

Request Reference: 643A/23

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?

With regard to questions a, b and c above, the closest relevant information we have been able to locate and retrieve are the following overall figures:

Staff - 26 in total (1 old scheme Cycle2Work, 4 Bike Shop, 21 Vivup Cycle to Work) = 0.60%

Officers - 85 in total (12 old scheme Cycle2Work, 5 Bike Shop, 68 Vivup Cycle to Work) = 1.06%

d) what was the number of those who took up the scheme, who then failed to complete, leaving the organisation with costs?

Any monies owing is taken from final salary. To-date nobody has left the organisation with a balance still owing in respect of Cycle to Work.

2) what tools does the organisation use to encourage cycling for their staff -

a) on a work basis

Health and well-being embed the Cycle to Work scheme within the well-being strategy to ensure staff are aware of some of the benefits we can offer. We also ensure staff are aware of the discounts through the well-being portal.

b) on a leisure/health basis

Through the Healthy Lifestyle scheme and through the health and fitness advisors through self-referrals.

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

Please see response to question 4 below

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**

With regard to questions 3 and 4 above, I believe that the closest relevant information to your request can be found within our environmental strategy document at the following link:

[Environmental Strategy 2022-27](#)

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

We have a Cycle to Work scheme, but it is only for the purchase of cycles via salary sacrifice. We can find no information regarding a policy or mileage rate for employees who cycle into work, ever being agreed or set up.

6) how many cycling miles have been claimed by the organisation's staff in the past five years

Zero (see answer to q5 above)

7) Regarding your current cycle to work scheme -

a) what scheme is currently in place

West Midlands Police offer the government approved Cycle to Work scheme through Vivup. We also offer a bike shop scheme, which does not attract the same tax savings; but allows individuals to spread the cost of purchasing a bicycle without the minimum commuting requirement.

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

At present, the cost of cycles and equipment through the scheme is capped at £1,000. West Midlands Police are seeking to increase this cap - but this is still under review.