



Nottinghamshire
County Council

Beacon Council Scheme: Sustainable Energy

Case Study: What is STEPS?



STEPS was created in 1996, as a new innovative idea from Nottinghamshire County Council to assist staff in managing their journeys to work in an environmentally friendly way. It involved the introduction of a "travel plan" – sometimes called a "commuter plan" – to encompass all modes of travel (bus, tram, train, cycling, car and walking). Following a staff competition, the name STEPS (Sensible Travel Equals Perfect Sense) was chosen to refer to the commuter plan for Nottinghamshire County Council staff based in West Bridgford.

What does STEPS do?

STEPS has put in place a wide range of incentives for staff, including cycle facilities, a car share scheme, better public transport and information. It also looks at other ways of reducing unnecessary car journeys, such as flexible working and video conferencing.

STEPS is a way of demonstrating good practice to other employers in the County. As the first Authority to have a travel plan, many large employers have followed suit, including Boots, Experian, Capital One, and Wilkinsons.

STEPS fits into Government's Sustainable Development Strategy and the County Council's transportation policy.

It is not an anti-car scheme and recognises that some staff will require the use of a vehicle for journeys to and from work and for their work related journeys. However, not all drive-alone journeys are necessary and STEPS aims to offer choice to those people who would like to consider alternatives.

What's currently happening?

In 2004, the STEPS scheme extended to the whole of the County Council rather than just dealing with the West Bridgford campus. The STEPS officer now also looks at business mileage and fleet issues to try and reduce the carbon emissions produced by County Council staff travel in the course of their working day.

Over the next few years, STEPS will be working to review car user allowances, car parking, greening the fleet and continuing to reward those who make positive changes in their travel behaviour.



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Sustainable Energy

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