
- 2.1.6 Greater clarity and better promotion is required for salary sacrifice and loan schemes.
- 2.1.7 Pool Bikes – Some service areas have pool bikes available for staff to use in the course of their duties. Best practice should be spread to other service areas, reducing the number of staff parking spaces it is necessary to retain.
- 2.1.8 Create a culture among managers to encourage staff to use bikes to and from work, and where possible in the course of their work.

2.2 How the Council can deliver more effectively on cycling within the community

- 2.2.1 Reinforce the commitment to provide within the planning and development process storage and other facilities for cyclists in the upper range of the Best Practice guidelines for all Council projects.
- 2.2.2 Ensure adequate cycle parking is available for service users wherever possible (an audit of cycle parking at or near to our facilities would aid the efficient delivery of this and the central funding in the recommendations in 2.1).
- 2.2.3 Engage Cycling England to deliver training on cycling issues such as storage, security and cycle lanes for the Planning Development Control team so that the requirement for provision for Cyclists is retained at a high standard wherever possible in developments.
- 2.2.4 Ensure equality audits are carried out to take into account the safety of all users at new or redesigned road junctions.
- 2.2.5 Ensure the continuation of the Bikeability project as a key means to making a generational shift away from car use to safe, responsible cycling.
- 2.2.6 Provide a mobile Bike Park and bike repair service at all major City festivals and events, building on the successes at this year's Summer Sundae, Riverside and Ride Leicester festivals.

- 2.2.7 Use the mobile bike park as a way of key officers (Bikeability, Cycle Champion etc) engaging with the public on the range of cycling services offered and supported in the city.
- 2.2.8 Invest in cycling promotion to positively engage with the public on the benefits of cycling and to break down assumptions and concerns that discourage people from taking up cycling.
- 2.2.9 Adopt key cycle routes (such as the Great Central Way) as Public Highway to allow for them to be properly maintained and increase their use.
- 2.2.10 Make the Cycle-City workshops a formal consultative committee of the Council so that key stakeholders (formally constituted cycling groups) can be informed of, consulted with and contribute towards the ongoing development of Cycling in the City.
- 2.2.11 Work with stakeholders to deliver cycle projects, building on the work done in Cycle City to use Council expertise to help organisations prepare bid submissions and develop their own services.
- 2.2.12 Plan for the development of a bike hire scheme, using the information gathered in other cities to move forward and avoid pitfalls!
- 2.2.13 Include a secure Bike Park within any plans to redevelop the railway station.
- 2.2.14 Support the development of a secure Bike Park within the Highcross development.
- 2.2.15 Support the development of cycle mechanics training wherever possible in recognition of the demand as Cities introduce Cycle hire schemes.
- 2.2.16 Work with the police on the Safer Cycling campaign to actively discourage illegal pavement cycling and encourage safe and responsible cycling.
- 2.2.17 Work to ensure 1st metre of the highway is not allowed to disintegrate, thereby discouraging cyclists.
- 2.2.18 Work on implementing the full Cycling England bid – recognising that the timescales will depend on the level of additional funding that can be secured.

2.2.19 Work with Access advocate groups to ensure cyclists are aware of the necessities of safe cycling and the impact of irresponsible cycling on those who are most vulnerable.

3 How the report was conducted and the evidence presented

- 3.1 The review and its terms were agreed by the Overview and Scrutiny Management Board (OSMB) at its meeting on 14 February 2008. (<http://www.cabinet.leicester.gov.uk/ieListDocuments.asp?CId=427&MIId=2056&Ver=4>).
- 3.2 The application to OSMB drew attention to the following issues for investigation:
 - 3.2.1 Gaps in cycle lanes routes in many parts of the City and how to reduce and eliminate them
 - 3.2.2 Cycle security - and looking at options for security provision
 - 3.2.3 Lack of cycle parking – seek to increase and identify sites for parking both within the City centre and the community
 - 3.2.4 Identification of barriers to cycling
 - 3.2.5 The relationship between pedestrians and cyclists, and how to improve it through education and explanation.
- 3.3 The application to OSMB highlighted these following as being significant potential benefits:
 - 3.3.1 Increase the number of cyclists
 - 3.3.2 Increase the amount of cycling
 - 3.3.3 Improve air quality and address climate change
 - 3.3.4 Support personal fitness, health and well-being
 - 3.3.5 Address road danger and improve personal safety
 - 3.3.6 Reduce bicycle theft and fear of crime
 - 3.3.7 Reduce barriers and improve access to employment
 - 3.3.8 Reduce car dependency, traffic and congestion.
- 3.4 The work of the Review was divided into five main areas:
 - 3.4.1 Cyclists and cycling within the authority, including issues relating to both commuting and cycling in the course of work
 - 3.4.2 Council projects and cycling
 - 3.4.3 External projects and cycling, including the planning and development context
 - 3.4.4 Cycling routes across the City
 - 3.4.5 The relationship between pedestrians and cyclists.

- 3.5 The Task Group met on 11th March 2008, 22nd April 2008, 2nd July 2008, and 8th September 2008. The Chair of the Task Group also met the chair of the Council's Bicycle Users' Group on 8th August 2008 and took part in Cycle City workshops on 19th August and 23rd September.
- 3.6 Links to the minutes of the task group meetings are as follows:
11 March:
<http://www.cabinet.leicester.gov.uk/ieListDocuments.asp?CId=430&MId=2265&Ver=4>
- 22 April:
<http://www.cabinet.leicester.gov.uk/ieListDocuments.asp?CId=430&MId=2281&Ver=4>
- 2 July:
<http://www.cabinet.leicester.gov.uk/ieListDocuments.asp?CId=430&MId=2505&Ver=4>
- 8 September
<http://www.cabinet.leicester.gov.uk/ieListDocuments.asp?CId=430&MId=2540&Ver=4>
- 3.7 Members reviewed existing policies, taking evidence from within the Council and from community groups involved with or interested in cycling as an issue. These included groups concerned about the potential conflict between cycle users and those with disabilities.
- 3.8 Member briefing papers, Council minutes and policy documents were also referred to during the course of the inquiry. Appendix 2 below provides links to Council strategy and policy documents relating to cycling issues. Council cycling officer Andy Salkeld was a consistent source of information and advice.
- 3.9 The March meeting was told about preparations to bid for funding under the Cycling England project. (The Council was unsuccessful in this round of funding but continues to work with Cycling England and the winning authority on the development of projects).
- 3.10 The Council is also supporting the CTC's Cycle Champions project which aims to get those at risk of inactivity cycling. One of these includes a project at the Peepul Centre.
- 3.11 This focuses on the local Black Minority and Ethnic community, and specifically women, and features one on one cycle training and with the help of Bikes 4 All provides recycled bikes to those who complete the course.
- 3.12 At the April meeting Steve Brown, planning management and delivery team leader reported that developers within the City had contributed

funds for cycle facilities, and cited the student accommodation at St. Nicholas Circle.

- 3.13 Planning negotiations routinely involve efforts by officers to include cycle provision within developments, including secure storage for bikes.
- 3.14 Members were told Section 106 planning agreements could be used to persuade developers to include cycle spaces within new developments as alternatives to car parking spaces, and that officers were trying to widen the options under S.106 agreements to help encourage cycling and use of public transport.
- 3.15 He said there was greater use being made of planning policies which recognised “soft” barriers between different transport modes, designing in a requirement for cars to interact more cautiously with other road users such as cyclists and pedestrians.
- 3.16 This issue, in particular the relationship between cyclists and pedestrians within the City centre, and more generally on pavements which had cycles lanes marked on them, was discussed at the July meeting of the Task Group which included contributions from Access Group representatives.
- 3.17 An e-survey of cyclists and non-cyclists was undertaken as part of a wide-ranging public consultation on attitudes to cycling and issues which affected cyclists.
- 3.18 This involved mainly distributing a questionnaire by email to Council staff, but also within the Leicester University, De Montford University and Leicester City Primary Care Trust staff email systems.
- 3.19 The OSMB, in considering the application for the study, said it would be interested in ethnic data in respect of cyclists. As part of the e-survey the Council’s draft standard questions on race, age and religion were included in the questionnaire to staff within the Council and other organisations which asked for details on cycling behaviour and attitudes.
- 3.20 More than 1,100 responses were received, all but one of them in electronic format. The questionnaire included information-gathering questions but also included sections in which more subjective comments were invited.
- 3.21 Many respondents took up that invitation and more than 60,000 words of comment were recorded. Every response was read and most were either quoted verbatim or summarised.
- 3.22 These can be reviewed through the link <http://www.leicester.gov.uk/councillors-democracy-and->

[elections/cabinet-and-committees/overview-and-scrutiny/regeneration-and-transport-task-group/access-to-cycling-task-group](#)

- 3.23 Details of the survey and the main conclusions were reported to the July meeting of the Task Group and are contained in Appendix 1. A fuller version of the report and description of the procedures adopted forms the minutes of the meeting (see link in 3.6 above).
- 3.24 Comments from both users and non-users of bikes indicated that managers are not encouraging staff to use alternative transport modes, including cycles, except, frequently, where the manager was also a cyclist.
- 3.25 The cost of providing changing, locker and cycle facilities is devolved to managers' local budgets and tends to be a low priority when set against other demands for funding.
- 3.26 More women than men responded to the survey (Appendix 1, par 6.8). More male respondents owned bikes than women and a greater proportion cycled to work.
- 3.27 Overwhelmingly women cited health and fitness as a reason for using a bike. Men and women cited economy and time savings and also environmental reasons.
- 3.28 Overwhelmingly women and men regarded traffic conditions as a factor against using bikes, and workplace facilities were also criticised. A greater proportion of women than men cited personal fitness as a reason for not using a bike.
- 3.29 Of those who answered questions relating to religion, the trend was that of those who described themselves as Christian more women and men used bikes than did not.
- 3.30 Sikh women who responded overwhelmingly did not use bikes, and this was similarly demonstrated by Hindu and Moslem women who responded.
- 3.31 There was a degree of criticism of the open question about whether there were any cultural reasons for not cycling, but one response indicated that there was a significant lack of Muslim female cyclists.
- 3.32 The July meeting also took evidence from the Access Group. Sally Williams highlighted the problems caused to pedestrians, and particularly those with disabilities which were not particularly obvious, by cyclists, especially in pedestrianised areas.
- 3.33 Members recognised at this meeting that a great deal of work was needed to bridge the barriers of understanding and behaviour between cyclists and pedestrians.

- 3.34 This included getting cyclists to understand that while they had rights within the City centre area to ride freely, they also had responsibilities to other users of the shared space, including those with disabilities which might not be immediately apparent.
- 3.35 It was noted that a comparatively high proportion of people who regarded themselves as disabled had responded to the survey. This included a small number of those who no longer rode bikes following accidents involving motor vehicles.
- 3.36 A total of 71 said they were disabled. 34 of these were female, and 37 male, roughly equally proportionate for the gender of the respondents. 14 females said they owned bikes, while 23 males who described themselves as having a disability said they owned a bike.

4 Commentary and background

- 4.1 Fear appears to be the greatest single barrier to increased cycling in the City. Many people refuse to cycle, either for work or recreational purposes, because they are afraid of being hit by cars, buses and other vehicles.
- 4.2 Responses to a survey conducted into cycling habits for the Task Group show a remarkable similarity in views between those who cycle and those who do not. Respondents:
- 4.2.1 Feared driver behaviour
 - 4.2.2 Complained about road surfaces and litter on the road
 - 4.2.3 Were dissatisfied with the cycle lane network.
- (See Appendix 1; minutes of meeting on 22 July, link referred to in 3.19 above).
- 4.3 Respondents, both cyclists and non-cyclists, said facilities for cyclists should be improved. These range from changing and shower facilities at workplace to cycle stands, preferably secure, at workplaces and in the City Centre. (The use of changing and shower facilities is not confined to cyclists and could be used to encourage a wider range of exercise by staff – running, for example, either to work or during lunch breaks).
- 4.4 Cllr Russell made an intervention to the OSMB's meeting of 18th June 2008 to express concern about a lack of capability to analyse data collected in the course of the questionnaire referred to in par 3.12 above.

<http://www.cabinet.leicester.gov.uk/ieListDocuments.asp?CId=427&MI d=2360&Ver=4>

- 4.5 Subsequently the data was analysed further and information obtained was presented in a supplementary report to the Task Group on 22 July.
- 4.6 The appendices contain much of the key information used by Councillors in drawing up and agreeing the recommendations set out above.
- 4.7 The most important changes may in the final analysis be in the mindset of managers within the authority and staff at all levels in their willingness and ability to abandon cars in favour of bike use.
- 4.8 But that is not an issue confined to the City Council. Every employer should be looking at its practices and policies in this respect.

5 Departmental comments and financial implications

The Department welcomes the report and supports the recommendations contained within it. Over the coming months and years we will identify and secure funding to implement the initiatives.

An immediate opportunity we have taken is to submit an application for funding to East Midlands Development Agency for £60,000 towards a bike hire initiative.

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6 Legal implications

There are no legal implications contained within this report.

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Key Decision	No
Reason	N/A
Appeared in Forward Plan	N/A
Executive or Council Decision	Executive (Cabinet)

Appendices

Appendix 1: Main findings of e-survey of staff and other major City institutions

1 Introduction

1.1 The most common concerns for respondents were:

- 1.1.1 Fear of injury from motor traffic
- 1.1.2 Lack of continuous or separated cycle lanes both into the city and within the city centre
- 1.1.3 Poor quality of road surfaces, or paths where these are used as parts of a cycle route
- 1.1.4 Poor cleaning of surfaces – broken glass on roadsides and cycle tracks was a common theme
- 1.1.5 Lack of secure cycle parking at work
- 1.1.6 Lack of proper changing facilities at work
- 1.1.7 Adverse weather

1.2 A small but significant number of replies came from those who have not learnt to ride or who do not have confidence in their ability and/or fitness.

1.3 The fact that so many non-users responded indicates a high level of interest in the issue and a strong potential for development of cycling as a mode of transport – given the right conditions.

2 Main findings

2.1 Headline results:

- 59% of respondents owned a bike.
- More than half (51%) of respondents who used a bike to get to work used it every day.
- More than a third of those who rode to work used their bike in the course of their work.
- Almost half of those who do not use their bike to get into work would be willing to consider using a bike in the course of their work.
- Less than 20% of those who answered the question said they were encouraged by their line manager to use a bike. Many of those who said their line manager encouraged them to use bikes or alternatives, such as bus or car share said their

manager also used a bike or other alternative form of transport. The rest said they were not.

- 2.2 Some respondents said the matter of green alternatives to the car was not raised during appraisals. One said it was and that perhaps it should be done more widely as a matter of course.
- 2.3 A number of respondents said it would not be appropriate to use bikes because their work was office based or that they had to take bulky/heavy equipment around.
- 2.4 Overwhelmingly comments about traffic conditions, roads and cycle lanes were negative. This applied equally to whether people used bikes or not. Non-users overwhelmingly cited traffic and the state of roads and cycle lanes as reasons which stopped them using bikes in Leicester.
- 2.5 For non-users, the failure to provide adequate or appropriate on-site changing and shower facilities was also cited as a reason for not cycling to work and/or for not using a bike in the course of work. This was also an issue for those who did use their bikes to get to work.
- 2.6 Associated with this were comments about adverse weather, both in terms of the impact on clothing and the cyclist and making road conditions more dangerous.
- 2.7 A small majority of respondents were female. There was no particular “spike” in the age of those who responded. The highest proportion of respondents (16%) said they were in the 45-49 age range.
- 2.8 Further analysis work is being undertaken to get a better understanding of the profiles of those who took part in the survey. This will be circulated as soon as it is available.

3 Commentary

- 3.1 The volume of those who responded was well beyond that envisaged when the survey was prepared. Many responses required simple tick-boxes. But those who did reply were invited to make qualitative responses, and many, including those who didn't cycle to work or own a bike, made extensive comments, almost all of which were positive, useful and constructive.
- 3.2 A high proportion of those who responded either did not own a bike, or had a bike but did not use it to get to work. This indicates a high level of interest in the issue, and that many people would like to bike but feel there are barriers to them – often expressed in terms of personal safety. This related mainly to the dangers of traffic, but in some cases concerns about antisocial behaviour were also raised.

- 3.3 A number of respondents ruled out the option of cycling to work because of the distance involved. Others said they walked into their place of work. Many, however indicated that they would be interested in the option of cycling to work but were put off by:
- Fear of traffic
 - Lack of cycle lanes
 - Road conditions, including glass and other debris on roads and cycle lanes
 - Lack of changing facilities
 - Uncertain weather
 - Lack of fitness
 - A small but significant number said they had never learnt to ride but would like to.
- 3.4 Security of bikes, both at work and in the City centre more generally, was consistently raised as an issue by both users and non-users. A number of non-users reported storage problems at their home for not having a bike in the first place.
- 3.5 Another feature of responses, looking at the wider context of using bikes in the City centre, was the perceived absence of secure bike racks. (This was associated in part with the major street scene work currently taking place. Bike racks are starting to be returned to the City centre as the work continues).
- 3.6 A small number of non-users expressed concern and indeed anger about the way they felt cyclists ignored pedestrians. This was reflected in comments about the way cyclists used New Walk.
- 3.7 However, one of the most common comments among users and non-users was the call for New Walk, which has famously been pedestrianised throughout its history, to be adapted to allow cyclists to use it.
- 3.8 It was not possible to make some key analytical points because of the nature of the software used in gathering the data. This matter has been reported separately to the Overview and Scrutiny Management Board on 18 June 2008 as a significant barrier to scrutiny. Further work on the data is being done
- 3.9 Many survey comments referred to what is seen as a fragmentary cycle network within the City. But there was praise for some parts of the network. The Great Central Way was mentioned as being a good cycle route.
- 3.10 However, some routes and networks were repeatedly identified as dangerous or fragmented. The most frequently-identified were as follows:

Road/Route	Positive comment	Negative comment	Observations
Victoria Park	6	8	Uneven surface
Welford Road		11	Lack of cycle lanes
Great Central Way	5	2	Liked by users
Aylestone Road	2	10	Lack of cycle lanes/traffic pressures
Saffron Lane		9	Road surface/lack of continuous lanes/traffic pressures
Hinckley Road		4	Poor road conditions/adverse traffic conditions
Catherine Street		1	Poor road conditions
Anstey Lane		2	Cycle lane "dangerous"
London Road		37	Traffic/road conditions/lack of cycle lanes/cycle lanes blocked
New Walk	5	21	Complaints that cyclists use it Complaints about lack of access by cyclists

- 3.11 The term "danger" or "dangerous" appeared 66 times in comments from non-users and 60 times in comments from bike users. Glass, as in "broken glass", is mentioned 23 times by bike users and 11 times by non-users.
- 3.12 The questionnaire asked whether people knew about the Council's cycle loan policy. Many said they were aware of it, but few indicated that they had actually taken advantage of it.
- 3.13 The current scheme is more than 15 years old and is not seen to be competitive. Only a handful of loans are currently outstanding. Officers are working on a new salary sacrifice scheme as part of the Council Travel Plan, but no decisions have been taken.
- 3.14 There was little evidence that staff claimed back **mileage** for the use of their bike at work. Fewer than 10 members of staff claim mileage on a regular basis. By contrast more than three thousand car claims, running into hundreds of thousands of miles, are being made each month.

4 Further analysis of survey data

- 4.1 Further information in relation to the data gathered in the responses to the questionnaire has been made available and has been collated in the accompanying table
- 4.2 As indicated earlier, the survey drew around 1,100 responses from within the authority and around 40 from outside the Council. The information now available includes a breakdown of responses in greater detail than previously possible. The figures discussed below are in the table in appendix A.

5 Analysis of data

- 5.1 The responses were divided into male and female, then those who used their bike to get to work and those who did not. With a wide range of questions, many people did not answer all questions, so not all figures will appear consistent.
- 5.2 More men than women who responded owned a bike, and a smaller proportion of women than men who own bikes used them to cycle to work. Around twice as many men as women who own a bike cycle to work.
- 5.3 A striking feature of the responses is the high proportion of women who replied said they used a bike for health and fitness reasons. There were high levels of responses from men and women who cited economy and time saving and environmental concerns for using a bike.
- 5.4 A considerable number of people declined to answer the question relating to religion. The responses are set out in Appendix A.
- 5.5 Where there was a prompt to comment on issues which might mitigate against bike use, many respondents commented in detail. These responses are separately available online.
- 5.6 The survey responses here indicate that for men and women who did not use their bikes to get into work, traffic conditions were a major feature. Women cited this twice as often as men. Similarly, women who did not cycle to work identified personal fitness almost twice as often as men.
- 5.7 Men and women who did not cycle into work cited workplace facilities as a major issue. It was much less of a feature for both men and women who cycled into work.

5.8 Further analysis of survey responses

	Female	Male		
Total respondents	550	498		
Own a bike	285	329		
Cycle to work	103	201		
%age respondents owning a bike	52	66		
%age bike owners biking to work	36	61		
Why use a bike?				
Health/fitness	231	126		
Economy/time saving	167	219		
Environmental reasons	133	162		
Use bike at work	35	72		
Encouraged to use green transport?				
Yes	48	47		
No	234	247		
%age encouraged to use green transport	17	16		
Age of bike users				
65-69		1		
60-64	5	4		
55-59	7	7		
50-54	14	24		
45-49	12	40		
40-44	21	17		
35-39	19	31		
30-34	12	21		
25-29	13	18		
18-24	2	3		
Total respondents to question	105	166		
Responses to Religion question	Bikers	Non-bikers	Bikers	Non-bikers
Sikh	1	9		2
Moslem	4	14	5	4
Jewish	1	1		
Jain	1	4		
Hindu	3	33	9	10
Christian	106	77	54	35
Buddhist	3		2	
Ethnic background responses				
Bangladeshi	2	4	3	6
Indian	2	18	22	17
Pakistani	5	4	5	7
Thai	1			
Factors against using bikes				
Traffic conditions	18	100	13	54
Personal fitness	1	26	2	15
Workplace facilities	15	57	10	43

Total respondents	34	183	25	112
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Appendix 2

Local policies and strategies affecting cycling and cyclists

- 1 A range of policies relate to cycling issues within Leicester and members may find it useful to have an indication of what the main ones are and where they may be found.
- 2 The main documents include the Second Central Leicestershire Local Transport Plan (2006-2011), or (LTP), which was adopted by the Council in March 2006. The full document can be accessed through the link:

<http://www.leicester.gov.uk/your-council--services/transport--traffic/transportpolicy/transport-plan/second-local-transport-plan>

- 3 The Council also refers to cycling issues in the Green Work Guide – which can be seen via the link:

http://google-insite/search?q=green+work+guide&client=LCC_Collection&proxystyle=sheet=LCC_Collection&output=xml_no_dtd&site=LCC_Collection&oe=UTF-8

- 4 The Council promotes cycling both internally and with and to groups across the City. It is upgrading its own Travel Plan .

<http://insite.council.leicester.gov.uk/regeneration-and-culture/regeneration/travel-plan>

2 The Local Transport Plan

- 2.1 The Local Transport Plan says the Council, in co-operation with Leicestershire County Council, will “improve the condition of our roads, footways and cycleways by spending more money on maintenance, and spending this money more effectively.”
- 2.2 Main elements of the strategy relating to cycling include a commitment to “improve existing and creating new walking and cycling links...Our accessibility strategy promotes walking and cycling in terms of their potential to improve accessibility, reduce congestion and improve people’s health.”
- 2.3 It recognises that traffic speed and fear of accidents “are two of the major deterrents to walking and cycling.”

3 The Green Work Guide

- 3.1 The Green Work Guide, which looks at how the Council conducts itself in environmental terms, says cycling is “great exercise, and there are some

excellent cycling routes around the City. “Some travel (while at work) may be possible by bike.”

4 The Travel Plan

- 4.1 The Travel Plan contains a section on cycling which says: “most daily trips that people make can be achieved by cycling. This therefore means that exercise and transport is provided at the same time. Up to one in four car journeys are less than two miles in length, a distance that can easily be cycled in under 10 minutes.”

5 Council incentives to cyclists

- 5.1 Within the authority there are two allowances for members of staff who wish to use bikes in the course of their work. They are:
- Loans for buying a cycle; and
 - Mileage allowances for use of own cycle at work
- 5.2 The loan scheme is only available for staff who are already essential car users or qualify for casual car allowances. Under the scheme a member of staff can borrow up to £500 to buy a new or used bike, with repayments being made through monthly salary deductions over 1-5 years.
- 5.3 Mileage allowances for people who use their cycle for work are based on the lowest band for cars for casual car users, currently 40.5p a mile.
- 5.4 A scheme introduced under the 1999 Finance Act allowed for a so-called salary sacrifice scheme whereby a member of staff can acquire a bike with the Council claiming VAT and gaining tax benefits through repayments made on a monthly basis. The Council has not adopted this scheme.