

Freedom of Information request reference number: 7388.1

Date of response: 10 May 2023

Request:

In consideration of the climate crisis, I would like to request the following information about how the organisation is enabling staff to reduce their emissions through sustainable transport, and more specifically, cycling:

1. *over the past five years, broken down by year -*
 - a. *how many staff members used the Cycle to Work scheme?*
 - b. *what percentage of staff was this?*
 - c. *what was the average value of the vouchers claimed on the scheme?*
 - d. *what was the number of those who took up the scheme, who then failed to complete, leaving the Council with costs?*
2. *what tools does the organisation use to encourage cycling for their staff -*
 - a. *on a work basis*
 - b. *on a leisure/health basis*
3. *with regards to staff, does the organisation -*
 - a. *have any monitoring for what modes of transport staff use -*
 - i. *for their journey to work*
 - ii) *for journeys during work time*
 - b. *and if this data is recorded, I request a copy of such data as detailed as it can be reasonably given, while still protecting personal data rights*
4. *how many of the following does the organisation have available for staff use*
 - a. *pedal cycles*
 - b. *electric bikes*
 - c. *motorbikes*
 - d. *internal combustion cars*
 - e. *electric or hybrid cars*
 - f. *internal combustion vans*
 - g. *electric or hybrid vans*
 - h. *heavy trucks*
5. *does the organisation mileage scheme clearly state the claim rate for cycling*
6. *how many cycling miles have been claimed by the organisation's staff in the past five years*
7. *Regarding your current cycle to work scheme -*
 - a. *what scheme is currently in place*
 - b. *what is the maximum limit on the cost of a bike, if a limit is currently in place*

Response:

Please see the response to each of your queries in turn below:

1. *over the past five years, broken down by year -*
 - a. *how many staff members used the Cycle to Work scheme?*
 - b. *what percentage of staff was this?*
 - c. *what was the average value of the vouchers claimed on the scheme?*
 - d. *what was the number of those who took up the scheme, who then failed to complete, leaving the Council with costs?*

The table below shows the cycle to work participant breakdown and cost for the last five financial years:

Period	Number of scheme participants	As percentage of LFB staff	Average value of the vouchers
1 st April 2018 – 31 st March 2019	139	2.42%	£672.07
1 st April 2019 – 31 st March 2020	293	5.08%	£654.78
1 st April 2020 – 31 st March 2021	135	2.32%	£755.41
1 st April 2021 – 31 st March 2022	54	0.96%	£1,020.62
1 st April 2022 – 31 st March 2023*	Nil	Nil	Nil

*A Cycle to Work Scheme did not run in this period

The LFB is not a Council, however, there were no LFB staff in the circumstances described in question 1(d) above.

2. *what tools does the organisation use to encourage cycling for their staff -*
 - a. *on a work basis*
 - b. *on a leisure/health basis*

The LFB has a Cycle to Work scheme which allows staff to get a bike and/or cycling equipment to use for commuting to work whilst benefiting from tax savings. The Cycle to Work scheme is currently being retendered for a new supplier.

Staff can also use the Santander cycle hire scheme for short journeys. For journeys of up to 30 minutes the Brigade will reimburse evidenced usage at a rate of £2 per day (the 24-hour access fee).

Cycling to work is also considered in the LFB's single environment plan, which sets the Brigade's travel targets. This document can be accessed here: <https://www.london-fire.gov.uk/media/5126/single-environment-plan.pdf>

3. *with regards to staff, does the organisation -*
 - a. *have any monitoring for what modes of transport staff use -*
 - i. *for their journey to work*
 - ii) *for journeys during work time*
 - b. *and if this data is recorded, I request a copy of such data as detailed as it can be reasonably given, while still protecting personal data rights*

The LFB usually conduct a biannual, voluntary staff travel survey. The Covid pandemic delayed the regular cycle, but the survey restarted again in 2022 as travel patterns begin to normalise across London. The results of this survey are included below:

Commute to and from work:

- The main method of transport to commute to work was by single occupancy car travel for 56% of all respondents. (47% for Operational staff, 6% for FRS (non-operational staff) and 2% for Control staff)
- Public transport was the primary option for 30% of the staff while 31% of staff said the cost of fares is the main reason for not using public transport.
- 10.6% of all staff walk or cycle to get to work
- 39% of LFB staff spend between one to two hours travelling to work and 35% spend between 31 minutes to one hour.
- Staff located at Fire stations primary mode of transport was 'car (alone)',
- Head office staff and other locations' most popular mode of transport was the 'train'.

The table below shows a full breakdown of the methods of transport used by each staffing group:

What is your main/longest method of transport to work?	Operational staff	FRS staff	Control staff
Bus/Coach	0.5%	1.2%	0.0%
Car driver (alone)	46.7%	6.3%	2.7%
Car driver (with others)	0.2%	0.0%	0.0%
Cycle	4.9%	3.2%	0.2%
DLR/Tram	0.0%	0.2%	0.0%
Motorbike	2.9%	0.5%	0.0%
Train	3.4%	18.2%	0.0%
Underground	1.0%	4.9%	0.2%
Van	0.2%	0.0%	0.0%
Walk	1.5%	1.0%	0.0%

Travel for business purposes

- The main location staff travel for business is other LFB premises. On average, the staff that travel for business spend between 11-20 miles travelling, accounting for 16%.
- When travelling on business, 39% use a private vehicle, and 31% use public transport.
- When travelling on business, 57% of staff carry firefighting Personal Protective Equipment (PPE), 26% only laptops/tablets, and 11% carry nothing.

The next survey is due to take place in 2024.

4. *how many of the following does the organisation have available for staff use*
- pedal cycles*
 - electric bikes*
 - motorbikes*
 - internal combustion cars*
 - electric or hybrid cars*
 - internal combustion vans*
 - electric or hybrid vans*
 - heavy trucks*

The table below shows the number of vehicle types used by the LFB:

Vehicle Type	Number in LFB Fleet
Pedal cycles	0
Electric bikes	0
Motorbikes	0
Internal combustion cars	5
Electric or hybrid cars	56
Internal combustion vans	63
Electric or hybrid vans	0
Heavy trucks	258 (note: this includes operational vehicles such as fire engines)

For your reference, the full LFB fleet list is published here: <https://data.london.gov.uk/dataset/london-fire-brigade---fleet-list>

5. *does the organisation mileage scheme clearly state the claim rate for cycling*

Yes, under the Brigades car schemes and mileage rate policy, staff using a bicycle for official business journeys can claim per mile.

6. *how many cycling miles have been claimed by the organisation's staff in the past five year*

Period	Number of cycling miles claimed
1 st April 2018 – 31 st March 2019	3,062
1 st April 2019 – 31 st March 2020	946
1 st April 2020 – 31 st March 2021	174
1 st April 2021 – 31 st March 2022	470
1 st April 2022 – 31 st March 2023	94

7. Regarding your current cycle to work scheme -

a. what scheme is currently in place

The Cycle to Work scheme is currently being retendered for a new supplier.

b. what is the maximum limit on the cost of a bike, if a limit is currently in place

Under the most recent scheme that was run the limit was a maximum of £1,800 for traditional bikes and £3,300 for e-bikes.

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process please see the guidance we publish about making a request [on our website](#).