

LONDON STANSTED EMPLOYEE TRAVEL PLAN 2025–2030



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INTRODUCTION

This London Stansted Airport Employee Travel Plan supports the delivery of the 2025 Airport Surface Access Strategy (ASAS). The Travel Plan has been developed to:

1

OUTLINE THE MEASURES THAT WILL BE IMPLEMENTED TO:

- I. DELIVER THE ASAS AIMS; AND,
- II. ACHIEVE THE PRIMARY TRAVEL PLAN OBJECTIVE TO REDUCE SINGLE OCCUPANCY PRIVATE CAR USE BY EMPLOYEES.

2

FULFIL THE SECTION 106 OBLIGATION TO UPDATE AND PUBLISH AN EMPLOYEE TRAVEL PLAN EVERY FIVE YEARS.



Transport Strategy at Stansted Airport

The overarching vision for London Stansted Airport is:

To make our airport the number one choice for people travelling to and from London and the East of England, and for airlines serving our catchment.

London Stansted Airport is the third busiest passenger airport in the Southeast, handling nearly 30 million passengers in 2024. The airport provides employment for 12,000 people at over 200 different companies.

In 2025 we published a new Sustainable Development Plan (SDP) for London Stansted Airport. This superseded the previous SDP which was published in 2015.

The purpose of the SDP is to outline the context and strategic approach we will adopt for the operation and development of the airport over the next 15–20 years.

It describes our vision and ambition for the future, as well as the opportunities and challenges ahead.

The SDP includes five important components, including the London Stansted Airport's Surface Access Strategy (ASAS). As detailed in **Figure 1**, the ASAS will be implemented through a suite of subsidiary documents, including this Travel Plan.

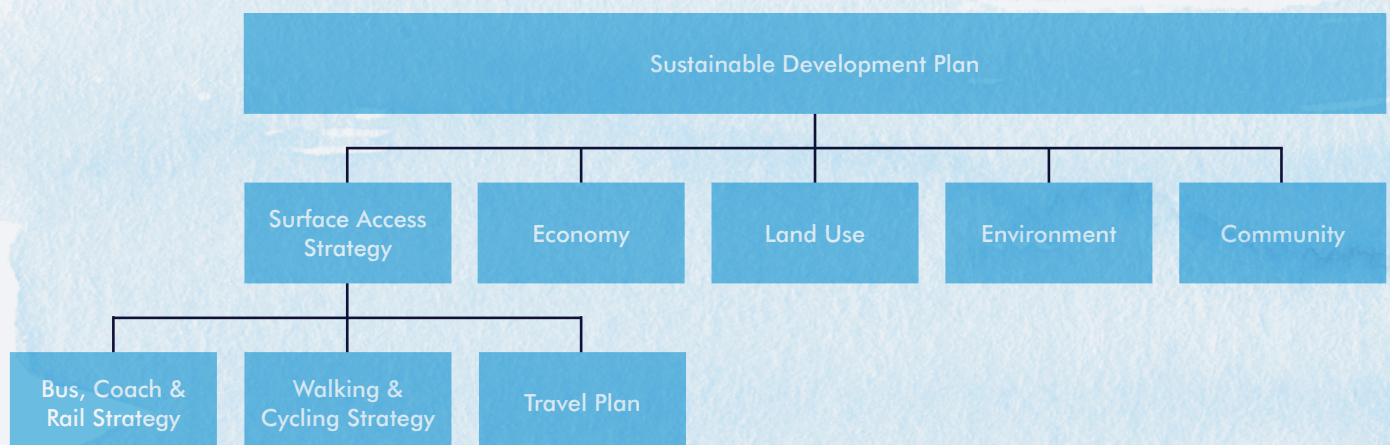


Figure 1: Sustainable Development Plan Implementation Structure.

Surface Access Strategy

The ASAS is a rolling plan that is updated every five years. It is an objective-led vision to maximise sustainable access to and from London Stansted Airport, ensuring the airport is fully accessible to the catchment it serves. The key principles to achieve this are listed below and the aims are presented within **Table 1**.

- Predictable and reliable accessibility
- Sustainable accessibility
- Funding commitments
- Working with partners
- Reduce congestion and improve air quality

Surface access refers to all the ways in which passengers, employees, and goods travel to and from the airport. It is critical in ensuring that the airport can grow sustainably and make a positive impact on the local community, the environment, and the economy.

We will deliver the ASAS via a combination of components: a sub-set of subsidiary strategies and plans, the Stansted Area Transport Forum (SATF), the Stansted Surface Access Team, as well as committed financial resources.

ID	AIM
BUS & COACH	
S1	Review and update the Bus and Coach Strategy in 2025 in line with the finalisation of the SDP.
S2	Work with bus and coach operators (via the SATF) to identify opportunities for new and improved regional and local bus and coach services and provide financial support where justified.
S3	Investigate, and implement where possible, improvements in environmental performance through differential charging and the introduction of alternative fuelled vehicles
S4	Undertake a full review of the existing digital information system for local buses in the Bus & Coach Station
S5	Develop a proposal for the Transport Forum for enhanced information provision that improves the customer journey.
S6	Continue to work with TfL and London Boroughs to improve the experience for passengers travelling by coach to and from London, particularly with the emergence of Stratford as an interchange destination linked to the new Elizabeth Line.
S7	Where appropriate, investigate the provision for demand-responsive services within the airport and implement where appropriate.
RAIL	
S8	Lobby to secure government commitment through the West Anglia Task Force and Transport East to deliver a significantly faster journey time from the airport to Central London, as the first phase in a long-term programme of infrastructure investment on the WAML.
S9	Work with the rail industry to develop a resilience plan for rail replacement services.
S10	Work with and provide evidence to support train operators to provide a better rail connection with North London, Cambridgeshire and beyond.
S11	Seek to improve the customer experience at London Liverpool Street, Stratford, Tottenham Hale and Cambridge stations.
S12	Provide an improved on-train information for departing air passengers.
S13	Continue to support regional stakeholder aspirations to improve links from the WAML to Stratford, supporting regeneration in the Upper Lea Valley and opening rail access to Stansted Airport to new communities.
S14	Monitor the utilisation of the Elizabeth Line and the prominence of Stratford to consider the opportunity for Stratford as an alternative connection to Central London.
S15	Work with Network Rail and train operators on improving reliability with the aim of at least 95% of trains running on time as a long-term target with suitable long-term investments on the network.

Table 1: Airport Surface Access Strategy Aims by Mode. Continues on following page.



ID	AIM
ROAD	
S16	Work with others to identify the infrastructure needed to support increased demands for road access where this is essential, through the Local Roads Monitoring Scheme.
S17	Review and where relevant implement the highway options of actively discouraging 'kiss and fly' traffic.
S18	Work with regional partners to design and introduce capacity improvements as necessary in line with previously agreed obligations.
S19	Work with regional partners to design and introduce road safety improvements as necessary in line with previously agreed obligations.
S20	Work with regional partners to design and introduce bus priority improvements as necessary in line with previously agreed obligations.
S21	Work with regional partners to design and introduce active travel improvements as necessary, and in line with previously agreed obligations.
S22	Investigate, and implement where possible, improvements in environmental performance through differential charging and the increased use of alternatively fuelled vehicles.
CAR PARKING	
S23	Develop an action plan for the rollout of electric vehicle charging infrastructure and support its future implementation and operation.
S24	Continue with the enforcement of parking and waiting restrictions on roads within the airport site.
WALKING & CYCLING	
S25	Review and update the Cycling and Walking Strategy in 2025 and explore potential additional routes.
EMPLOYEE TRAVEL INCENTIVES	
S26	Review and update the Airport Travel Plan before the end of 2025.
S27	Undertake employee travel surveys in 2025 and 2027.
S28	Encourage the growth of the Airport Travelcard and Car Share Schemes over the next 5 years.

Table 1: Airport Surface Access Strategy Aims by Mode.



Stansted Airport Transport Delivery Model

The Stansted Area Transport Forum

The Stansted Area Transport Forum (SATF) has been recognised nationally and internationally for the successful way in which it has delivered new transport initiatives, forged strong partnerships and changed the way that people travel to and from the airport.

The SATF was formed in 1999 to address transport issues within a broader regional context. We have developed a partnership approach to transport initiatives that has yielded many benefits. The Forum brings together commitment and expertise from local authorities, transport operators, airport companies, the Stansted Airport Consultative Committee (STACC) and other local business and interested parties. Over 200 organisations are represented on the Forum. Government guidance sets out three key objectives for Airport Transport Forums:

- Identifying short and long-term targets for increasing the proportion of journeys made to airports by public transport;
- Devising a strategy for meeting these targets; and
- Overseeing implementation of the strategy.

The Forum is driven by a Steering Group which meets quarterly, and which acts as an executive board, setting objectives for the Working Groups and monitoring progress (see **Figure 2**). Both the Steering and Working Groups have contributed to, and helped shape, the updated ASAS. The SATF will be the key body which oversees the delivery of the ASAS.

Partnership working and collaboration is essential to our success. We work very closely with service partners and transport operators who are responsible for the maintenance and development of the airport's travel links.

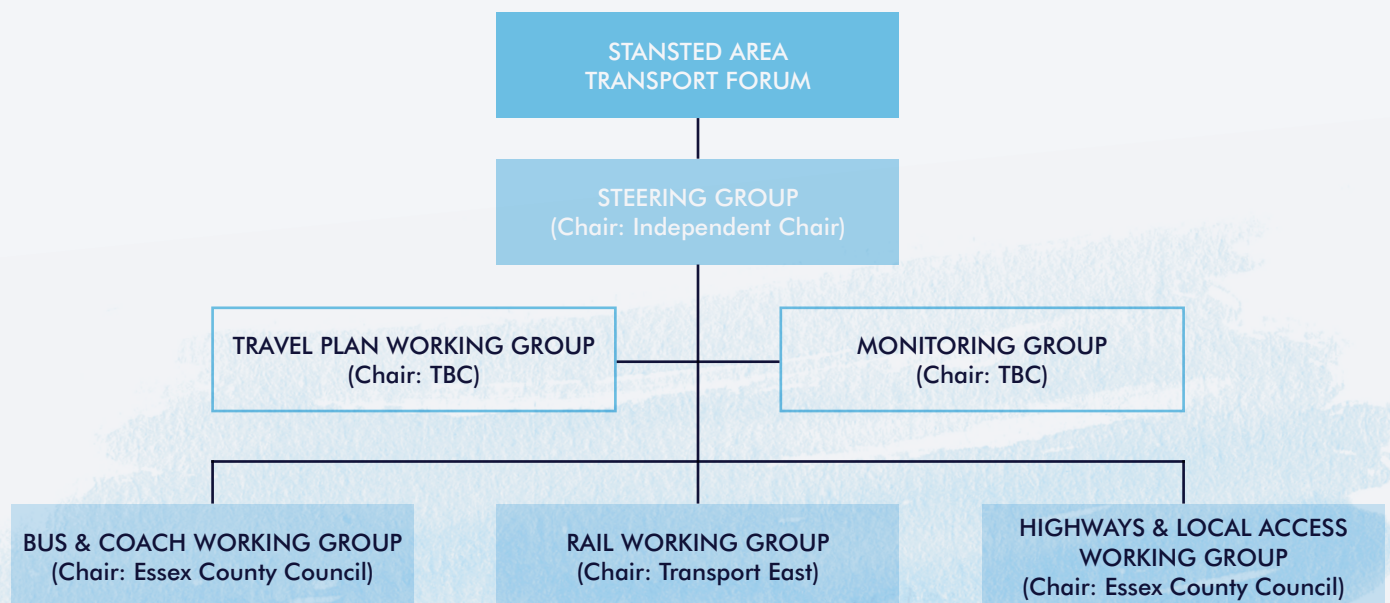


Figure 4: Structure of the Stansted Area Transport Forum.

Stansted Airport Surface Access Team

The Stansted Airport Surface Access team is responsible for maintaining and enhancing transport connectivity within the airport's control and facilitating those improvements managed by external stakeholders and operators. The team consists of two key roles:

- **Surface Access Strategy Manager:** responsible for developing the surface access strategy for the airport and coordinates and manages all forms of surface access and transport to the airport for all users; employees, passengers and other visitors. The Surface Access Strategy Manager facilitates collaboration with external stakeholders through the SATF to support and improve surface access.

- **Travel Plan & Commuter Centre Manager:** responsible for overseeing all aspects of employee travel to the airport and implementing the Travel Plan measures. Key responsibilities include managing the Commuter Centre, which serves as a hub for employee travel information and services. The Manager also oversees all employee travel incentives, such as ticketing initiatives and marketing campaigns to increase awareness and promote more sustainable modes of transport.



Funding

Funding is also key to the delivery of the ASAS. There are three primary sources of funding available:

- **Sustainable Transport Levy (STL):** Under the 2021 Section 106 Agreement, the STL reflects a broad approach to the interventions and support available and extends beyond public transport to include active travel and emerging new technologies. The STL will continue to operate through the SATF and includes additional income from the minimum 10p contribution per transaction in the Express-Set Down forecourt. This supplements the ongoing revenue of 25p per public car parking transaction and £10 per employee parking pass issued.
- **Local Bus Network Development Fund:** The Section 106 Agreement associated with the 2021 planning permission includes an obligation to support the development of the local bus network. Managed by the SATF, this fund enables the development prioritisation of new and enhanced bus services, and the introduction & operation of ultra-low emission or electric vehicles.
- **Local Road Network Fund:** The 2021 Section 106 Agreement includes a Local Roads Network Fund to cover the reasonable costs incurred for the feasibility, design and implementation of highway improvements within a five-mile radius of the boundary of the airport. The fund also covers measures to assist in the enforcement of local parking controls and restrictions to control unauthorised fly parking in areas around the airport.

The SATF is responsible for the allocation of all three funds.

EMPLOYEE TRAVEL PLAN PRIMARY OBJECTIVE

The purpose of the Travel Plan is to determine the measures which will be implemented to deliver the ASAS, in line with the aims set out in **Table 1**, and to achieve the primary objective, as per the S106 Agreement obligation:

Reach and thereafter maintain single occupancy private car use by London Stansted Airport employees at 45% by the 43 million passengers per annum (mppa) date.

In the latest Employee Travel Survey (2023), single occupancy private vehicle use was at 66%. Stansted served nearly 30mppa in 2024 and expects to reach 43mppa during the early 2030s.

This Travel Plan is applicable to all businesses with operations within the Stansted Airport site.

Employee Mode Share Hierarchy

In developing a set of Travel Plan measures which will achieve the objective of reducing employees driving alone to the airport, we developed a hierarchy to help prioritise the modes which the airport will invest in based on carbon emissions. This hierarchy is shown in **Figure 3** and sits alongside the passenger equivalent in Figure 9 of the Surface Access Strategy within the 2025 SDP.

Walking and cycling are the most environmentally friendly modes of transport and, therefore, rank highest in terms of reducing emissions. However, this Travel Plan acknowledges that, while there are opportunities to increase the number of employees using these modes, they do not offer the greatest potential for a significant shift in overall travel patterns given where employees travel to work from.

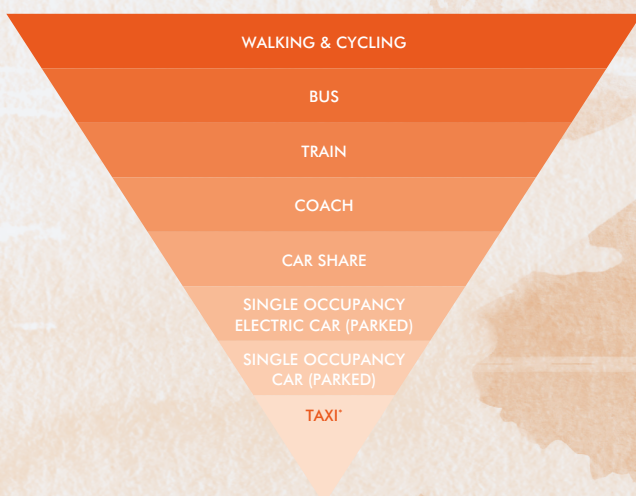
Public transport (bus, coach and rail) is expected to be most important alternative travel to work option for employees.

Electric Vehicle Transition

We are committed to a transition towards electric vehicles (EV) across all modes. The 2021 Section 106 Agreement formally prioritised funding initiatives that support low-emission and electric vehicles. As part of this initiative, we require all new bus or coach services to Stansted Airport to utilise vehicles that meet or exceed the EURO 6 emissions standard. It is expected that all UK taxis will soon be mandated to transition to electric vehicles as well.

While EVs are a marked improvement on non-EV traffic, they still contribute to overall road traffic and congestion and hence are prioritised after public transport.

Figure 3: Employee Mode Share: Choice vs Carbon Emissions.



*or private vehicle drop-off

To support this transition, accelerated infrastructure development is crucial. Ensuring there is sufficient provision of EV charging infrastructure to accommodate this transition is a key priority for us, particularly in light of the upcoming UK government Zero Emission Vehicle (ZEV) mandate, which mandates all new car sales to be zero-emission vehicles by 2035.

The airport's first EV charging facility is now operational and located off Thremhall Avenue. Initially offering 10 rapid charging points, it is designed for future expansion to meet growing demand, serving both airport users and the local community.

Hybrid Working

Post-pandemic working arrangements have created opportunities for more flexible ways of working. We have recently introduced a 'hybrid working' policy for MAG employees that include options for working from home, where appropriate. This supports sustainable travel initiatives by reducing unnecessary commuting and offers both cost and wellbeing benefits for employees. With having a formal policy in place will provide clarity and consistency, while also enabling MAG to set a positive precedent for other employers across Stansted Airport. Formalised flexible working policies may impact employee travel patterns, which we will continue to monitor closely.



EMPLOYEE TRAVEL AT STANSTED TODAY

Existing Travel Conditions

Bus & Coach Services

Stansted is well connected by bus and coach services. In 2023, nearly 2,200 employees travelled to and from the airport via bus or coach, reflecting the extensive network of competitive services which has developed in recent years, as shown in **Figure 4**. Bus and coach services are flexible, adaptable, and represent good value for their users.



Figure 4: Existing Local Bus Routes to and from Stansted Airport.

Local Bus Services

Local bus services are particularly important for employee travel, providing reliable transportation that aligns with the airports and operating hours, whilst also providing the necessary frequencies and accommodating the diverse geographic distribution of employees' home locations. There are over 300 daily bus movements to and from Stansted Airport. Four local bus operators provide 11 scheduled services which connect to main towns within the local area, as shown in **Table 2**.

SERVICE	DESTINATION	FREQUENCY	JOURNEY TIME
Arriva 508	Harlow Town via Bishops Stortford and Takeley	Every 10 mins (365 days a year, 24 hours a day)	65 mins
Arriva 509	Harlow Town via Bishops Stortford and Heath Row		65 mins
Arriva 510	Harlow Town via Bishops Stortford and Forest Hall		65 mins
Arriva 309	Thorley Park	Approx hourly on Sundays	35 mins
Central Connect 305	Bishops Stortford	Hourly	30 mins
Central Connect 333	Braintree	Hourly	55 mins
First X10	Basildon via Chelmsford	Hourly	100 mins
First X20	Colchester via Braintree	Hourly	120 mins
First X30	Southend via Chelmsford	Up to every 30 mins	120 mins
Stephenson's 7/7A	Bishops Stortford	Up to hourly	60 mins
Stephenson's 316/318	Saffron Walden	Hourly	55 mins

Table 2: Local Bus Services.

Coach Services

Coach services provide an effective and efficient means of travelling to and from the airport. At peak times there are up to 12 departures (700 seats) an hour to and from London termini, including Victoria, Stratford, Baker Street, Golders Green, Tottenham Hale, Kings Cross, Canary Wharf, Paddington and Liverpool Street.

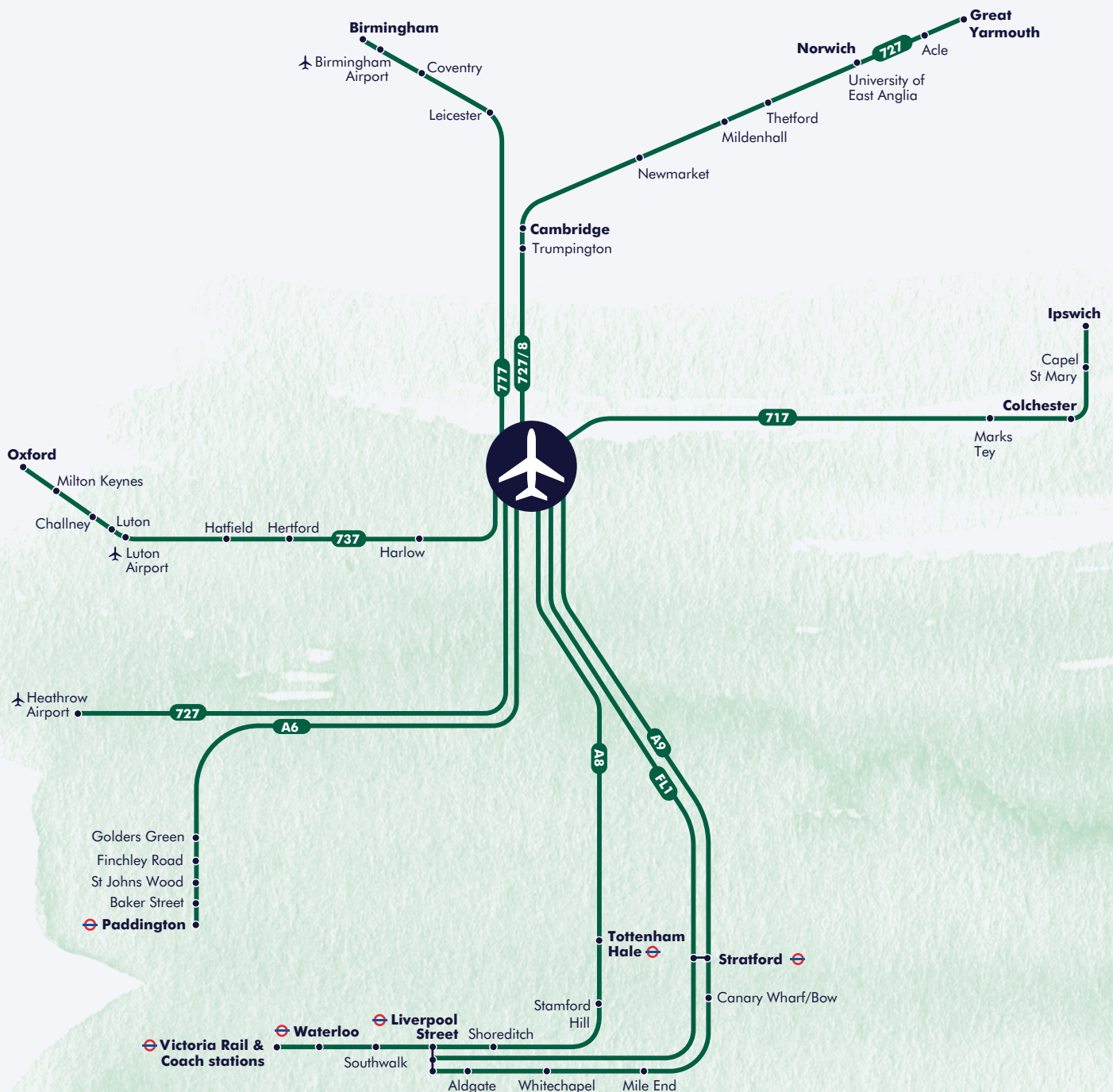


Figure 5: Existing Coach Routes to and from Stansted Airport.

A range of express coach services to key destinations outside London has also been developed, providing a competitive alternative to the car and taxi. There are currently two main coach operators, National Express and Flibco, as shown in **Table 3**.

SERVICE	DESTINATION	JOURNEY TIME
National Express 717	Ipswich	100 mins
National Express 727	Great Yarmouth	220 mins
National Express 727	Heathrow	100 mins
National Express 728	University of East Anglia	150 mins
National Express 737	Oxford	245 mins
National Express 777	Birmingham	270 mins
National Express A6	Victoria/Tottenham Hale	120 mins
National Express A8	Liverpool St/Victoria/Waterloo	95 mins
National Express A9	London Stratford/Canary Wharf	50 mins
Flibco FL1	Liverpool Street via Stratford	85 mins

Table 3: Express Coach Services.

Rail Services

Rail services provide direct connections to London, Birmingham, and key transport hubs in Cambridge, Peterborough, Leicester, and Nuneaton, as shown in **Figure 6**.

Greater Anglia runs Stansted Express services from London Liverpool Street to the airport, with stops at Bishop's Stortford, Harlow, and Tottenham Hale. This service operates throughout the day, with trains leaving Stansted Airport from 05:30am until 00:30am (06:00am services available from Tuesday to Thursday). Trains from Liverpool Street station to Stansted Airport

start at 04:30am, with additional departures at 3:40am and 04:10am on selected days.

Greater Anglia also provide rail services connecting to Cambridge and Norwich operating hourly.

CrossCountry Trains provide services from Stansted Airport to destinations including Cambridge, Peterborough (linking to the East Coast Main Line), Leicester, and Birmingham. The current CrossCountry timetable does not align with airport operational needs and could accommodate passenger travel patterns better.



Figure 6: Rail Network from Stansted Airport.

Walking & Cycling Network

For some employees, walking or cycling can provide a convenient door to door travel option, particularly in a rural setting where public transport is not available. The airport benefits from existing cycle routes, as shown in **Figure 7**.

Cycle parking is available at key employment areas across the airport site: at Enterprise House, Cargo, Endeavour House, and the main bus and coach station. Shower facilities are provided at Enterprise House. We are committed to continually reviewing and enhancing these facilities.

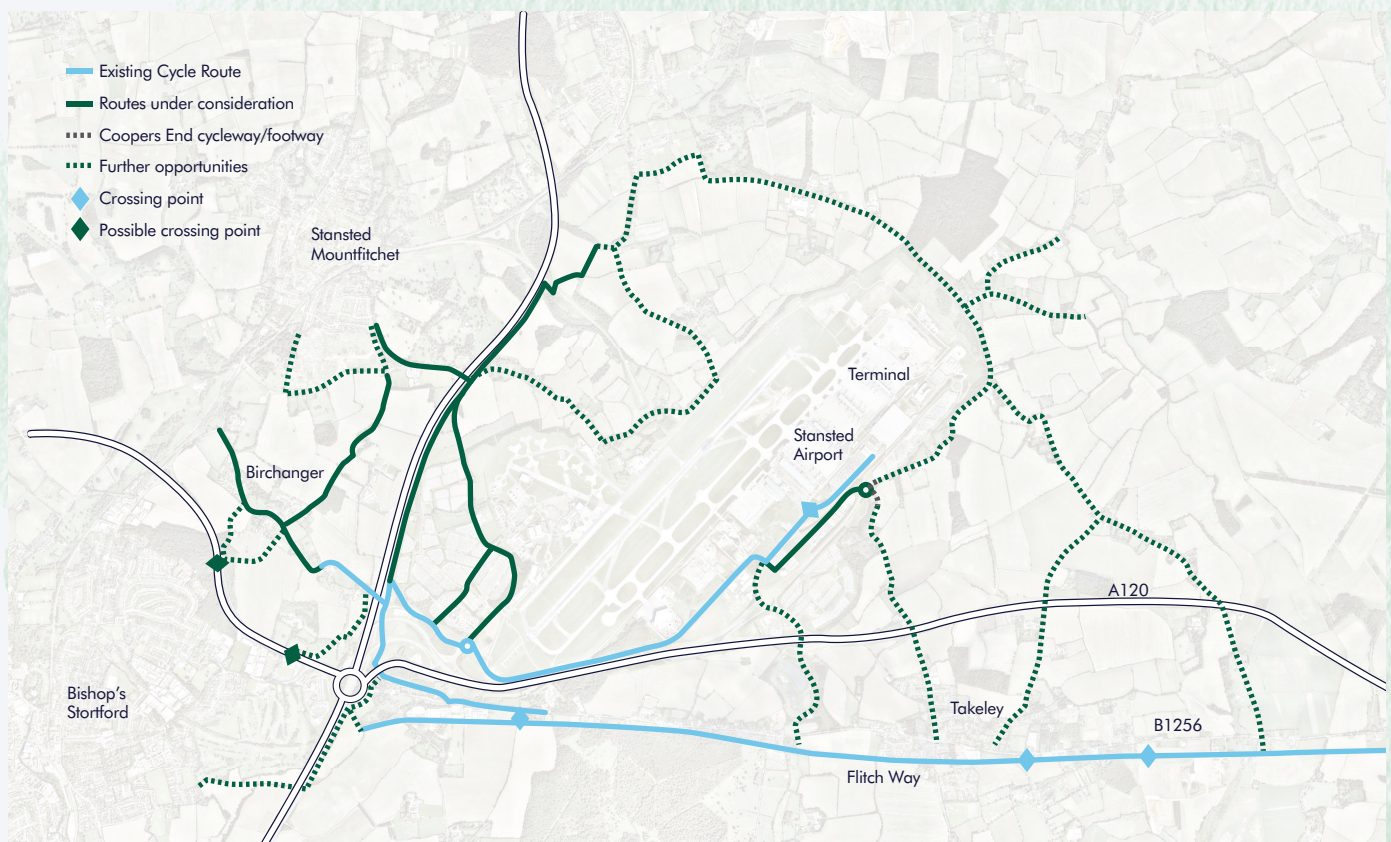


Figure 7: Existing Cycle Routes in the Stansted Area.

Car Parking

Despite the public transport provision, there is not always a viable or convenient alternative to the private car. Over 2,800 staff parking spaces are available across communal facilities managed by the airport, including locations near Enterprise House, the cargo area, and Coopers End Road. On-site companies are charged for employee parking. The growth in staff car parking has been at a lower rate than the growth in employee numbers.

We will maintain a mix of parking locations, with large, communal areas near the terminal being most efficient. As space demand increases, remote parking with shuttle buses or multi-level parking may be required. Staff parking will also remain available at individual sites, such as the maintenance area and Northside.

We actively discourage on-road parking within the airport site and on local roads using enforcement measures. This is for safety and security reasons, and local residential amenity.



Employee Travel Initiatives

We provide a number of initiatives to support sustainable travel for employees, including:

LONDON STANSTED AIRPORT COMMUTER CENTRE

A dedicated information service for airport employees and employers. It offers travel-to-work advice and administers the Airport Travelcard and Liftshare Scheme (see below).

AIRPORT TRAVELCARD

Offers significant savings compared to standard rail, bus and coach fares. Prices are based on the employee's travel origin, combining distance and mode, similar to the London Travelcard zoning system. Travelcards are available for 1, 3, 6 or 12 months. Pre-covid, over 2,000 Travelcards were sold every month.

CARNET CARD

Prepaid non-dated tickets that can be exchanged for single journeys, ideal for part-time employees that only use the bus once or twice a week. It is currently available on the 309, 510/9/8 and 333 bus services. In 2024 over 350 Carnet Cards were sold. Nearly all sales were to Bishops Stortford (508, 509, 510 services).

EMPLOYEE SHUTTLE SERVICES

The Stansted Night Run shuttle runs between Tottenham Hale and the airport. It provides Airport Travelcard holders with a free service that arrives at the airport at 02:40am.

LIFTSHARE SCHEME

Connects employees with similar work patterns and preferences, facilitating carpooling. There are 50 designated car share bays conveniently located near Enterprise House. Members receive physical permits that must be displayed to use these bays. Participation in the scheme requires prior authorisation to use the Enterprise House car park. Members of the Liftshare Scheme also enjoy a range of discounts as part of their membership benefits. Currently there is approximately 3200 registered airport works that are participants of the Airports Liftshare scheme.

SHARED CYCLE SCHEME

Provides a cycle option for employees parking in Coopers End car park to hire a bike, free of charge, and cycle between Coopers End car park and Enterprise House. On average, around 70 bike rentals occur daily. In 2024, the scheme recorded nearly 10,000 rentals, used by over 280 registered employees.

Recent Achievement:

Stansted have been accredited with a 'Very Good' level for their current Travel Plan by Modeshift STARS in 2024.

Current Travel Patterns

To meet Section 106 requirements, we carry out an Employee Travel Survey every two years. The most recent Employee Travel Survey was undertaken in 2023 and achieved a 20.3% response rate (2,479 respondents). As shown in **Table 4**, 66.4% of employees drove to work. To achieve the 43mppa target of 45%, a 21.4 percentage point reduction is required – this translates to 2,619 employees in 2023 choosing to travel to work another way. This number will grow as employee numbers at the airport increase to support higher passenger numbers.

In 2017, the percentage of employees driving to work reached its lowest level at 54.3%, which is still 11% above the target of 45%. Additional and more stringent measures are required for us to meet our single occupancy private vehicle use target.

The substantial increase in the number of car drivers in 2021 can be attributed to the effects of the COVID-19 pandemic.

MODE	2011	2013	2015	2017	2019	2021	2023
TOTAL EMPLOYEES	10,016	10,170	10,963	11,897	12,997	10,778	12,233
Bicycle	0.2%	0.1%	0.4%	0.2%	0.2%	0.3%	0.3 %
Car Driver	69.9%	68.8%	64.9%	54.3%	55.0%	79.9%	66.4%
Car Passenger	7.1%	5.7%	5.7%	4.3%	2.2%	1.6%	3.6%
Motorcycle	0.7%	0.7%	0.9%	0.6%	0.5%	0.7%	0.9%
Other	0.1%	0.6%	0.2%	0.7%	0.6%	0.7%	0.4%
Public Bus/Coach	12.2%	13.6%	15.1%	22.5%	21.8%	10.1%	17.8%
Rail	7.6%	9.2%	11.8%	14.2%	15.8%	6.4%	9.0%
Taxi	1.0%	0.5%	0.3%	0.6%	0.2%	0.0%	0.2%
Walk	0.6%	0.3%	0.6%	0.5%	0.4%	0.3%	1.0%
Works bus/other company transport	0.6%	0.4%	0.1%	2.1%	3.2%	0.0%	0.4%
Total Public Transport	19.8%	22.8%	26.9%	36.7%	37.6%	16.5%	26.8%

Table 4: Final Mode of Travel to Work, 2023 Employee Travel Survey.

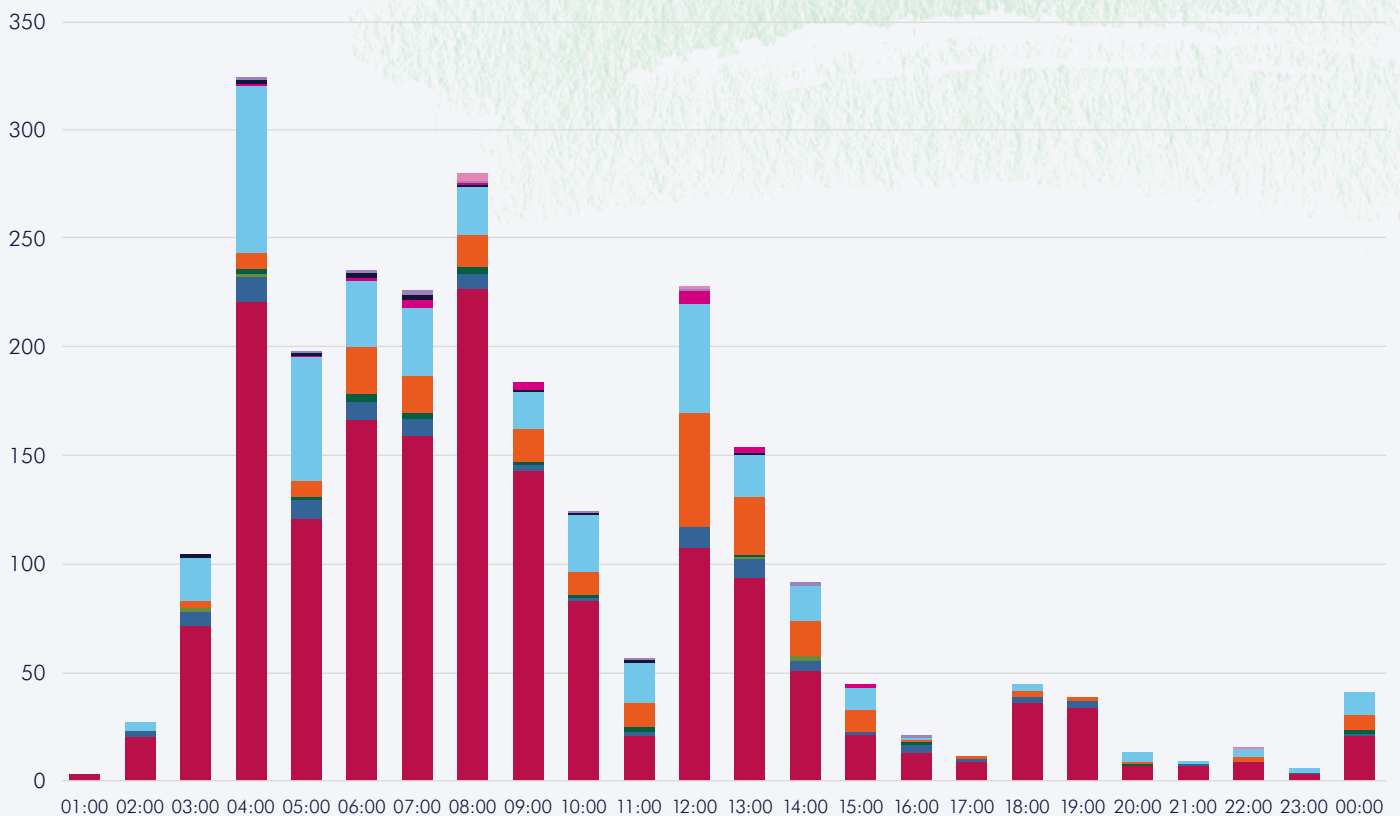
Travel & Working Patterns

Employee shift patterns at an airport are unique and the majority of employees based at the Airport are operational. **Figure 8**, shows mode of travel by time of day for employees as per the 2023 Employee Travel Survey. More employees arrive between 4am and 5am than during any other point of the day and 26% of employee need to arrive at work before 6am.

While you would expect public transport to be limited for early morning shift times, the data shows that some employees are utilising early morning public transport options, particularly the network of early morning bus

services arriving before 4am. Nevertheless, a greater proportion of employees arriving for the second shift at 12 noon are choosing to use public transport when more services are available. Of note:

- between 4am and 5am 24% of employees travel by bus or coach. The proportion using rail is lower, at 2%, than later in the day.
- between 12 noon and 1pm, 22% of employees arrive by bus or coach and 23% by rail.
- between 8am and 9am, a higher proportion of employees (81%) are driving to work compared to before 6am (67%).



KEY

Car driver Car passenger Taxi Motorcycle Rail Bus/Coach Walk Bicycle Company transport Other

Figure 8: Employee Mode of Travel by Time of Day, 2023 Employee Travel Survey – arrivals.

More employees leave the airport between 5pm and 6pm than during any other period in the day, as shown in **Figure 9**. Private car use is the highest during this period, when public transport services are operating at maximum capacity. Between 8pm and 9pm for example, 43% of employees use public transport to travel home from the airport compared to between 5pm and 6pm when only 14% of employees use public transport.

Travel Plan measures are needed to encourage more employees to utilise the early morning rail services that do exist and to sustain and enhance travel by bus or coach throughout the course of the day. The high proportion of employees arriving by car between 8am and 9am, and leaving by car between 5pm and 6pm, when good public transport does exist, also needs to be addressed.

Employee Geography

The majority (58%¹) of employees live within London and the Stansted Airport 'corridor', which runs between Harlow, Bishop's Stortford and Braintree.

Currently, 61% of employees live within a 60-minute public transport catchment and 64% of those employees drive to work. Early morning public transport options are available from the Stansted 'corridor' with travel times under 60 minutes, see **Figure 11**. One way to achieve the employee target is by encouraging half of the employees who live within a 60-minute public transport catchment area, but currently drive, to switch to using public transport.

Travel Plan measures have been identified which target employees who live within the Stansted Airport corridor, where public transport services are already available throughout the day, to encourage a shift from private car use to alternative modes of transport.

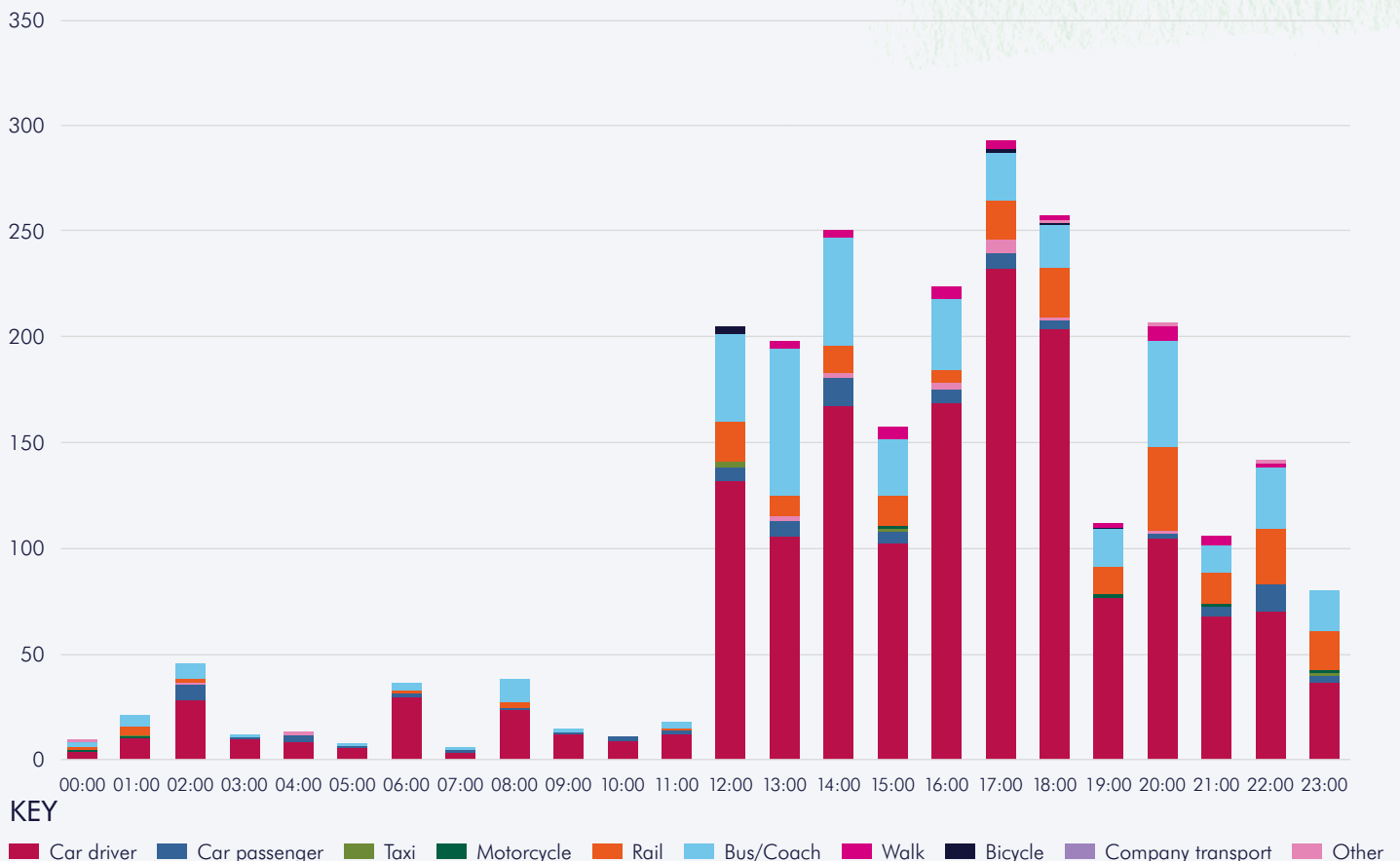


Figure 9: Employee Mode of Travel from Stansted by Time of Day, 2023 Employee Travel Survey – departures.

¹ Epinion Report, Table 3.2.2. Combined employee home location by local authority for East Hertfordshire, Uttlesford, Braintree and Harlow.

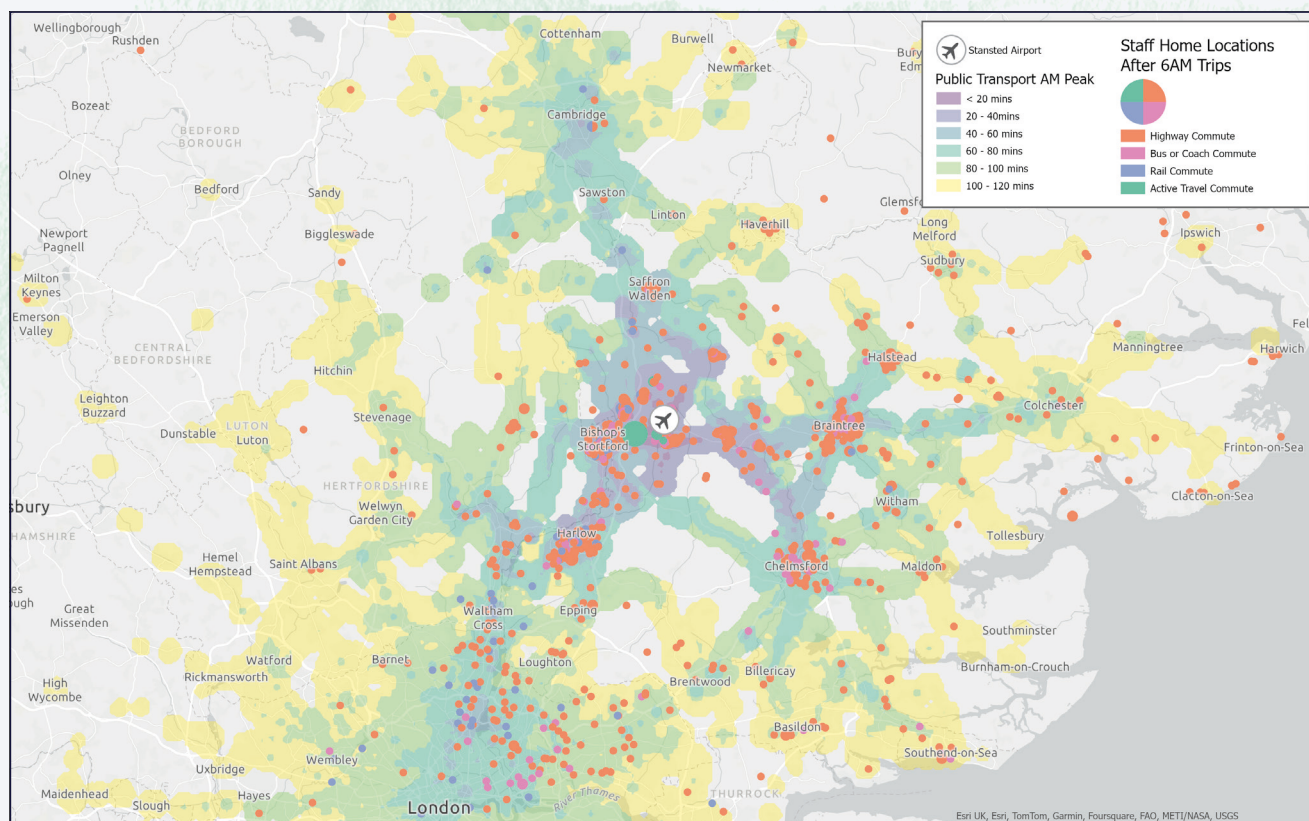
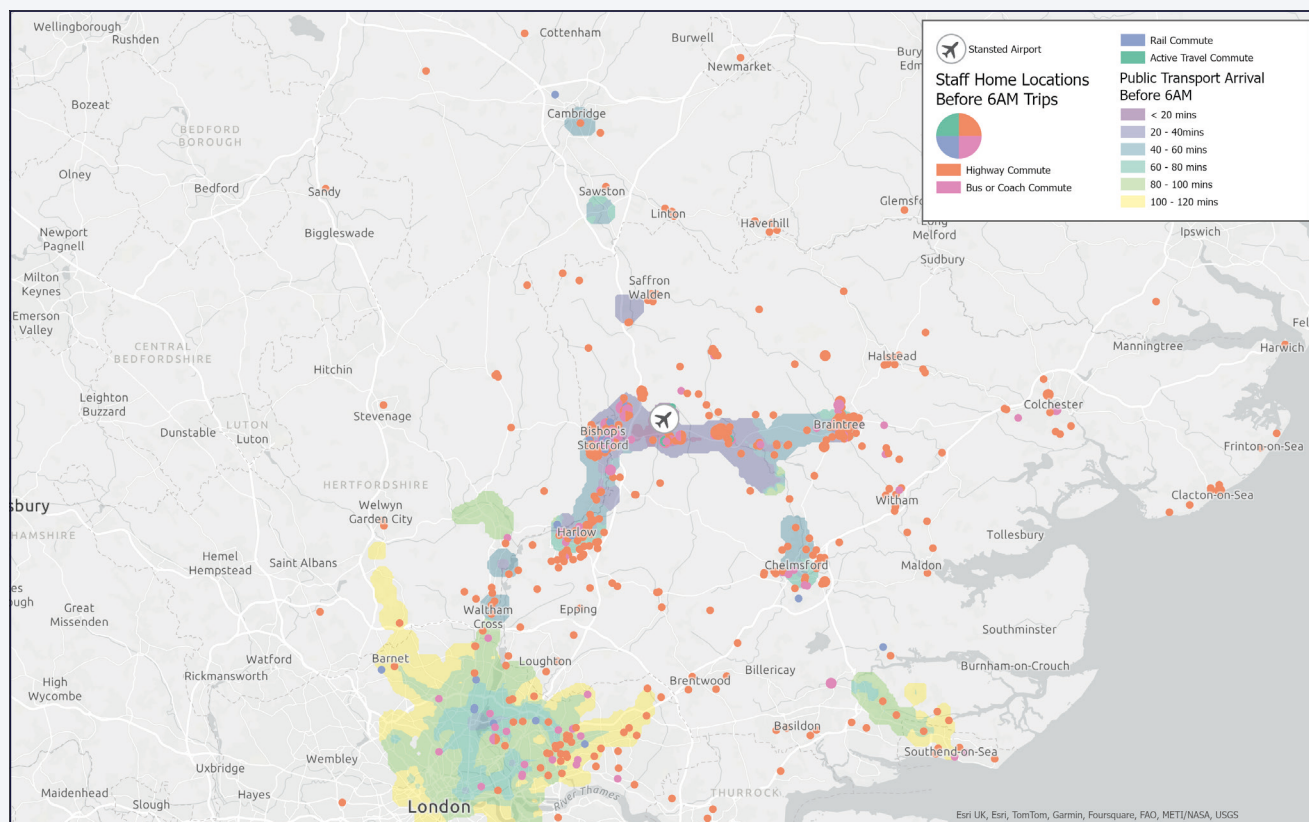


Figure 10: Employee Public Transport Catchment.

CHALLENGES & OPPORTUNITIES

To develop the Travel Plan measures, we identified areas of strength, weakness, opportunity and challenge, as detailed in **Figure 11**.

STRENGTHS

- Flexible and popular ticketing incentives – e.g. Airport Travelcard.
- Existing public transport offer, including early morning services which some employees already make use of during the 4–5am early morning peak.
- Partnership approach – SATF, which has delivered new and enhanced bus routes in 2023.
- Existing funding streams, administered by the SATF.

OPPORTUNITIES

- Make use of existing Liftshare app authentication functionality to facilitate better enforcement and enable prize draws.
- Make better use of existing Airport Community App Comms channel to share sustainable transport updates and encouragement.
- Commuter Centre could broaden services to reach more employees.
- Government ‘fare cap’ scheme reducing the cost of bus travel.
- High density of employees residing with a Stansted Airport ‘corridor’.
 - 64% of employees living within 60 min public transport catchment commute between 7–9AM.
 - 35% of all employees live within a 5-mile radius.
 - 27% of all employees live within a 30-min cycle.
- Greater Anglia timetable improvements which extend services later into the night and earlier in the morning.
- Gate line improvements at the airport rail station, including ‘Tap and Go’ function.

WEAKNESSES

- Promotion and employee travel communications.
- Cycling infrastructure, promotion and wayfinding are limited.
- Pricing structure of ticketing incentives – e.g. Travelcard is not more cost effective for all journey types.
- Some employers do not pass on the cost of parking to employees; there is no incentive for employees to use public transport.
- Lack of EV charging infrastructure.
- Existing car share scheme has low awareness levels and relies on manual enforcement of priority spaces.

CHALLENGES

- Operational working patterns which require early morning travel.
- Convenience of Enterprise House employee car park helps make car travel to work faster than public transport.
- Lack of formalised hybrid working policies for on-airport companies.
- Rural cycling infrastructure and environment, and severance caused by motorways.
- The business case for implementing new bus or coach services, particularly west of the airport.

Figure 11: SWOT Analysis.

To achieve the primary objective of 45% single occupancy private car use, a significant mode shift is required. More than 20% of current car drivers need to travel to work by a different mode of transport. Our analysis has identified three modes which offer the greatest potential for mode shift:

- Local bus routes
- Car share
- Cycling

Local Bus Routes

There are already several local bus routes available to employees who live within the Stansted Airport 'corridor'. However, only 27% of people living within proximity to a bus route choose to use the bus; 58% chose to drive, see **Figure 12**. We want to increase patronage on existing services through increased employee awareness and incentivisation and expanding existing initiatives.

Car share

Car sharing can provide a cost-effective way of getting to work and is well suited to those living in areas not well served by public transport. In the 2023 employee survey, 47% of Stansted employees said they were aware of the Liftshare scheme but were not members. This represents a decline of 12 percentage points since 2021.

To address this, we want to focus on boosting awareness and membership of the Liftshare scheme. It is equally important that we convert a greater proportion of members into active users, given that membership itself indicates a level of interest. Clusters of employees residing in the Airport 'Corridor' – many of whom currently drive – represent potential opportunities for car sharing initiatives. Targeted Travel Plan strategies have been designed to reach these localised groups to foster a culture of carpooling, reducing the reliance on single-occupancy vehicle use.

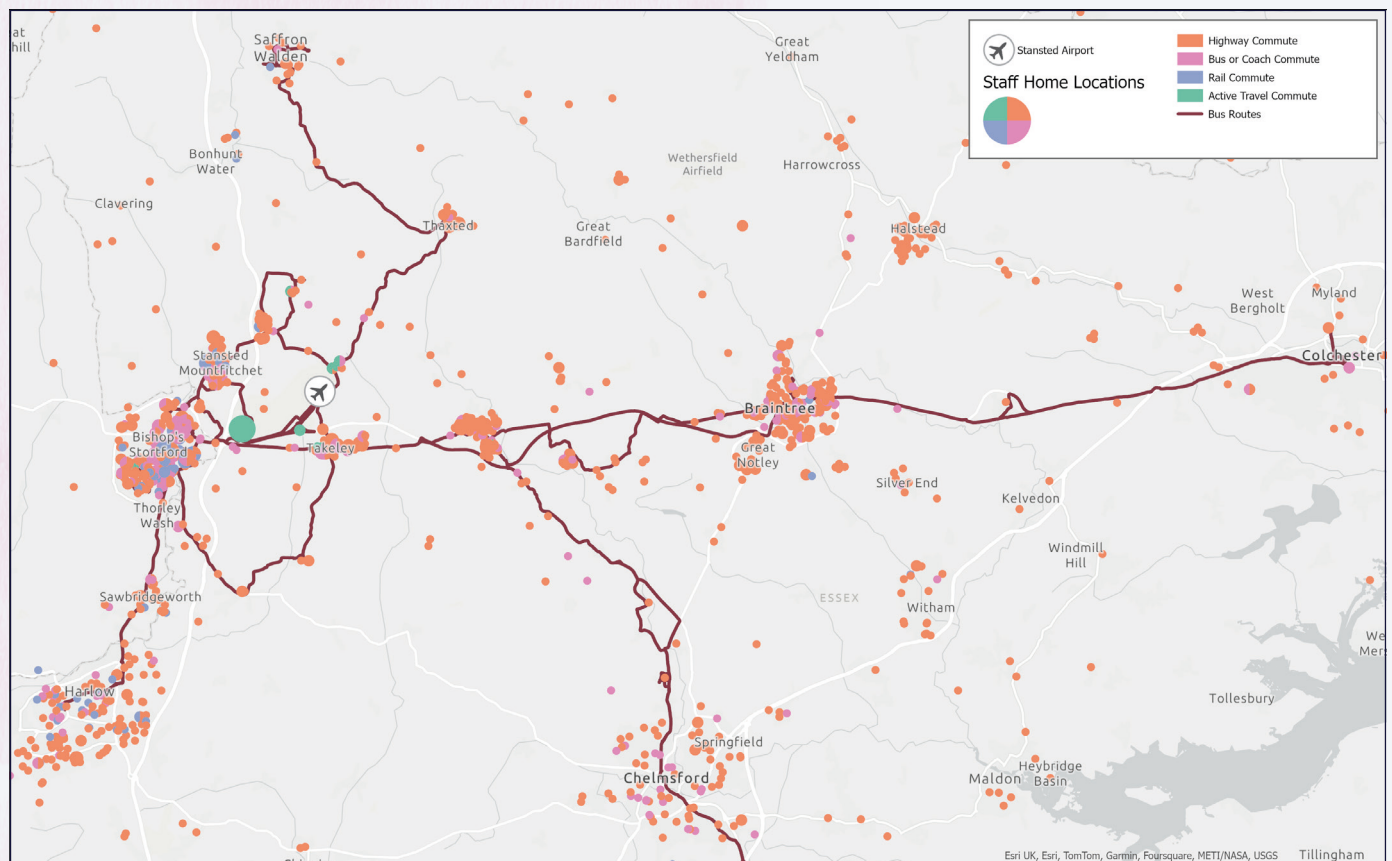


Figure 12: Existing Local Bus Routes.

Cycling

We have identified an opportunity to increase mode share for cycling, which has never gone above 0.4% (2015), and was 0.3% in 2023, despite a concentration of employees living within cycling distance, see **Figure 13**.

For some employees, cycling can provide a convenient door to door travel option for employees when public transport is not available. It is also convenient for some of those who do not have a car, which will subsequently increase the recruitment pool. In the 2023 Employee Travel Survey:

- 4% of employees who live within a 30-minute cycle chose to cycle (46% drive).
- 27% of all employee survey respondents live within a 30-minute cycle.
- 35% of employees live within a 5-mile radius.

We have identified Travel Plan measures to encourage more of the employees that live within proximity to the airport to cycle to work rather than drive.

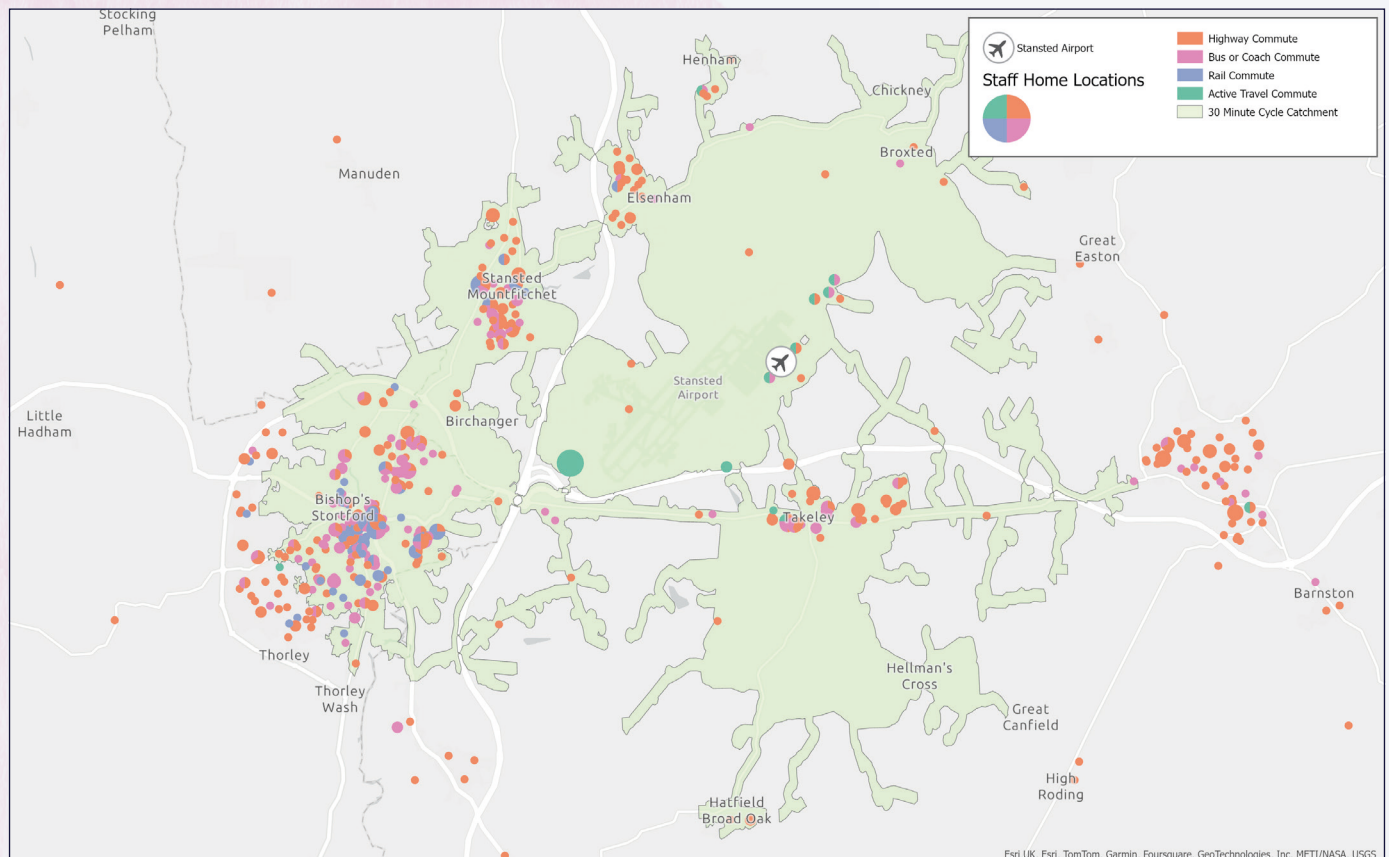


Figure 13: Employee 30-minute Cycling Catchment by Home Location and Mode of Travel.

TRAVEL PLAN MEASURES

We have developed Travel Plan measures to align with the ASAS aims and to capitalise on the opportunities identified above. These measures have been categorised into sub-groups, as detailed in **Table 5** and **Table 6**.

MEASURE	
AIM: Increase employee awareness and incentivise alternative travel to work options.	
S1	Hold regular meetings with the largest employers to understand the travel needs of their employees and share information about how the airport supports sustainable travel to work for all employees.
S2	Develop a Sustainable Travel Employer Recognition programme which recognises and awards accreditation to Employers proportionate to the effort and level of commitment they give to sustainable travel initiatives.
S3	Continue with Commuter Centre presence at employment fairs / road shows and monitor engagement and effectiveness.
S4	Review and implement a revised Airport Travelcard and Carnet Saver pricing strategy.
S5	Improve employee sustainable travel communications airport wide and develop an airport employee travel brand.
S6	Develop a digital platform / 'Commuter App' that provides real-time journey planning for bus and coach services, making it easier for the user to find the most appropriate service for them. To include other features such as live tracking, ticketing information and notifications for changes or service disruptions. The app should be available in other languages.
S7	Investigate the feasibility of an employee focused Green Travel Bonus Scheme to financially incentivise MAG employees to travel by sustainable modes of transport. This could include a points-based system that rewards the use of sustainable travel options and applies deductions for car park usage.
AIM: Increase employee car sharing.	
S8	Utilise Liftshare authentication functionality.
S9	Introduce monthly prize draws for employee's car sharing and authenticating their trips.
S10	Launch Liftshare marketing initiative through poster advertisement, road shows, utilisation of the Community Comms channel.
AIM: Manage employee parking demand.	
S11	Review staff car parking charges and consider the introduction of parking permit restrictions, flexible car parking charges (i.e. from annual to monthly or daily passing) and passing on car parking charges directly to employees rather than employers.
S12	Investigate the feasibility of remote car parking and implementation of employee park & ride option.
AIM: Development of new local bus connections.	
S13	Further investigate opportunities for implementing a demand responsive service to accommodate pockets of unmet local bus demand in rural areas particularly, see Appendix A .
S14	Facilitate ongoing and regular discussions with operators to consider extending the local Harlow bus route into the southern areas of the town and implement direct services from Saffron Walden, Braintree, Ware, Epping and Hertford.
AIM: Increase employee cycling to work.	
S15	Review and enhance walk and cycle network wayfinding on the airport campus, including road lighting.
S16	Identify and implement interventions to improve cyclists' on-road safety on the airport campus.
S17	Review and improve cycle parking, access, lockers, showers, and maintenance tools at the airport, ensuring new developments meet or exceed planning requirements.
S18	Expand the existing cycle hire scheme on site and off site – for example, rent a bike for 24 hours, week, month, 6 months or from nearby residential areas.
S19	Produce a walk and cycle map to be included within a Travel Information Pack.
S20	Utilise promotional campaigns, such as offering vouchers/ rewards to encourage cycling during Bike to Work week.
S21	Utilise the Commuter Centre to offer cycle training, information and bike maintenance support and help finding Bike Buddies.

Table 5: Employee Travel Plan Measures.

MEASURE	
AIM: Increase awareness and incentivise alternative travel options.	
G1	Review and update transport maps and information (both employee focused maps and on the Stansted Airport website).
G2	Initiate and maintain discussions with journey planners (e.g. Google maps, Trainline, National Rail) to review their influence and accuracy, and maximise opportunities such as, improved integration, marketing and ticketing.
G3	Facilitate conversations with coach operators to improve digital ticketing and journey planning which integrates coach and bus travel.
AIM: Upgrade the bus and coach terminal to improve customer experience.	
G4	Provide an enclosed queuing and waiting area for both local bus and coach operations.
G5	Deliver a covered walkway to the terminal.
G6	Improve the provision of catering and toilet facilities, a ticket office and information kiosk.
AIM: Enhance bus and coach services for employees and passengers.	
G7	Monitor bus journey times and identify particular points of congestion and consider introducing bus priority if necessary.
AIM: Improve journey experience for all passengers and nationalities.	
G8	Facilitate ongoing discussions with operators and provide the relevant information to enhance real-time information updates for passengers' onwards journeys.
AIM: Improve the digital interface for coach and bus journeys.	
G9	Work with operators to develop a digital platform / app that provides real-time journey planning for bus and coach services, making it easier for the user to find the most appropriate service for them. To include other features such as live tracking, ticketing information and notifications for changes or service disruptions. The app should be available in other languages.
AIM: Enhance rail services for employees and passengers.	
G10	Facilitate ongoing discussion with operators to support extensions to timetables, service frequency and improved connectivity.
G11	Facilitate ongoing discussion with operators to include STN within TfL 'tap and go' zone.
G12	Facilitate ongoing discussion with operators to explore opportunities for new and enhanced services with Cambridgeshire and beyond.
AIM: Update rail station to improve customer experience.	
G13	Complete layout and gate line improvements underway at Stansted rail station to introduce ticket barriers.
AIM: Continue to support and enforce parking restrictions.	
G14	Ongoing regular monitoring of the online fly parking reports, in conjunction with Uttlesford and Essex Police feedback.
AIM: Encourage cleaner vehicle trips.	
G15	Introduce different charges for car parking or implement a discount scheme depending on vehicle fuel type.
G16	Ensure charging infrastructure can support uptake in EV as a result of bespoke pricing measures.
G17	Consolidate an EV charging strategy.
AIM: Enhance information and wayfinding to support public transport choices.	
G18	Review the location of real-time information displays at key locations e.g. the baggage hall or the departure board at in the bus & coach or rail terminal, and, if required, enhance to provide up-to-date information on departure schedules for all modes, bay numbers / platforms, delays and expected arrival times.
G19	Understand and review (through site visits) the existing facilities at key London coach termini, particularly Stratford. Work with TfL to improve signposting and wayfinding to STN at key termini and where appropriate, consider improving waiting facilities, airport information kiosks, ticketing facilities.
G20	Understand and review (through site visits) the existing facilities and wayfinding at key London rail termini and onboard services, feeding back into the relevant operators group.
AIM: Other	
G21	Provide dedicated resource for implementing the Travel Plan.
G22	Work with on airport companies to develop hybrid working policies and encourage hybrid working for non operational airport staff.
G23	Reintroduce Monitoring Group and Travel Plan Working Group within STAF delivery structure.

Table 6: General Travel Plan Measures (which will benefit Employees and Passengers).

MONITORING OUR PERFORMANCE

We will monitor and review our progress on the Travel Plan target and commitments. The SATF framework provides a robust framework to review our progress, involving key partners and stakeholders within the airport and the wider transport network. In addition:

- A **Travel Plan Working Group** including representatives from Stansted Airport employers and MAG, will ensure Travel Plan measures are addressed in relevant SATF Working Groups. They are responsible for ensuring a downwards trend in single occupancy employee private car use, in line with the primary objective of this Travel Plan.
- A **Monitoring Group** will include representatives of MAG and local authorities to monitor delivery of the ASAS targets and S106 surface access related planning conditions.
- The **Employee Travel Survey** will continue every two years, in line with the Section 106 Agreement, to assess the impact of Travel Plan measures on employee travel choices and track progress toward reducing single-occupancy private car use to 45%.
- The **Stansted Airport Surface Access Team** will continue to work in partnership with operators and local authorities within the SATF framework to monitor performance and progress on the wider transport network. Data from operators and the airport will be used and shared within the group to better monitor and report progress.



APPENDIX

Potential Demand Responsive Route

