



Active
Travel
England

Active Travel England: annual report and accounts 2024/25

For the period 1 April 2024 to 31 March 2025



Presented to the House of Commons pursuant
to Section 7 of the Government Resources and
Accounts Act 2000

Ordered by the House of Commons to be
printed on 16 July 2025

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Introduction from National Active Travel Commissioner and Chair

// Our mission is the right thing to do for the nation's health, environment and economy."



Active Travel England's mission is clear – to ensure everyone in the country has the choice to walk, wheel or cycle in safety, wherever they want to go. A simple mission and an outcome that would yield manifold benefits: amongst them, improving the nation's health, boosting the economy and helping us get to net zero.

Free exercise and no risk of getting stuck in traffic are upsides routinely enjoyed every day by our European neighbours. And we want everyone in England to have those same choices.

Over the last year, we've made significant progress to deliver this vision. We've invested in brilliant active travel schemes across the country and helped local authorities raise their capability to deliver high-quality infrastructure. And we've worked within government to embed walking, wheeling and cycling into the fabric of transport planning.

What we do is more than just enable people to get from A to B. We give transport independence to millions and provide access to opportunities while making our towns, cities and villages happier, healthier and greener places to live.

Chris Boardman
National Active Travel Commissioner

Chief Executive's Foreword



Since being established in 2022, Active Travel England has made huge strides towards substantially improving transport choice across the country. I am incredibly proud of the team and our achievements to date.

Over the last year, we have continued to deliver on our objectives as an organisation, building foundations for a greater walking, wheeling, and cycling landscape in the present and future.

We continue to adapt our approach and embrace innovation to serve people and their communities in the best way possible.

This year marked a record amount of ATE funding, with a £300 million package announced to deliver hundreds of miles of new infrastructure, training programmes and local authority capability initiatives. Alongside this, we published our Consultation and Engagement Guidance, which will help councils improve their processes and ensure the voices of residents and businesses are heard when delivering new schemes.

We continue to support local authorities in developing, maintaining and constructing high-quality priority routes. With £40.5 million from the Consolidated Active Travel Fund, we're helping officers improve the technical skills needed to develop transformative schemes and impactful behaviour change programmes.

Complementing this, our series of virtual webinars and engagement sessions to provide council officials with training and guidance has been hugely successful, with an average satisfaction rate of 96% in the last year.

We're committed to giving more people from all walks of life the opportunity to try active travel. Over the last year, we successfully engaged more than 1.8 million people with our activation programmes, a vital tool in encouraging people to choose active travel as a regular transport mode. In 2024/25, half a million children booked on to Bikeability cycle training, funded by ATE, and our active travel social prescribing pilot programme reached more than 40,000 people.



In our role as a statutory consultee, over the last year we responded to 1,600 planning consultations covering 365,000 homes, ensuring we are influencing key planning applications as early as possible to embed active travel choices into new developments.

Testament to our operational effectiveness, an independent review showed that we are one of the top performers in terms of response times nationally, with a 99% response rate within the deadline.

Digital innovation is key to strengthening our impact, and we've transformed how we work with our stakeholders through delivering new state-of-the-art digital services and improving the way we use data and analysis to underpin active travel planning and investment.

All of what we do here is made possible by our people, and the commitment and enthusiasm they show for ATE's mission.

I'm grateful for the way staff have mobilised to build capability within our own organisation following the launch of our People Plan, making the agency a better place to work for everyone.

This year has seen an array of achievements, and our team has done exceptional work navigating changing landscapes and new challenges. I look forward to the many further successes we will make this year as we play an integral role in the Government's vision to build a better transport network for everyone.

Danny Williams
Chief Executive Officer

Performance Report

Performance Overview

Who we are and what we do

Active Travel England (ATE) was established in August 2022. Working alongside local authorities and other partners, we are delivering the Government's mission to make walking, wheeling and cycling a safe and attractive choice for everyday trips.

Our vision is for everyone in the country to have a safe and attractive choice to walk, wheel or cycle.

To support delivery, we set out four strategic priorities for 2022/23 to 2024/25. These are to:

1. Invest in and improve standards for active travel schemes across the country
2. Integrate active travel into the planning system
3. Focus on inclusivity and accessibility to give people from all walks of life the opportunity to try active travel
4. Transform how data and analysis is used in active travel planning

Detail on how ATE has delivered against these priorities is set out in our Performance Analysis on pages 12–37.



How Active Travel England is structured

ATE is headed up by the National Active Travel Commissioner, Chris Boardman, who is also the appointed Chair of the Board. Our Chief Executive Officer provides the operational leadership for the organisation, supported by our core directorates.

Inspections

Our inspectorate is focused on increasing capability of local authorities through the provision of support, training and technical expertise. ATE inspects final schemes, but our focus is on early intervention to ensure quality and safety is designed into projects, and that these meet the needs of all road users.

Planning and Development

Our statutory consultee function is overseen by the planning and development directorate. Working closely with Local Planning Authorities (LPAs), the development management casework team reviews and provides recommendations on the planning applications within our remit. This is complemented by the planning and placemaking strategy team, who work with LPAs, developers, the Ministry of Housing, Communities and Local Government (MHCLG) and others involved in the planning system to effectively embed active travel in new developments at the earliest possible stage.

Data and Analysis

The data, digital and analysis team provides data analysis, modelling and tools to support ATE's strategic priorities. The analysis team focuses on modelling, data science, appraisal and evaluation to provide insight into national strategies and policies required to meet government objectives for active travel, while the data and digital team uses data engineering and software development to deliver the tools, data visualisations and software that ATE and transport authorities need to ensure cost-effective investment.

Operations

The operations directorate is led by the Chief Operating Officer and provides the support that enables the organisation to be a success. Providing all corporate support, operations ensures that the organisation can run effectively and efficiently. The investment team also forms part of the operations directorate, designing and managing dedicated funding support to build active travel schemes and activate their use, and supporting wider investment in active travel across Government (such as through the Integrated Settlements).

Sponsorship

As an executive agency of the Department for Transport (DfT) we report to the Secretary of State for Transport as responsible Minister. This relationship is managed through our sponsor team at the Department, with whom we regularly engage to report progress made on our priorities.

Looking forward, our risks and status as a 'going concern'

Our corporate plan 2023-25, which covers our strategic priorities and details of our performance against them, is contained in our Performance Analysis. Our Board's role is to confirm strategy and performance monitoring of ATE and focus on where the most benefit can be delivered. An update will be published in our 2025-26 business plan.

To support this work, ATE has continued to develop its risk management framework. Details of the principal risks faced during the year can be found in the Governance Statement.

The Board has also assessed our going concern as detailed in Note 1.1 of the Notes to the Accounts. Whilst ATE is currently in a net liability position and does not generate or hold any cash, the Board is confident the agency is a going concern and has confirmed funding through to the end of the current spending review period in March 2026. Final budgets for the remainder of the Spending Review will be confirmed in departmental business planning later in 2025, but there is sufficient certainty to give confidence that we are a going concern.

Financial Review

ATE is funded through Parliamentary Supply voted to the DfT. The agency has remained within the budgets allocated.

Our operating expenditure reduced from £146 million in 2023/24 to £137 million in 2024/25.

This reflects lower allocations for resource grants allocated to local authorities due to the timing impacts of funding announcements and devolution settlements.

At the end of 2024-25, the agency had a net liability of £1.1 million, comprising total assets of £5.8 million and total liabilities of £6.9 million. Our key assets remain cash held by a third party to settle claims for future grant payments, and our key liabilities are trade payables and accruals relating to grants. This is consistent with our position in 2023/24.

ATE's net liability position is due to our trade payables which mainly relate to grant awards made prior to the year end.

ATE's primary financial activity remains the provision of grants to local authorities and delivery partners. In 2024/25 ATE awarded £125 million in grants, equating to 92% of our total expenditure. Our core functions continue to grow, as we recruited more staff and engaged more widely with third parties to support delivery of our digital pipeline, including our case management system and Update Your Capital Schemes service.

Performance Analysis 2024–25

This section tells you about the progress we are making in delivering our strategy and provides an overview of key highlights and challenges in the year. It is structured against the four strategic priorities we published in our [2023-25 Corporate Plan](#).

Invest in and improve standards for active travel schemes across the country

ATE continues to provide direct funding for local authorities for active travel in line with the capability of authorities to deliver high-quality schemes and initiatives.

Based on our annual capability ratings, £40.5 million of revenue funding was announced for local authorities to build technical skills, develop effective scheme pipelines, and deliver behaviour change programmes, under the [Consolidated Active Travel Fund \(CATF\)](#). £7.2 million of this funding will form part of the Integrated Settlements for Greater Manchester and the West Midlands.

In December 2024, we launched Active Travel Fund 5, with £48 million provided to every local authority outside of London to help develop, construct and maintain priority routes. The funding also enables local authorities to fund change control measures to improve quality and respond to consultation feedback on earlier schemes.

Our investment is not only aimed at local authorities. We continue to support wider delivery partners to deliver high-quality infrastructure. The National Cycle Network is made up of almost 13,000 miles of signed routes across the UK. It is a network that allows people to connect to the places around them – facilitating 765 million trips a year.

ATE works with our delivery partner, Sustrans, to maintain and improve the network, making it accessible and safe for everyone. In 2024/25, we provided a further £5 million to fund three miles of improvements and update one substandard crossing and junction across the network in England, with 30 miles of additional schemes being developed with this funding for later construction. Since 2018/19, government funding on the National Cycle Network has delivered a total of 151 miles of improved routes, removed 327 barriers and updated eight substandard crossings and junctions.



Our inspectorate works to ensure that active travel infrastructure meets quality and safety standards in a way that delivers a net benefit to all road users. The team supports our investment approach by reviewing schemes at bid stage, providing essential assurances over scheme designs and network integration, at key stages throughout the scheme lifecycle, and on completion.

Recognising the importance of the wider active travel funding landscape, we have collaborated with partners on other key funding streams such as the Levelling Up Fund (LUF) and City Regional Sustainable Transport Settlements (CRSTS) to apply our expertise to wider government investment in active travel. Our current programme coverage makes up 77% of the Government's investment in active

travel up to 2024/25. More than £500 million of investment was assessed by our inspectorate across 337 schemes during 2024/25.

£40.5 million in capability funding

announced for local authorities to improve technical skills, develop pipeline schemes and deliver behaviour change programmes



We are committed to full transparency to our stakeholders, and this includes how we assess schemes. After initially publishing our design toolkits and associated user guides in February 2024, we have continued to improve and develop our tools to ensure they align to changing policy and guidance, and to ensure the best user experience for our stakeholders. Following our inaugural online overview training sessions in March 2024 with over 600 attendees, we continue to offer regular training to our stakeholders. We have delivered in-person training to over 700 officers across the county, including eight combined authorities (300 officers) and regions (9 sessions, totalling 400 officers). Our How We Do Design Assurance guidance was published in August 2024, providing further transparency regarding the services we provide.

The inspectorate's goal is to drive the delivery of safe and effective schemes that are fully compliant with relevant guidance. This is where final inspections are key. A pilot consisting of 38 inspections carried out in summer 2023 was used to assess ATE's framework and approach, helping to shape the How We Do Inspections guidance that was published in October 2024. Further final inspections commenced in January 2025, with 60 inspections across 31 authorities completed by the end of March 2025.

In addition, we have been working with partners on research projects and drafting guidance aimed at supporting those developing active travel infrastructure projects. Key initiatives include research on inclusive crossings, such as side road zebra crossings and technology to assist visually impaired users, as well as the development of design guidance for active travel infrastructure in a rural context.

272 design
reviews requested
during 2024/25



Average
percentage increase
in scheme quality =
21.5%
based on the 272 schemes
that have been quality
assured using one of the
inspectorate's tools



60 on-site
inspections across
31 local authority areas



Identifying and addressing the causes of ineffective, low-quality or significantly delayed schemes is key to helping local authorities deliver their active travel commitments. Our regional management team – experts located across the eight English regions who work closely with mayoral combined authorities and local authorities to identify challenges, promote best practice and activate appropriate support – recorded more than 1,500 formal stakeholder engagement sessions during 2024/25.

More than

1,500

formal engagement sessions with local authorities



ATE has also developed a programme of essential learning to make information and best practice easily accessible.

Through virtual webinars and engagement sessions covering a variety of themes such as active travel messaging, placemaking, greenways and technical updates, we reached more than 4,700 participants in 2024/25 with an average satisfaction rate of 96%.

Integrate active travel into the planning system

As part of its statutory consultee status, all planning authorities must consult ATE on any developments that meet or exceed any of the following thresholds: 150 residential units, 7,500m² or more of floorspace or sites of five hectares or more.

We responded to 1,617 planning consultations during 2024/25 for developments that cover more than 367,000 homes. If our consultation recommendations are taken forward, around 866,000 people would be provided with improved transport choice.

We are exploring how we can innovate our planning service offer. This includes through the development of new guidance on embedding active travel in local and strategic plan-making to help support local authorities, developers and others engaged in the planning and development sector to bring forward schemes with safe and inclusive active travel provision embedded from the outset.

1,617

planning consultation

responded to during 2024/25 covering **367,192** homes



99%

of planning applications
responded to on time
(within 21 working days)



In February 2024, ATE launched an independent one-year review to analyse the impact of our first year as a statutory consultee, identify any improvements and establish further opportunities for influence in the planning system. This review was completed in October 2024 by Lichfields, who analysed ATE's performance using data from ATE's casework system (Arcus). They launched a public survey and held workshops and interviews with ATE casework officers, developers and local authorities.

They also spoke to other statutory consultees about their role in planning. The review showed that ATE is one of the top-performing statutory consultees in terms of response times nationally. The feedback received from stakeholders on ATE's performance was positive, and local authorities and developers valued our advice and willingness to address issues.

Because of this, stakeholders were supportive of ATE expanding its role to include advice on local plans, and on pre-applications (before planning applications are submitted). Lichfields formulated a number of short-term actions, including the creation of a monitoring framework to record successes and review planning decisions.

Since June 2024, a monitoring and impact officer has begun to develop a framework for monitoring and assessing impact, which builds on the case studies and monitoring that individual planning officials within ATE have already been collating.



Lichfields also drafted a three-year vision for ATE's role in planning, with three options presented. These options were to build on our statutory consultee role by:

1. Introducing a pre-application advice service to improve the quality of planning applications and reduce time spent on the subsequent statutory consultation.
2. Producing guidance on local planning matters and provide bespoke advice on local plans to improve the quality of applications coming forward and influencing national planning policy and guidance to better incorporate active travel.
3. Combining options 1 and 2 to influence the planning system on a national and local level (through local plans and pre-apps) to reduce burden at the planning application stage.

ATE's planning policy team is already supporting the DfT on drafting national planning policy and guidance, including working with the DfT planning team on the emerging Transport Assessment Guidance to be published by MHCLG.

The one-year review complemented the other discovery work we undertook together with the pre-application consultation pilot (which, in its first tranche of early engagement reviews, assessed large-scale major schemes bringing forward over 6,000 homes and 700,000m² of employment land).

In the summer of 2024, we updated our standing advice templates and Planning Application Assessment Toolkit, to assist local authorities and the development industry where we are unable to provide bespoke advice on new developments. Moreover, we published our Planning for Active Places toolkit, hosted on our website, which provides visuals of walking, wheeling and cycling infrastructure that adheres to up-to-date policy and guidance.

We have launched a project to develop three Supplementary Planning Advice Notes (SPANs) on cycle parking, street adoptions and designing for active travel for schools. These three areas were chosen following work carried out within ATE to understand where there were opportunities to produce guidance on specific topics that would improve the quality of planning applications and thereby active travel outcomes. We have also participated in conferences and events across the country, speaking to a combined audience of over 5,200 from the planning and development sector.

Give more people from all walks of life the opportunity to try active travel

During 2024/25, more than 1.8 million people engaged with our activation programmes. These schemes play a vital role in enabling more people to choose active travel as a form of transport. A significant element of the programmes is to provide children with cycle training, with support from ATE's partner, the Bikeability Trust. Over five million children have received training since 2006.

In 2023/24, ATE agreed a multi-year funding settlement of £50 million for the Bikeability Programme ending in March 2025. Over two years, this investment has delivered cycle training to one million children. In 2024/25, 500,000 children booked on to cycle training, including more than 325,000 children booked onto level 2 on-road training. A further year's investment of £29.8 million was announced in February 2025 providing funding in 2025/26.

The Bikeability Trust has continued to run projects to increase the reach of the Bikeability programme and overcome barriers to participation. This has included further investment into instructor training, alongside flexible funding and support for local authorities to scale up their Bikeability delivery.

500,000

children booked on to cycle training



Over **1,300**

new Bikeability instructors trained (including **800 teachers** and **teaching assistants**)



Research shows that combining new or improved infrastructure with activation schemes in the same location leads to around 30% more walking and cycling journeys. Some £5.1 million of active travel funding since 2022/23 has been used to fund school streets schemes and 90% of all ATE-funded projects are within 500 metres of a school. These improvements are complemented by our investment of a further £3 million in the Walk to School Outreach programme this year. Living Streets, our delivery partner, has worked with more than 1,000 schools across the country to engage 320,000 children to walk, wheel or cycle to school. The most recent figures show that this programme provides a 37% increase in active travel for those who participated in the scheme.

Case Study: Bikeability in Milton Keynes

The Bikeability Trust has provided additional funding and support to local authorities to expand the reach of their Bikeability programmes in 2024/25. Milton Keynes City Council has used this support to identify and overcome barriers to training more children.

Engaging schools was a top priority, so the Council tried a new approach. Instead of relying on schools to encourage sign-ups, the Bikeability team took the lead – visiting schools to speak directly to children about the training.



During assemblies, they ran a quick hands-up survey to see who could already ride and who couldn't. This helped them tailor their approach, offering Learn to Ride sessions where needed and customising training to suit pupils' needs.

To further boost participation, they provided schools with cycles for use during training and to encourage more everyday cycling. Once schools had delivered Bikeability sessions and demonstrated progress in getting more pupils cycling, they were allowed to keep the bikes – embedding new skills and supporting long-term change.

Thanks to this proactive and targeted support, Milton Keynes has seen a 50% increase in Level 2 training rates since 2022/23.

Case Study: Overcoming barriers with Living Streets' Walk to School Outreach

As part of the ATE-funded Walk to School Outreach programme, Living Streets delivers targeted engagement and support to overcome barriers to walking and active travel to school. This often includes a School Route Audit (SRA), led by the local Living Streets coordinator and involving pupils, parents, school staff and other stakeholders. The Audit allows people who use the streets every day to have their say on what could be done to improve them. A recommendations report is then provided to the local authority.



Twenty-three SRAs were conducted in 2024/25, with many of these resulting in capital funding being allocated to tackle identified issues. Back in 2022, Ash Green Primary School in Halifax took part in the programme and a SRA was undertaken. Thanks to a strong local partnership approach, many of the recommendations from the SRA were successfully implemented by Calderdale Council in summer 2024. This included improvements to footways and crossings and to the nearby play area, making the whole area safer, more accessible and a more enjoyable place to walk.

In 2022, England's Chief Medical Officer Professor Chris Whitty stated that active travel is the single biggest health intervention that this Government is making. ATE continues to support this agenda through removing barriers to active travel and piloting the use of active travel in health interventions. The £13.9 million active travel social prescribing pilot programme continues to be delivered in 11 local authorities, supporting health practitioners to prescribe walking, wheeling and cycling to improve patients' physical and mental wellbeing. In 2024/25, the programme reached more than 40,000 people. In addition, ATE is funding local authority-led e-cycle pilot programmes in four locations, alongside continuing to fund Cycling UK's Big Bike Revival programme, aimed at offering solutions to barriers that currently stop adults of all ages from cycling.



Transform how data and analysis is used in active travel planning

Building upon last year's data foundations, we have made significant strides during 2024/25 in transforming how data and analysis underpin active travel planning and investment across the country. We have improved our support to local authorities by launching several digital services and improving our internal case management processes. We are evolving our focus from pioneering software development and data science techniques, to integrating these into our services and data platform.

We have been proactively responding to recommendations from the National Audit Office and the Public Accounts Committee to improve the standardisation and collection of active travel investment data to comprehensively identify and measure local investment and its

impacts. We have fundamentally overhauled our data infrastructure and processes to enable a clearer, more consistent and evidence-based approach to planning, designing, delivering and evaluating the impact of active travel schemes, wherever they are across the country.

A cornerstone of our progress has been the development and launch of new digital services and a centralised data platform. Two years ago, the data environment for active travel was fragmented and inconsistent; today, we have robust systems designed to bring coherence and clarity.

Our flagship achievement is the launch of ATE's first Government Digital Service (GDS)-compliant digital service: 'Update Your Capital Schemes'. Co-designed extensively with local transport authorities (LTAs), particularly Transport for Greater Manchester (TfGM), this service provides a single, user-friendly portal for managing capital scheme data. Launched initially to a select group of authorities in July 2024 and rolled out to over 80 LTAs by September 2024, the service now manages data on over 900 ATE-funded schemes.

Underpinning this new digital service are robust efforts to consolidate data not just from ATE funds but also from other major transport funding streams, including the CRSTS, the LUF and the Major Roads Network (MRN) where active travel improvements are proposed. This integration is providing, for the first time, a comprehensive national overview of active travel investment.

Complementing this, we launched a new case management system for our regional engagement, inspectorate and investment functions, alongside our existing system used by our planning function. Both feed into our new data platform, which centralises information from across the business. This creates an 'active travel data hub' bringing together data from design reviews, inspections, funding agreements, planning and monitoring, providing a holistic view of active travel developments across England.

Standardisation has been paramount. We recognised that consistent data requires a common language and format. Working closely with local authorities, we have standardised definitions and data requirements. This ensures that when data is submitted – whether it's key milestone dates for design and construction, or geographic information representing scheme extents – it is comparable and usable for national analysis. This standardisation gives us an unprecedented view of delivery timelines and allows us to support the investments, inspectorate and planning teams.



Case Study: Digital services that help local authorities focus on delivery

Our Update Your Capital Schemes service exemplifies our commitment to deliver on the Government's blueprint for a modern digital Government, using a user-centred approach to design a service to support local authorities to monitor and update scheme information. Developed in partnership with authorities, it replaces cumbersome reporting spreadsheets with a dynamic modern digital service – so everyone is working from the same live data. We believe this is the first local authority-facing service to utilise the new GOV.UK One Login for secure authentication, aligning with the Government's blueprint for modern digital services.

Local authorities can log in anytime to provide the latest information on scheme progress, spending, and milestone dates, supporting both continuous monitoring and formal quarterly reporting cycles – and allows for changes made directly by local authorities and data managed through our formal change control process, ensuring that the application shows a 'single source of truth' and high data integrity. In the first quarter of the year, updates were successfully provided for 97% of more than 850 schemes managed through the service, demonstrating excellent uptake and usability.

Feedback from authorities has been overwhelmingly positive. The time taken to update information for each scheme has reduced from hours to minutes. We are receiving feedback that many local authorities now use the portal as their primary internal source for reporting scheme progress to their own leadership teams, which provides ATE and local authorities with an up-to-date, shared perspective on what is being built, when it will be delivered, and how much is being spent, fostering a culture of transparency and accountability.

Update your capital schemes

Use this service if you are updating Active Travel England about capital schemes.

You can use this service to:

- view information about existing capital schemes
- update information about existing capital schemes

Who can use this service

You can use this service if you:

- work for a local or combined authority within England
- have been invited by Active Travel England

[Start now >](#)

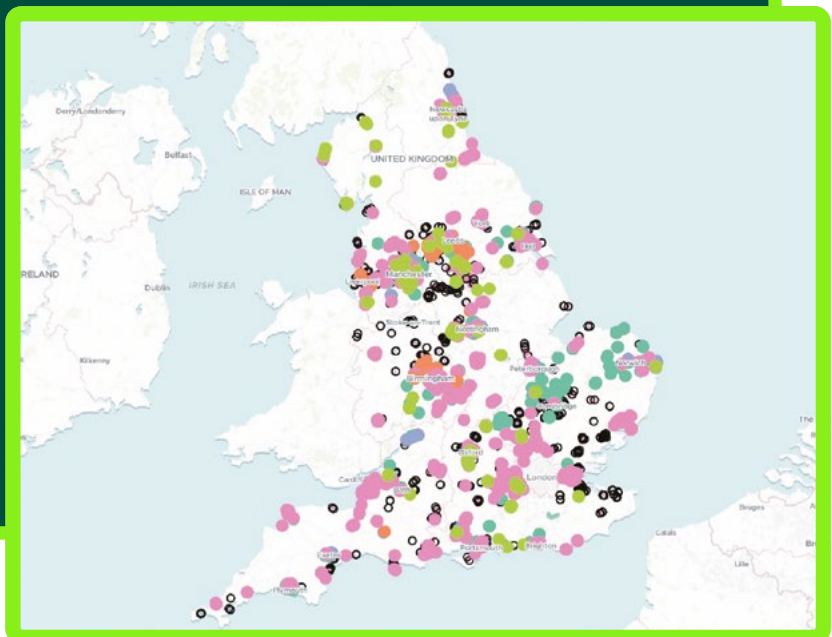
Case Study: Understanding what and where infrastructure is proposed across the country

Building on the success of standardising reporting data, we launched our second digital service, Plan Your Active Travel Schemes addressing the crucial initial planning stages. This service, developed over two years in consultation with the Alan Turing Institute, will help and empower local authorities to map and design a pipeline of high-quality schemes more effectively.

It provides easy access to essential data and information needed to plan their strategic infrastructure plans, providing layers on existing infrastructure, demographic data, demand for infrastructure, without needing specialist technical software or skills. The service provides an intuitive tool allowing local authorities to 'sketch' a proposed scheme and view these proposals directly against existing data to ensuring schemes are well aligned and integrated with local needs and opportunities.

Local authorities provide these 'sketches' to ATE as a standardised digital representation of their plans. This has dramatically improved the quality and consistency of information received. This provides us with a powerful national picture of the future active travel network being proposed and supports our Inspectorate and Planning case work with data they need to support our role as a statutory consultee in the planning system, design assurance and final inspections.

We are working towards collecting this high-quality information as part of our final inspections process to create a robust dataset on the new infrastructure that has been built across the country.



The integration of our digital services, case management systems, and the central data platform is critical to building a national picture of delivery, quality and impact. It allows us to move beyond simply tracking progress to understanding what is being built, its quality, and its impact. To better understand impact, earlier this year we commissioned authorities across the country to provide voluntary collection of impact data as part of our national active travel portfolio evaluation.

Working with local authorities, we are bringing together data on planned schemes, delivered infrastructure, scheme quality, and usage to understand the impact of our investments across the country. This allows us to understand delivery and gain a clear, evidence-based picture of what infrastructure has been built. We will also be able to begin quantifying the effects of these investments on travel behaviour and investigate the relationship between scheme design quality, local context, and outcomes. We have provided detailed monitoring and evaluation guidance to local authorities to deliver their own proportional evaluation of local schemes.

It won't be easy, but the desire for collecting high-quality data is fundamental to our long-term goal to understanding what makes an investment successful. The data and insights will inform our Active Travel Portfolio Evaluation and ongoing analytical work programme.



Case Study: Delivering a national evaluation of walking, wheeling and cycling

We have commissioned a national Active Travel Portfolio Evaluation to understand how active travel interventions are being delivered, what impact they are having on encouraging people to cycle and/or walk, whether interventions are value for money and how they are contributing to the cycling and walking targets set out in the second Cycling and Walking Investment Strategy.

The evaluation approach has been designed at a thematic level to overcome challenges of assessing individual schemes or funding programmes, helping us to identify what works to support active school travel, adult cycling and walking and wheeling – aligning with national targets. The evaluation will examine active travel investment over the period covered by the second Cycling and Walking Investment Strategy and different funding sources to determine what works and in what context. The evaluation will also examine the impact of supporting delivery of high-quality infrastructure and at our role in the planning system.

The evaluation design is underpinned by a robust understanding of our investments, the existing evidence base for them and what they aim to achieve. We have commissioned a range of evidence assessments to provide an evidence base. These include active school travel, enabling adult cycling and walking and wheeling interventions, early consideration of planning and design, and the economic, health and wellbeing, and journey time, congestion and resilience impacts. These informed development of a logic model, which was co-designed by stakeholders across the sector. We are now finalising our evaluation design to focus on knowledge gaps, informed by our early engagement with local authorities about what evaluation evidence is available to use within our national evaluation. We expect the evaluation to conclude in 2027.





Over the coming year, we will refine guidance and share best practice to help authorities improve the effectiveness of their active travel investments. Through developing user-focused digital services, standardising data collection, and creating an integrated data platform, we have established a robust foundation for managing and understanding active travel investment. This allows us to work more effectively with local authorities, provide greater transparency, respond to scrutiny, and build the evidence base needed to ensure future investments deliver high-quality infrastructure that enables more people to walk, wheel, and cycle.

Corporate enablers

Our corporate enablers make our overall strategy possible. They provide the support framework for the organisation to ensure the appropriate and effective running of the agency. They also manage our shared services arrangement with DfT. Enablers include: HR, Secretariat, Finance, Risk and Assurance, Communications and External Affairs, and Programme Management. Our corporate services are based on an integrated business partnering approach across the whole organisation supported by key operational and enabling functions in core departments. We have continued to run challenge sessions with each directorate to address key risks, oversee delivery of programme plans and drive better forecasting of finances and resources. This is now an embedded practice that supports the delegation framework and accountability for resource planning, alongside monitoring overall delivery of plans.

We have started a project to improve how our performance milestones and delivery are tracked and governed across ATE, supported by an enhanced Programme Management Office. We expect new ways of working to be rolled out early in 2025/26 and support the delivery of our new corporate plan.

ATE continues to deliver effective communications across the mix of publications, digital and media relations. During 2024/25 we co-ordinated 5 Ministerial visits. Our posts across our social channels received more than 1.1 million views.

ATE's website launched in September 2024, highlighting best practice resources, guidance and case studies. The number of website user sessions increased by 7.39% between Q3 and Q4, with Google search appearances increasing by 295%.

Our external affairs function supports the National Commissioner and all senior staff as well as co-ordinating webinars, in-person events and conferences. Our primary event is our milestone Active City conference which took place in Leicester in July 2024, with around 500 delegates in attendance. ATE representatives spoke at 48 conferences during 2024/25 and our Commissioner's appearance at COP26 in Baku, Azerbaijan was the most-viewed panel session at the event.

The external affairs team also leads on stakeholder relations and produces a monthly e-newsletter which now has almost 2,500 recipients signed up.

Ensuring our workforce has access to essential information, so that they can understand how their work contributes to our overall objectives and celebrate shared objectives, has been an important workstream this year. We have built our internal communications capability, establishing a coordinated schedule and dissemination of information, and have continued to embed our values across ATE.



More than

4,735

attendees to our webinars



Almost

2,500 recipients

signed up for our e-newsletter



ATE score of

73% on the Employee Engagement index



Our 24/25 Key Performance Indicators

To understand the extent to which we are delivering against our strategy, we have developed a performance management framework including KPIs. Percentage figures are rounded to whole figures.

KPI	2024/25 Target	Q4	Commentary
Planning applications within our thresholds responded to within the statutory timescale (%)	100%	99%	We established robust systems to ensure that we could process all consultations in a timely manner. These are continually assessed to ensure they remain appropriate and fit for purpose.
Local authority active travel capability ratings	-	-	ATE did not run a capability rating exercise in the reporting period.
Completed inspected schemes with known critical issues (%)	Establish a baseline	Min of 80 schemes per year (or schemes over £100k and with major active travel infrastructure element)	The How We Do Inspections guidance published in October 2024 using data collected during the 2023 pilot inspections. The aim is to provide a more efficient and proactive approach to increase the number of sites inspected. As design quality improves, it is expected that the number of critical issues and policy conflicts identified will eventually start to decrease. The document follows on logically from the recently released ATE scheme review and design assistance tools and design assurance procedure note.
ATE capital projects completed on schedule	Increase on 23/24 (58%)	69%	This is based on delivery of ATF4 schemes compared to delivery of ATF3 schemes in previous year. ATF4 was the first funding round managed by ATE and therefore benefitted from ATE's capability-based funding and support model that more closely aligned funding with LA's ability to deliver.
People actively engaged via activation programmes (including Bikeability)	Increase on 23/24 (1,588k)	1.863 million	We have seen an increase on 23/24, which is due to increases in investment in some programmes, alongside others becoming more established and making strong progress in delivery. This figure is provisional and subject to change once final monitoring and reporting data is received.
Employee engagement score as assessed by the annual people survey	Increase on 23/24 (77%)	73%	Detail is included in our Performance Analysis.
Official correspondence completed on time (%)	100%	97%	Performance on PQs was 100%, Ministerial Correspondence 91%, FOIs 92% and Treat Officials 96%. Performance is below target but for PQs and TOs within guidelines, and has improved from 86% in the prior year.

Our people

We continue to look at innovative ways to create a diverse and inclusive agency. We have maximised opportunities for employee engagement, using both informal and formal forums for colleagues to share their views and feedback on the issues that matter to them. Having established core technical competence, we have adapted our approach to support 'grow our own' opportunities in recruiting new planners and engineers to support our talent pipelines.

Our People Plan, aligned to our strategic priority 'Being an excellent agency', focused on growth and building capability through three commitments:

- We will develop confident, future-focused leaders whose leadership embraces our differences
- We will foster a culture of excellence, opportunity, and trust
- We will inspire our people to be the best they can be and showcase their talent each and every day



Through working groups established to support our three core themes, Talent, Leadership and Culture, we have made great progress. Successes include the following:

- Activities that supported the creation of supportive, inclusive, and consistent people management practices
- Improving corporate prioritisation and planning
- Improving visibility of the Senior Leadership Team and the decisions they make
- Defining our own values: Evolving, Purposeful, Inclusive and Collaborative (EPIC)
- Creating opportunity for ongoing employee feedback
- Focusing on ensuring everyone has a safe and comfortable working environment
- Instilling a learning culture
- Embedding our core working practices
- Launching our succession planning programme

We are now planning our 2025/26 people activities aligned to our values.

Civil Service People Survey

We are committed to ensuring we have a diverse and inclusive workforce at ATE that reflects the communities we serve. We want to support ATE staff to improve and sustain their overall health and wellbeing in the workplace.

The ATE participation rate in the Civil Service People Survey 2024 was 92%, significantly higher than the Civil Service overall response rate of 61%. There are nine core theme scores within the People Survey, each measuring a different element of employee experience at work. Three of the nine core themes, My Manager, My Team and Inclusion and Fair Treatment, scored 80% or more.

The primary measure in the People Survey is the Employee Engagement Index (EEI). This is a measure of how proud staff feel in working for their organisation, whether they would recommend their organisation as a great place to work, whether they feel a strong personal attachment to it and whether they feel their organisation inspires and motivates them to do their best in their job and achieve their organisation's objectives. ATE had an EEI of 73% – a decrease of four percentage points on the previous year. Whilst this is disappointing, ATE had the highest EEI across the DfT family, and we are committed to taking actions and responding where scores have reduced.

Diversity and Inclusion

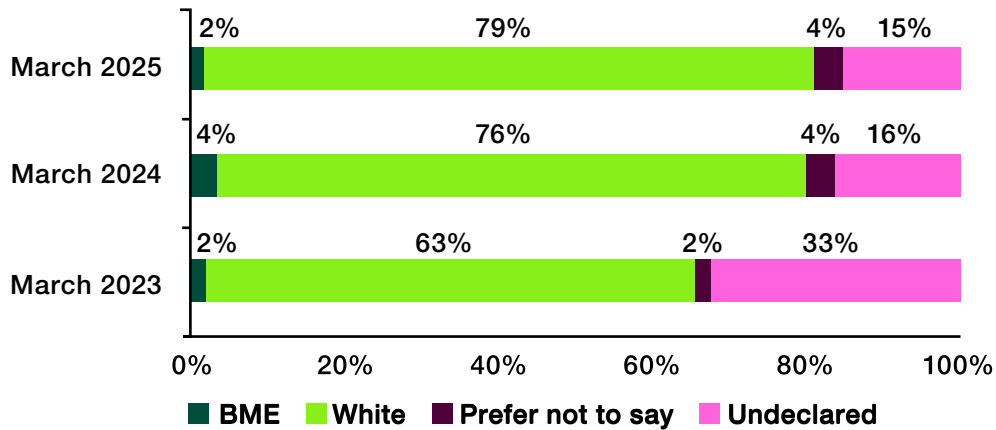
ATE is an organisation that is passionate and committed to EDI. Over the last 12 months our dedicated EDI Plan has forged a clear pathway to us becoming an organisation where everyone feels included and can make a difference. Our plan included four strands:

- Representing the communities we serve
- Being confidently inclusive
- Maximising potential for all
- Building a transport network that works for everyone

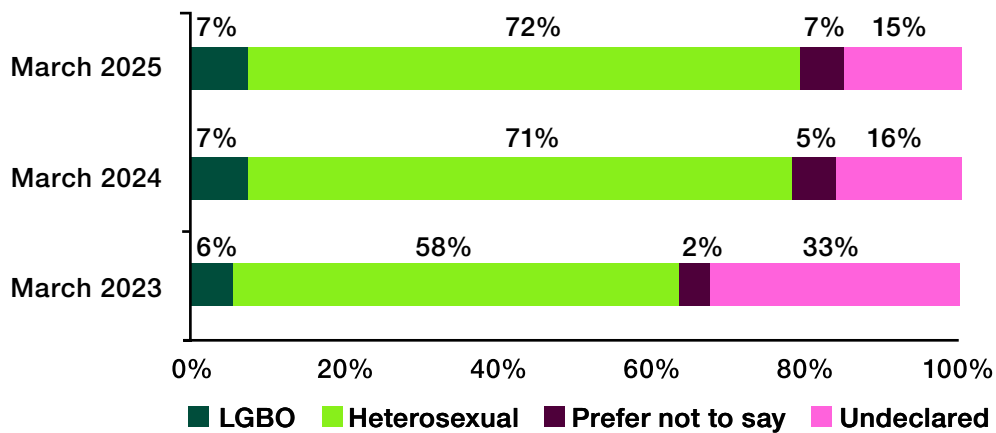
We have made brilliant progress on our EDI work. We have put equality, diversity and inclusion at the heart of our decision making. We have given our leaders and managers training so they are confidently inclusive, and we launched our EPIC values, so inclusion drives everything we do. We have improved access to information on learning and career development for colleagues at all levels, so everyone can reach their potential.

We know that we need to do more to attract people from underrepresented groups and continue to encourage colleagues to declare their diversity data and reassure them of the benefits of doing so.

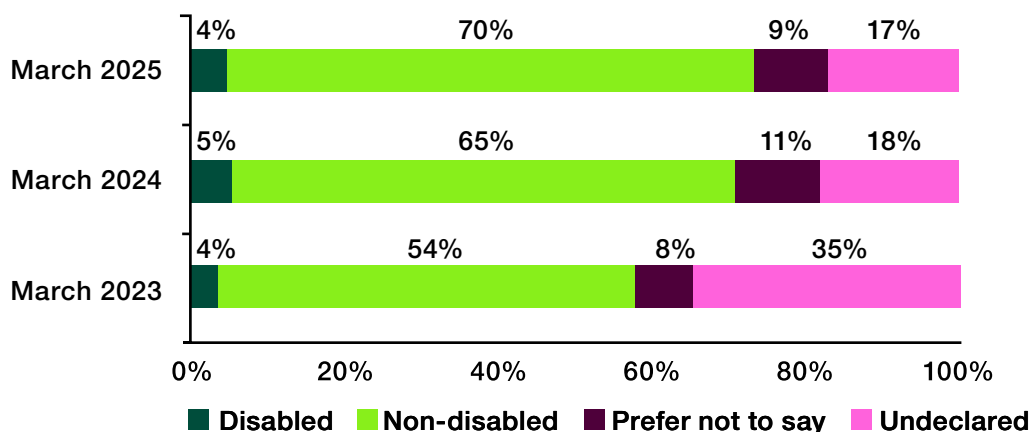
Breakdown of employees by ethnicity



Breakdown of employees by sexual orientation



Breakdown of employees by disability



We saw great success in attracting new talent through our summer and full-year internships, many of whom have gone on to secure permanent roles in ATE or elsewhere in the Civil Service. We are now refining our programme for the forthcoming year to help us achieve better diversity outcomes.

Sustainability Report

ATE is committed to sustainable development and the continued reduction of environmental impacts. Our aim is to improve our sustainability credentials, and with the latest Greening Government Commitment (GGC) targets now in force, ATE has ensured sustainability is embedded within our overall governance and decision making.

We are committed to achieving the targets set out within the [GGC Agenda 2021-25](#). We will endeavour to mitigate and reduce our environmental impacts using both recognised and innovative sustainable practices.

ATE believes we will be able to meet all sub targets required to mitigate climate change by 2050. This is ATE's second year of reporting our performance and we will continue to use this as benchmarks for future periods. This will be achieved through our travel policies, which encourage low-carbon options. ATE does not have a vehicle fleet and has minimal travel via air.

Task Force on Climate-related Financial Disclosures (TCFD) exemption statement

HM Treasury has set phased requirements for TCFD-aligned disclosures in central government annual reports. These requirements apply primarily to larger entities and those explicitly mandated to [TCFD Application guidance](#).

ATE does not fall within the scope of these requirements for the following reasons.

Agency size: ATE employs fewer than 500 employees, so falls below the threshold for mandatory reporting.

Sponsoring department policy: The DfT, which sponsors ATE, does not instruct its executive agencies to make TCFD disclosures. As a result, ATE is not obligated to include climate-related financial disclosures in its reporting.

Total operating income/funding received: ATE's total operating income and funding including grant in aid is below the £500 million threshold for mandatory reporting.

Sustainability performance

ATE head offices are in York city centre within York City Council offices. The office space has solar panel-generated electricity that equates to 0.18% of the electric usage, with the remainder purchased from 100% renewable energy. ATE is a minor occupier in this building occupying approximately 2% of the total floor space.

ATE does not have its own energy or water meters to enable it to accurately collect usage data. The energy performance figures and greenhouse gas emissions shown here have been apportioned to ATE on a per sq ft occupied by ATE basis (except official business travel).

The impact of apportionment may mean that changes in energy usage as a result of changes in occupancy may disproportionately impact the sustainability performance of ATE.

During the year 2024-25 York City Council upgraded the lighting in the York office to LED lighting, decreasing energy consumption and increasing sustainability performance.

2023-24 sustainability data was incomplete in the prior year's report. Complete data for the whole accounting year has been used to restate electricity and gas usage and the corresponding scope 1 and scope 2 emissions figures.

Complete 2023-24 water usage data was not available from York City Council, the water usage has therefore been estimated and extrapolated based on part year data.

Greenhouse gas emissions	2024-25 (tonnes CO₂)	2023-24 restated (tonnes CO₂)
Scope 1: Direct emissions	2	3
Scope 2: Indirect emissions	6	7
Scope 3: Total gross emissions (including official business travel)	47	45

*Definitions for Scope 1–3 emissions can be found at <https://assets.publishing.service.gov.uk/media/647f50dd103ca60013039a8a/2023-ghg-cf-methodology-paper.pdf>.

Energy consumption and financial costs	2024-25	2023-24 restated
Electricity non-renewable (kWh)	-	-
Electricity renewable (kWh)	31,067	32,598
Solar photovoltaics (kWh)	371	389
Gas (kWh)	11,360	12,469
Biomass (kWh)	2,180	2,393
Total energy consumption	42,798	47,849
Total energy cost (£'000)*	16.9	16.9

*ATE pays a fixed rate contribution towards its energy costs, included in its lease agreement with York City Council.

Water usage

ATE does not receive separate bills for its utilities and is therefore unable to directly attribute the cost for usage of water from its fixed rate contribution above.

	2024-25	2023-24
Water usage (m ³)	75	79

*ATE is a minor occupier of its only office building, West Offices in York. ATE pays a contribution towards total energy costs and does not receive separate billing for its water usage.

Official business travel

Official business travel is defined as travel undertaken by ATE employees to carry out official business duties.

ATE travel policies encourage all staff to utilise public transport and low-carbon transport options as much as possible. Due to the work carried out by ATE, travel is inevitable, but ATE is committed to using active travel as well as public transport for these journeys where possible, including the use of hire cycles.

Flights are disaggregated into the following DEFRA categories in line with the sustainability reporting guidance (SRG).

Category	Definition
Domestic	Flights originate and have a destination within the UK
International	Flights do not originate or have a destination within the UK
Short haul	Flights originate or have a destination within the UK and do not exceed 3,700km
Long haul	Flights originate or have a destination within the UK and exceed 3,700km

Costs and emissions relating to official business travel	Value £'000		CO ₂ emissions (kg)		Distance (km)	
	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24
Rail, underground, tram	90.0	63.0	13.0	5.5	362,473	155,730
Long haul flights	3.0	1.8	3.2	6.5	16,132	32,558
Short haul flights	0.4	0.5	0.7	0.4	4,071	2,410
Hotel stays	46.0	25.0	4.7	2.2	N/A	N/A

*During the year there were no costs in relation to domestic air travel or international air travel. Costs and CO₂ emissions in relation to buses, hire car, taxi and vehicles of staff were immaterial and therefore have not been disclosed. All journeys travelled using air and rail travel were economy class only.

Waste minimisation

Waste management is carried out by West Offices, with several recycling schemes in place across the building. ATE paid a service charge in the year of £108,000, which covers waste collection and water usage, among other services. Due to ATE working practices there is very minimal paper usage and wastage by the agency.

ATE waste collection figures are calculated based upon the number of collections per week and the volume of the containers, the figures are then apportioned based on a sq ft basis. The number of collections per week and the volume of the containers remains unchanged when compared to the prior year.

Waste minimisation	2024-25 (tonnes)	2023-24 (tonnes)
Hazardous waste	-	-
Waste sent to landfill	60	60
Waste recycled	56	56
Waste composted	-	-
ICT waste	-	-
Total waste	116	116
% of total waste recycled/composted	48%	48%

*Volumes based on square footage allocation; however, ATE actuals are expected to be significantly less, due to overall tonnages including waste from the café and goods which will contribute a significant proportion.

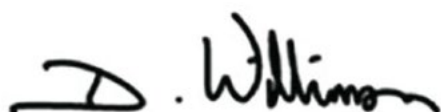
Sustainable procurement

Procurement is provided by DfT and as a group, we actively consider the environmental impact at all levels of procurement. We have committed to embedding sustainability into our procurement guidance, and training is available to all staff involved in the procurement lifecycle to ensure sustainability is considered in procurement decisions.

This includes the consideration of environmental impacts of ICT and Digital.

Rural proofing

ATE's policies and grant funding include specific grants for rural routes, which supports the Government's rural proofing aims to ensure fair and equitable policy outcomes for rural areas.



Danny Williams, Chief Executive and Accounting Officer
14 July 2025

Accountability Report

Corporate Governance Report

Directors’ Report

This accountability report is produced to comply with the requirements of the Companies Act 2006, adjusted for the public sector context as required by the HM Treasury Financial Reporting Manual 2024-25. It should be read in conjunction with the Governance Statement, the Remuneration Report and the Performance Report.

Members of the Board

Full disclosure of the serving directors is available in the Governance Statement on pages 40–53.

Directorships

To ensure compliance with the latest Cabinet Office guidance, we follow the policy and process set by DfT. All employees are asked to declare any interests on joining or moving roles, and all Senior Civil Servants are asked annually to confirm their declaration of interests are up to date. Any declared interests will be signed off at appropriate levels. We also ask all our Non-Executive Directors to declare all interests.

In addition, the first agenda item at every Board meeting is for the Chair to ask all members if there are any conflicts of interest arising either from that new interest or from any interest they have declared in the past with items for discussion on the agenda.

As of 31 March 2025, no current serving directors have declared interests held which may conflict with their management responsibilities. One director who left in January 2025 declared a conflict listed below. No other interests held by the management board are deemed to conflict with their management responsibilities.

Board member	Name of company or organisation	Position held	Type of interest	Other relevant information
Louise Wilkinson	Cumberland Council	Independent Member – Audit Committee	Board Member	

Statement of Accounting Officer's Responsibilities

Under the Government Resources and Accounts Act 2000, HM Treasury has directed ATE to prepare for each financial year a statement of accounts in the form and on the basis set out in the Accounts Direction. The accounts are prepared on an accruals basis and must give a true and fair view of our comprehensive net expenditure, statement of financial position and cash flows for the financial year.

In preparing the accounts, the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual and to:

- Observe the Accounts Direction issued by HM Treasury, including the relevant accounting and disclosure requirements, and apply suitable accounting policies, on a consistent basis
- Make judgments and estimates on a reasonable basis
- State whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed and disclose and explain any material departures in the Financial Statements
- Prepare the Financial Statements on a going concern basis
- Confirm that the annual report and accounts is fair, balanced and understandable and take personal responsibility for the annual report and accounts and the judgments required for determining that it is fair, balanced and understandable

The Accounting Officer confirms as required that, as far as they are aware, there is no relevant audit information of which the entity's auditors are unaware. The Accounting Officer has taken all the steps that he ought to have taken to make himself aware of any relevant audit information and to establish that the entity's auditors are aware of that information.

The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the agency's assets, are set out in Managing Public Money published by HM Treasury.



Governance Statement

Introduction

Our Governance Statement describes how our Board and its supporting structures work. It provides an overview and assessment of how the agency has been established and managed. This includes key internal controls, risk management and accountabilities.

ATE's governance framework is designed to comply with the guidance laid down in HM Treasury Corporate Governance in Central Government Departments: Code of Good Practice 2017.

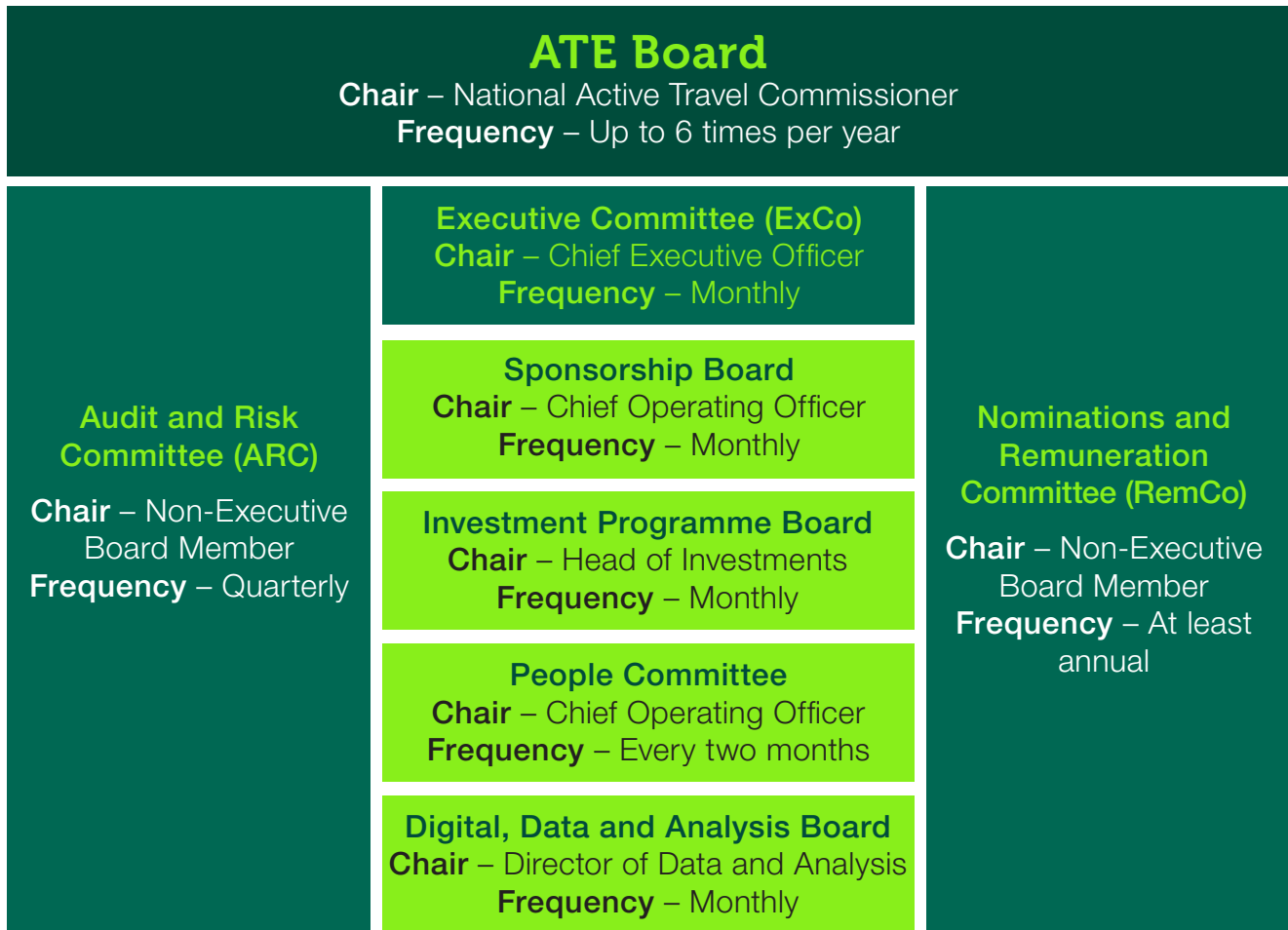
The Chief Executive Officer, as the Accounting Officer of the agency, is personally responsible and accountable to Parliament for the organisation and quality of management within the agency, including its use of public money and the stewardship of its assets. They are accountable to the Secretary of State for Transport for ATE's performance in accordance with the Framework Document, which sets out the accountability and key relationships between us and the Department.

During 2024-25, ATE was sponsored by the DfT Road Transport Group (RTG). This is managed through formal quarterly performance reviews, which review ATE's performance regarding its objectives and KPIs, consider any key risks, review financial performance and discuss any major live or emerging issues.



Governance framework

The agencies' high-level governance structure is set out below:



The Board

Our Board provides the collective strategic and operational leadership of the agency, bringing together the Commissioner, CEO and senior members of the executive leadership team with non-executives from outside government. Its purpose is to provide advice on ATE's strategy, monitor performance and advise on significant risks. The Board is provided with relevant, high-quality information prior to each meeting to enable it to fulfil its role effectively.

The Board does not decide policy or exercise the powers of ministers. Policy matters are decided by ministers on advice from officials, with most of the overarching policy developed by DfT. The Board gives strategic focus by advising on the operational implications and effectiveness of policy proposals. It operates by delegating several of its responsibilities to sub-committees.

All members of the Board and its sub-committees are subject to the Code of Conduct for Board Members of Public Bodies.

ATE's Board

Name	Title	Start Date/ Finish Date	Additional information
Chris Boardman	National Active Travel Commissioner and Chair of the Board	1 August 2022 to 14 June 2026	Appointed on 1 August 2022 for a four-year term
David Bunch	Non-Executive Director	1 March 2023 to 1 March 2028	Reappointed on 1 March 2025 for a further three-year term
Karen Agbabiaka	Non-Executive Director and Chair of the Nominations and Remuneration Committee	1 March 2023 to 1 March 2026	Appointed on 1 March 2023 for a three-year term
Ilona Blue	Non-Executive Director and Chair of the Audit and Risk Committee (ARC)	31 August 2023 to 30 August 2027	Appointed on 31 August 2023 for a four-year term
Isabelle Clement	Non-Executive Director	1 March 2023 to 1 March 2026	Appointed on 1 March 2023 for a three-year term
Phil Jones	Non-Executive Director	1 March 2023 to 8 November 2024	Left the Board on 8 November 2024
Danny Williams	Chief Executive Officer	1 August 2022 to present	N/A
Louise Wilkinson	Chief Operating Officer Deputy CEO	1 August 2022 to 10 January 2025	Appointed Deputy CEO from 1 September 2024 until her resignation on 10 January 2025
Graham Grant	Deputy CEO	1 January 2025 to N/A	Appointed Deputy CEO on 1 January 2025
David Brown	Interim Chief Operating Officer	1 January 2025 to 30 May 2025	Appointed interim Chief Operating Officer on 1 January 2025
Nathan Phillips	DfT Director of Shareholdings – Advisory Member Independent Sponsor Director	9 October 2023 to 9 October 2025	Reappointed on 9 October 2024 as an independent sponsor Director for a further one-year term
Rajinder Cubra	Independent ARC member	1 May 2024 to 1 May 2026	Appointed on 1 May 2024 for a two-year term
Members of the DfT Sponsorship Team	-	1 August 2022 to N/A	N/A

Note – Vijay Sharma was appointed as Chief Operating Officer from 6 May 2025.

Audit, Risk & Assurance Committee

The role of the ARC is to support the Board and Accounting Officer by providing an independent view of the agency's financial, risk and control arrangements and to review and make recommendations on the approval of the accounts. The Committee follows a cyclical pattern and in year we introduced a series of deep dives on our strategic risks. Alongside overseeing the internal and external audit programmes, the Committee considers our internal control regime, our new counter-fraud strategy and our compliance with functional standards. The Committee met five times in the 2024-25 financial year.

Nominations and Remuneration Committee

The Committee meets at least annually and is responsible for ensuring satisfactory systems for developing leadership and identifying high-potential individuals, alongside scrutinising the incentive structure and succession planning for the Board and senior leadership. It advises the Board of its findings, for formal consideration of its recommendations. The Committee met once in the 2024-25 financial year.

Executive Committee

ExCo is the senior leadership of the agency and steers ATE's vision and objectives within the overall context set by Ministers, considering steers from the Board. It maintains strategic oversight, and manages risks, plans, policies, delivery commitments and performance.

The Committee sets the leadership expectations, culture and tone for ATE, and makes collective decisions on corporate issues to facilitate the smooth running of the organisation. Productivity and efficiency are at the heart of delivery decisions. The Committee scrutinises decisions through a productivity and efficiency lens to ensure its asks are contributing to ATE's business plan and offer value for money. This includes challenging the status quo on delivery to ensure continuous improvement.

During the 2024-25 financial year regular attendees included the CEO, Deputy CEO, Chief Operating Officer, Directors and heads of teams. ExCo meet monthly and met nine times during 2024/25. This Committee undertook a review of effectiveness in August 2024.

Investment Programme Board (IPB)

The IPB is a sub-committee of ExCo and reports to it on a regular basis. A major proportion of ATE's operational delivery is undertaken by third parties. IPB is responsible for the management of this programme of investments. In addition, the IPB will scrutinise and make recommendations to ExCo on investment decisions for new schemes and change control for existing schemes within ATE's delegation, and as set out in the terms of reference. An effectiveness review was undertaken in January 2024 which recommended improved timeliness of briefings, a rotation of the secretariat and a review of delegations to ensure focus on material issues.





People Committee

The People Committee is a sub-committee of ExCo. It acts with delegated authority on behalf of ExCo for people-related issues focusing on grades 6 and below.

The Committee aims to channel all the key people issues that affect the whole organisation into one forum, escalating to ExCo as appropriate. It provides leadership on diversity and inclusion, recruitment and retention, the health and wellbeing of staff and the effective implementation of ATE's people strategy, ensuring a consistent approach across the organisation.

Data, Digital and Analysis Board (DDAB)

The Data, Digital and Analysis Board (DDAB) is a sub-committee of ExCo. DDAB is responsible for the oversight and strategic decisions of all end-to-end digital and data solutions and research agenda, ensuring that the impact of any design decision is understood across the organisation. This is to ensure ATE maintains a coherent and complete perspective of the end-to-end design that will be undertaken across the Digital & Data Roadmap, as well as a coherent research agenda.

Decisions will include the commissioning and prioritisation of digital, data or analysis requirements to meet the needs of the Department.

Sponsorship Board

The purpose of the Sponsorship Board is to oversee the overall sponsor function of the agency, determine strategic direction and manage programme risk. The Board will also oversee performance and monitoring of the sponsorship programme and report to ExCo. The sponsorship board met for the first time in April 2024.

The sponsorship programme aims to ensure design quality, improve delivery outcomes and safeguard value for money for the Government's investment in active travel schemes funded through a wide range of DfT and OGD programmes.

In overseeing sponsorship activities, the Board will principally be concerned with ensuring that ATE resources are focused on the wider funding streams and constituent schemes that have the biggest impact on the Government's targets for walking, wheeling and cycling. The Board will ensure that ATE's sponsorship activities effectively leverage the knowledge and skills available within the agency and influence local authorities so that they draw on best practice in relevant fields.

Board and Committee attendance

The attendance at Board meetings in the reporting period was as follows:

Board member	ATE Board	ATE Audit & Risk Committee (ARC)	Remuneration Committee	ExCo	Additional information
Chris Boardman	3/3	N/A	N/A	N/A	N/A
David Bunch	2/3	N/A	N/A	N/A	N/A
Karen Agbabiaka	3/3	N/A	1/1	N/A	N/A
Isabelle Clement	3/3	5/5	N/A	N/A	N/A
Phil Jones	2/2	N/A	N/A	N/A	Phil Jones left the Board on 8 November 2025
Danny Williams	3/3	3/5	1/1	7/9	N/A
Louise Wilkinson	2/2	4/4	1/1	6/6	Louise Wilkinson left the organisation on 10 January 2025
Graham Grant	1/1	1/1	N/A	3/3	Graham Grant was appointed as Deputy CEO on 1 January 2025
David Brown	1/1	2/2	1/1	3/3	David Brown was appointed as interim Chief Operating Officer on 1 January 2025
Ilona Blue	3/3	5/5	N/A	N/A	N/A
Nathan Philips	3/3	N/A	N/A	N/A	N/A
Rajinder Cubra	N/A	5/5	N/A	N/A	Rajinder Cubra was appointed as an independent ARC member on 1 May 2024
DfT Sponsorship Team	3/3	N/A	N/A	N/A	N/A



Board effectiveness

During 2024/25 the Board improved its diversity and resilience by appointing a new independent ARC member, Rajinder Cubra. The Board meets regularly with the Commissioner who assesses its performance to ensure we gain greatest value from members' external perspectives and experience. The Chief Executive agrees specific targets and success criteria with each Executive Team member at the start of each year and reviews progress against these with them regularly.

The Board undertook an annual self-assessment of its performance and capability in November 2024 and agreed an annual action plan to respond to the conclusions. The Board will periodically seek assurance from an independent external assessor to ensure the results of its annual self-assessment present a fair and accurate reflection of its performance and capability. The first review is planned in 2026.

Managing our risks

ATE has an established risk policy that defines our approach to risk identification, management and escalation. It also outlines the tools we will use to effectively manage our risks.

The risk policy aligns with the direction set out in DfT policy and the HM Treasury Orange Book. It is also compliant with the Financial Reporting Council's Corporate Governance Code.

ATE is committed to making sure we have appropriate risk management frameworks to assess and manage uncertainties, threats and opportunities. We employ the three lines of defence model, and each individual directorate maintains its own risk register. These risks are tiered with key risks reported to ExCo on a regular basis. All risks are reviewed on a quarterly basis, as a minimum, to ensure they are appropriately addressed, and the overall effectiveness of our risk management framework is overseen by the ARC. Where appropriate we refer our key risks to DfT. The Executive Committee, Board, and ARC receive regular updates of our risks and mitigation strategies. Following an April Board away day we undertook a full refresh of our strategic risks and reduced the number reported from 12 to 5 focusing on the key risks to the agency. We have begun a routine deep dive of key risks at our ARC.

Key risks in 2024-25 were:

1. Recruitment and retention – ensuring we have the right staff with the right skills to deliver our key functions
2. Local authority and stakeholder capability and capacity – ensuring our guidance, toolkits and processes drive up standards of active travel infrastructure delivered by key stakeholders

3. Data – ensuring we have sufficient processes and technology to collect and understand the right data to meet our KPIs and objectives
4. Remit and framework – ensuring we have the right processes and plans to monitor and track our performance and impact
5. Strategic influence – ensuring we have a shared understanding of our purpose and impact and can influence decisions to meet our targets

Shared Services

On 1 June Unity Business Services (UBS), which is part of HMRC, took over the provision of shared services for DfT and various arm's-length bodies including ATE. Contract management and service performance are managed by a DfT programme team that also provides a level of assurance that UBS are meeting their contractual obligations.

Business rules

ATE has a set of business rules for budget holders. These set out all the key controls they are expected to understand and apply. This document is based on our framework agreement and was developed to increase understanding and monitor compliance with key controls. We have undertaken monitoring against each area and have found no areas of non-compliance.

Financial and commercial control

ATE was delegated a budget and set a plan to deliver against this at the start of its reporting year. Performance is monitored against this plan monthly by the finance team and is reported to the ExCo. This year we have established monthly business challenge sessions to review finance, risk and performance. During the year financial performance, including risks and opportunities, were considered and reviewed. Our finance team undertakes a series of regular monthly checks to ensure the accuracy of the financial records.

Our procurement activity is undertaken by DfT commercial staff on our behalf. We have adopted their policies and delegated approvals ensuring our procurement is compliant with legislation and Cabinet Office controls.

Management assurance

The Chief Operating Officer completes the DfT-led Management Assurance report on the full range of delegations, policies and procedures laid down by the agency and the Department, and the adequacy of the arrangements within the agency. This is approved by the Accounting Officer and the ARC before submission to DfT. In 2024-25 we saw an improvement in our ratings across six areas, with only two rated as limited. We have agreed a set of remedial actions to focus improvements.



Functional standards

Functional standards exist to create a coherent, effective and mutually understood way of doing business within government organisations and across organisational boundaries. They provide a stable basis for assurance, risk management and capability improvement.

ATE's framework document sets out that ATE should adopt the Civil Service Functional Standards where it has its own standalone functions or will receive group wider services from the Department for these functions which will adopt the standards.

ATE has undertaken an assessment against compliance with the functional standard and agreed with DfT ownership and controls where we seek reliance for group wider services.

Fraud, bribery and whistleblowing

ATE has developed its own policy and approach to managing fraud with the support of an advisory review from Government Internal Audit Agency (GIAA). We have partially met the functional standards outlined by the Public Sector Fraud Authority and are committed to undertaking further work in this area in 2025/26, with promotion of key fraud prevention activities planned internally, and more active review of key fraud risk areas. In 2024/25 we had no reported cases of fraud or error. Key fraud risks we have identified include grant claims, staff time and expenses.

We have implemented procedures supporting anti-corruption, bribery and fraud and whistleblowing that work for us as an agency and meet the standards expected, and actively raised awareness amongst our staff. We are committed to managing this risk and require all staff to act honestly and with integrity, and in 2024/25 had two reported cases of suspected whistleblowing.

External review

The Comptroller and Auditor General (C&AG) is appointed in legislation as the statutory auditor of ATE's financial accounts. The NAO's financial audit work and its conclusions are described in the Certificate and Report of the Comptroller and Auditor General.

The C&AG also has statutory audit access rights to report to Parliament at his own discretion on how the agency has used its resources to discharge its functions. The Public Accounts Committee frequently draws on these reports to hold inquiries. The agency had no reports in the reporting period but continues to implement recommendations from Active Travel in England, June 2023 – a review of whether ATE and DfT are set up to achieve their ambitions for increased walking, wheeling and cycling in England by 2025.



Internal audit

Our internal audit services are provided by the GIAA, an executive agency of HM Treasury. The team operate to agreed Public Sector Internal Audit Standards and comply with procedures and standards set by the GIAA.

Internal audits provide independent and objective judgments and impartial, unbiased advice and opinions on the adequacy and effectiveness of our framework of governance, risk management and control. Recommendations are made and actions agreed by management to make improvements, address identified areas of risk or to enhance controls.

GIAA uses a standardised classification system for reviews, and to give an overall assurance rating at the end of a year. These classifications are Unsatisfactory, Limited, Moderate and Substantial.

GIAA undertook five reviews in 2024/25, one advisory engagement covering Key Performance Indicators, providing no formal assurance rating, and four other reviews.

Three of these engagements – ‘Policies and Procedures’, ‘Data Management’, and ‘Core financial controls – Grant Management’ – provide a Moderate level of assurance, and one engagement was a follow-up review to a previous limited review on the Inspectorate Function. We have made good initial progress in delivering against recommendations against our reviews, with 55 actions now cleared since inception, and only one overdue at the reporting date.

The GIAA Head of Internal Audit’s annual opinion provides Moderate assurance regarding the overall adequacy and effectiveness of corporate governance, risk management and internal control arrangements at ATE in 2024/25. This is the same rating as received in the previous year.

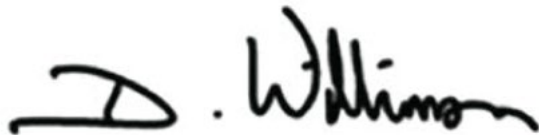
Oversight of the overall work plan of internal audit, the recommendations of the reports and our progress in delivering against these recommendations, is overseen by the ARC.

Accounting Officer conclusion

As Accounting Officer, I have responsibility for reviewing the effectiveness of the system of internal control. ATE implements a system to support the delivery of our aims and objectives while safeguarding public funds in accordance with HM Treasury's Managing Public Money.

I am content that the mechanisms in place to manage risks are sufficient and that the corporate controls are well understood, performance is monitored and all have matured as the organisation has grown. I take assurances from the oversight at our ARC, the management assurance reporting and our executive managers that make up our internal control framework.

I am also pleased to have received the GIAA's annual opinion of 'Moderate' and I am in agreement with it, and the Executive Director's management assurance returns as outlined in this Governance Statement, that ATE operated within an effective internal control environment during the reporting period and there have been no accountability breaches or issues in the reporting period.



Danny Williams,
Chief Executive and Accounting Officer
14 July 2025



Remuneration and Staff Report

This section provides details on our remuneration policy, benefits and staff numbers that Parliament considers key to accountability.



Remuneration policy

The remuneration of Senior Civil Servants is set by the Prime Minister following independent advice from the Senior Salaries Review Body. The Review Body takes account of the evidence it receives about wider economic considerations and the affordability of its recommendations. Further information about the work of the review body can be found at the Office of Manpower Economics.

We have our own remuneration committee in line with board best practice, chaired by a non-Executive Director. Further details can be found within the Governance Statement.

Service contracts

Civil Service appointments are made in accordance with the Civil Service Commissioners' Recruitment Code. It requires appointments to be based on fair and open competition but also includes the circumstances when appointments may otherwise be made. Unless otherwise stated below, the officials covered by this report hold appointments that are open ended.

Early termination, other than for misconduct, would result in the individual receiving compensation as set out in the Civil Service Compensation Scheme. The standard period of notice to be given by directors is three months.

Remuneration (including salary) and pension entitlements (audited)

The following sections provide details of the remuneration and pension interests of the most senior officials, including Board members and directors of the agency.

Below are single total figures of remuneration (audited).

	Salary/ Fees £'000	Bonus payment £'000	Pension benefits £'000	Total remuneration £'000	Total remuneration £'000
Name	2024-25	2024-25	2024-25	2024-25	2023-24 (restated) ⁵
Executive Directors of the ATE Board					
Danny Williams CEO	140-145	0-5	55-60	205-210	190-195
Louise Wilkinson COO / Interim Deputy CEO ¹	75-80 (FYE 90-95)	5-10	30-35	110-115	125-130
Graham Grant Interim Deputy CEO ²	25-30 (FYE 115-120)	-	10-15	40-45	-
David Brown Interim COO ³	20-25 (FYE 85-90)	-	60-65	80-85	-
Non-Executive Directors of the ATE Board					
David Bunch	5-10	-	-	5-10	5-10
Karen Agbabiaka	5-10	-	-	5-10	5-10
Isabelle Clement	5-10	-	-	5-10	5-10
Phil Jones ⁴	0-5	-	-	0-5	5-10
Ilona Blue	5-10	-	-	5-10	0-5
Nathan Phillips ⁶	-	-	-	-	-
Rajinder Cudra ⁶	-	-	-	-	-
Chair of the ATE Board					
Chris Boardman	80-85	-	-	80-85	80-85

[1] Appointed interim deputy CEO 1 September 2024 alongside her role as COO. Resigned 10 January 2025.

[2] Appointed interim deputy CEO 1 January 2025.

[3] Appointed interim COO 1 January 2025.

[4] Resigned 8 November 2025.

[5] 2023-24 total remuneration has been restated to include the updated figures for accrued pensions benefits.

Accrued pension benefits for directors were not included in this table for 2023/24 due to an exceptional delay in the calculation of these figures following the application of the public service pensions remedy.

[6] These roles are not remunerated by ATE as they are permanent civil servants employed by other organisations.

Salary

'Salary' includes gross salary, overtime, reserved rights to London weighting or London allowances, recruitment and retention allowances, and any other allowance to the extent that it is subject to UK taxation. This report is based on accrued payments made by the agency and thus recorded in these accounts.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the agency and treated by HM Revenue and Customs as a taxable emolument.

During the year to 31 March 2025, no benefits in kind were paid to staff and no benefits in kind were paid to non-Executive Directors.

Bonuses

For Senior Civil Servants, bonuses are based on performance levels attained and are made as part of the appraisal process. Bonuses are paid in arrears and relate to the performance in the previous year, in which it is payable to the individual. Senior Civil Servants are also eligible to be nominated for 'In-year' awards, which are awarded quarterly to the maximum value of £2,000.

Fair pay disclosures (audited)

Reporting bodies are required to disclose the relationship between the remuneration of the highest-paid director in their organisation and the median, 25th percentile and 75th percentile remuneration of the organisation's workforce.

Salary and allowances for the highest-paid director increased by 4% in 2024/25 when compared to 2023/24, and the average salary paid to ATE employees increased by 6%. The lower average increase in ATE employee salary is due to a higher proportion of staff now employed at lower grades.

Performance bonus for the highest-paid director remained the same in 2024/25 when compared to 2023/24, whilst the average performance bonus paid to ATE employees increased by 28% on an annualised basis. As ATE staffing levels grew in 2024/25 and as the organisation matures, the higher levels of bonuses reflect the breadth of work delivered and the promotion of our overall reward offer with staff.

Following a review of the FReM guidance on fair pay, to enhance comparability and transparency, ATE has decided to remove non-Executive Directors from its fair pay calculations. As a result ATE has restated the 2023/24 disclosures below to reflect fair pay excluding non-Executive Directors.

		Total remuneration		Salary component only	
Year		2024-2025	2023-2024 (Restated)	2024-2025	2023-2024 (Restated)
Remuneration banding for the highest paid Board member (salary and allowances) (£000)		145-150	140-145	140-145	135-140
25 th percentile	Total pay and benefits (£)	44,689	42,262	43,689	41,512
	Pay ratio	3.30	3.37	3.26	3.31
Median	Total pay and benefits (£)	55,857	52,888	54,857	52,888
	Pay ratio	2.64	2.69	2.60	2.60
75 th percentile	Total pay and benefits (£)	59,560	60,628	58,760	58,628
	Pay ratio	2.48	2.35	2.43	2.35

The banded remuneration of the highest-paid executive Board member in ATE, in the financial year 2024/25, was £145,000–£150,000 (2023/24 £140,000–£145,000 FYE). This was 2.64 times the median full-time equivalent remuneration of the workforce, which was £55,857. In 2023/24 the pay ratio between the highest-paid director and the median employee was slightly higher at 2.69. The changes to median pay ratio are consistent with the pay and reward policy we have undertaken this year as part of the DfT pay and reward offer.

The ratios are calculated by taking the midpoint of the banded remuneration of the highest-paid director and calculating the ratio between this and the lower quartile, median and upper quartile remuneration of ATE's staff. This ratio is based on the full-time equivalent staff of ATE at the end of March on an annualised basis.

In 2024/25 full-time equivalent remuneration ranged from £23,000 to £158,000 (2023/24 – £19,000 to £154,000). Total pay and benefits include salary, allowances, performance pay or bonuses payable and benefits in kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions.

In 2024/25, one employee received remuneration in excess of the highest-paid director on an annualised basis. This role is a specialist contractor employed on short-term contracts.

Pension entitlements (audited)

The figures given below have been supplied by My Civil Service Pension (MyCSP), the pension administrator for agency staff.

Name	Accrued pension at March 2025 and related lump sum £'000	Real increase in pension and lump sum at pension age £'000	CETV ¹ at March 2025 £'000	CETV ¹ at March 2024 £'000	Real increase in CETV ¹ £'000
Danny Williams	5-10	2.5-5	132	76	39
Louise Wilkinson	20-25	0-2.5	292	249	17
Graham Grant	5-10	0-2.5	73	65	6
David Brown	20-25	2.5-5	312	268	36

[1] CETV = Cash Equivalent Transfer Value

Civil Service Pensions

Pension benefits are provided through the Civil Service pension arrangements. Before 1 April 2015, the only scheme was the Principal Civil Service Pension Scheme (PCSPS), which is divided into a few different sections – classic, premium, and classic plus provide benefits on a final salary basis, whilst nuvos provides benefits on a career average basis. From 1 April 2015 a new pension scheme for civil servants was introduced – the Civil Servants and Others Pension Scheme (CSOPS) or alpha, which provides benefits on a career average basis. All newly appointed civil servants, and the majority of those already in service, joined the new scheme.

The PCSPS and alpha are unfunded statutory schemes. Employees and employers make contributions (employee contributions range between 4.6% and 8.05%, depending on salary). The balance of the cost of benefits in payment is met by monies voted by Parliament each year. Pensions in payment are increased annually in line with the Pensions Increase legislation. Instead of the defined benefit arrangements, employees may opt for a defined contribution pension with an employer contribution, the partnership pension account.

In alpha, pension builds up at a rate of 2.32% of pensionable earnings each year, and the total amount accrued is adjusted annually in line with a rate set by HM Treasury. Members may opt to give up (commute) pension for a lump sum up to the limits set by the Finance Act 2004.

All members who switched to alpha from the PCSPS had their PCSPS benefits 'banked', with those with earlier benefits in one of the final salary sections of the PCSPS having those benefits based on their final salary when they leave alpha.

The accrued pensions shown in this report are the pension the member is entitled to receive when they reach normal pension age, or immediately on ceasing to be an active member of the scheme if they are already at or over normal pension age. Normal pension age is 60 for members of classic, premium, and classic plus, 65 for members of nuvos, and the higher of 65 or State Pension Age for members of alpha. The pension figures in this report show pension earned in PCSPS or alpha – as appropriate. Where a member has benefits in both the PCSPS and alpha, the figures show the combined value of their benefits in the two schemes but note that the constituent parts of that pension may be payable from different ages.

When the government introduced new public service pension schemes in 2015, there were transitional arrangements which treated existing scheme members differently based on their age. Older members of the PCSPS remained in that scheme, rather than moving to alpha. In 2018, the Court of Appeal found that the transitional arrangements in the public service pension schemes unlawfully discriminated against younger members.

As a result, steps are being taken to remedy those 2015 reforms, making the pension scheme provisions fair to all members. The public service pensions remedy is made up of two parts. The first part closed the PCSPS on 31 March 2022, with all active members becoming members of alpha from 1 April 2022. The second part removes the age discrimination for the remedy period, between 1 April 2015 and 31 March 2022, by moving the membership of eligible members during this period back into the PCSPS on 1 October 2023. This is known as 'rollback'.

For members who are in scope of the public service pension remedy, the calculation of their benefits for the purpose of calculating their CETV and their single total figure of remuneration, as of 31 March 2023 and 31 March 2024, reflects the fact that membership between 1 April 2015 and 31 March 2022 has been rolled back into the PCSPS.

Although members will in due course get an option to decide whether that period should count towards PCSPS or alpha benefits, the figures show the rolled back position, i.e., PCSPS benefits for that period.

The partnership pension account is an occupational defined contribution pension arrangement which is part of the Legal and General Mastertrust. The employer makes a basic contribution of between 8% and 14.75% (depending on the age of the member).

The employee does not have to contribute but, where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.5% of pensionable salary to cover the cost of centrally provided risk benefit cover (death in service and ill health retirement).

Further details about the Civil Service pension arrangements can be found at the website www.civilservicepensionscheme.org.uk.

Cash Equivalent Transfer Values

A CETV is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or an arrangement to secure pension benefits in another pension scheme or an arrangement when the member leaves a scheme and chooses to transfer the pension benefits they have accrued in their former scheme.

The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies.

The figures include the value of any pension benefit in another scheme or arrangement, which the member has transferred to the Civil Service pension arrangements. They also include any additional pension benefit accrued to the member as a result of their buying additional pension benefits at their own cost.

CETVs are calculated in accordance with the Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2008 and do not take account of any actual or potential reduction to benefits resulting from Lifetime Allowance Tax, which may be due when pension benefits are taken.

The real increase in CETV

The real increase in CETV reflects the increase in CETV that is funded by the employer. It does not include the increase in accrued pension due to inflation or contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period.

Staff numbers and related costs report

Staff costs comprise (audited)

The PCSPS and the CSOPS, known as 'alpha', are unfunded multi-employer defined benefit schemes, but we are unable to identify ATE's share of the underlying assets and liabilities. The scheme actuary valued the PCSPS as it was at 31 March 2012. Details can be found in the Accounts of the Cabinet Office: Civil Superannuation. (See www.civilservicepensionscheme.org.uk/about-us/resource-accounts/)

For 2024/25, employer's contributions of £1.334 million were payable to the PCSPS, the employee's pension contribution rates were changed effective from 1 April 2024, from one of four rates in the range 26.6% to 30.3% of pensionable pay, based on salary bands to a flat rate of 28.97% for all salary bands.

The scheme's actuary reviews employer contributions every four years following a full scheme valuation. The contribution rates are set to meet the cost of the benefits accruing during 2024/25 to be paid when the member retires and not the benefits paid during this period to existing pensioners.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. There are currently no employees with partnership pension schemes.

Further details and breakdown of staff costs can be found in the notes to the accounts in note 2.1.

Average staff numbers (audited)

The average number of full-time equivalent staff employed during the year ending 31 March 2025 is as follows:

	Permanent Staff	Temporary Staff	Total 2024-25	Total 2023-24
Directly employed	82.4	-	82.4	78.3
Others	-	6.8	6.8	4.4
Total	82.4	6.8	89.2	82.7

Staff composition

The breakdown of staff composition, by gender, of the average staff employed in the year ending 31 March 2025 is as follows:

	Male	Female	Total 2024-25	Total 2023-24
Directors SCS2	1	-	1	1
Deputy Directors SCS1	3	1	4	4
Total Senior Civil Servants	4	1	5	5
All other staff	51.7	32.5	85.2	77.7
Total Staff	55.7	33.5	89.2	82.7

Staff turnover

The overall staff turnover rate for the year ending 31 March 2025 was 16.1%.

Sickness absence

Over the 2024/25 financial year, the sickness absence rates were on average 0.53%.

Business Appointment Rules

Approval is required if any employee wishes to leave the Department to accept a job offer made by a person, company or firm with whom the employee formed a relationship during the course of their official duties. This applies for up to two years after an employee has left our employment.

ATE follow the DfT policy, with approval given by the Permanent Secretary for Senior Civil Servant grades, and group HR Director for delegated grades.



Staff policies

- We value equality and diversity in employment. We are committed to developing an organisation in which fairness and equality of opportunity are central to our business and working relationships.
- All our staff and job applicants have the right to be treated equally and fairly in all aspects of employment including recruitment, promotion and training, regardless of their sex, gender identity, disability, marital status, race, colour, ethnic or national origin, sexual orientation, age, religion or belief, employment status, working patterns, caring responsibility and trade union membership, union office or trade union activities.
- We provide support and access to workplace adjustments for all applicants, incoming staff and existing staff who need them. We regularly communicate the process for accessing workplace adjustment and all our line managers are expected to complete mandatory learning on understanding and making provision for staff who need adjustments.
- We want all staff to be treated with dignity and respect and it is as important that our staff believe they are being treated equally and fairly. Our work continues through our People Plan actions and staff engagement activities towards creating and maintaining a workplace environment which is free from abuse, offensive behaviour, harassment, bullying, prejudice, discrimination and victimisation.
- We value having a diverse workforce and we are committed to recruiting, retaining and promoting the best available people. The agency's business success is dependent upon harnessing all the talents that its staff bring and recognises that the organisation needs to be flexible to allow everyone to make the best contribution they can, by training, development and advancement.



Consultancy expenditure

In 2024/25, we spent £968,989 on consultancy and advice services. This was made up of a number of small contracts to provide external support on planning, inspectorate and corporate functions including the development of our case management system and surge support for our inspectorate.

Agency and off-payroll engagements

We provide information about appointments of consultants or staff that last longer than six months and where the individuals earn more than £245 per day, where we pay by invoice rather than through the payroll.

Between 1 April 2024 and 31 March 2025, ATE engaged seven staff on an interim basis via an agency. All existing off-payroll engagements, as reported below, have been subject to a risk-based assessment as to whether assurance is required that the individual pays the right amount of tax and, where necessary, that assurance has been sought.

In the current year ATE had no off-payroll engagements for board members or senior officials with significant financial responsibility (2023/24 – none). During the financial year there were four (2023/24 there were two) individuals on payroll that have been deemed board members or senior officials with significant financial responsibility.

Highly paid off-payroll worker engagements for the year ending 31 March, earning £245 per day or greater	31 March 2025	31 March 2024
Number of existing engagements as of 31 March	3	5
Of which:		
Number that have existed for less than one year	2	5
Number that have existed for between one and two years	1	-
Number that have existed for between two and three years	-	-
Number that have existed for between three and four years	-	-
Number that have existed for four or more years	-	-



All highly paid off-payroll workers engaged at any point during the year, earning £245 per day or greater	31 March 2025	31 March 2024
Number of temporary off-payroll workers engaged during the year Of which:	7	7
Not subject to off-payroll legislation	5	5
Subject to off-payroll legislation and determined as in-scope of IR35	-	-
Subject to off-payroll legislation and determined as out-of-scope of IR35	2	2
Number of engagements reassessed for compliance or assurance purposes during the year Of which:	-	-
Number of engagements that saw a change to IR35 status following review	-	-

Exit packages (audited)

During 2024/25, there were no exit packages paid out.

Trade union facility time

We had no employees who were trade union officials in the reporting year.

Parliamentary Accountability and Audit Report (audited)

Regularity of expenditure

We have complied with the regularity of expenditure requirements as set out in HM Treasury guidance.

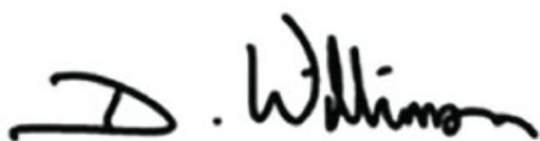
Losses and special payments

There were no losses, special payments or exit packages that are required to be disclosed per HM Treasury Guidance.

We do not set any fees or charges.

Remote contingent liabilities

There are no remote contingent liabilities.



Danny Williams,
Chief Executive and Accounting Officer
14 July 2025





The Certificate and Report of the Comptroller and Auditor General to the House of Commons

Opinion on financial statements

I certify that I have audited the financial statements of Active Travel England for the year ended 31 March 2025 under the Government Resources and Accounts Act 2000.

The financial statements comprise Active Travel England's:

- Statement of Financial Position as at 31 March 2025;
- Statement of Comprehensive Net Expenditure, Statement of Cash Flows and Statement of Changes in Taxpayers' Equity for the year then ended; and
- the related notes including the significant accounting policies.

The financial reporting framework that has been applied in the preparation of the financial statements is applicable law and UK adopted international accounting standards.

In my opinion, the financial statements:

- give a true and fair view of the state of Active Travel England's affairs as at 31 March 2025 and its net expenditure for the year then ended; and

- have been properly prepared in accordance with the Government Resources and Accounts Act 2000 and HM Treasury directions issued thereunder.

Opinion on regularity

In my opinion, in all material respects, the income and expenditure recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Basis for opinions

I conducted my audit in accordance with International Standards on Auditing (UK) (ISAs UK), applicable law and Practice Note 10 Audit of Financial Statements and Regularity of Public Sector Bodies in the United Kingdom (2022). My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of my certificate.

Those standards require me and my staff to comply with the Financial Reporting Council's Revised Ethical Standard 2024.

I am independent of Active Travel England in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK. My staff and I have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Conclusions relating to going concern

In auditing the financial statements, I have concluded that Active Travel England's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Active Travel England's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

My responsibilities and the responsibilities of the Accounting Officer with respect to going concern are described in the relevant sections of this certificate.

The going concern basis of accounting for Active Travel England is adopted in consideration of the requirements set out in HM Treasury's Government Financial Reporting Manual, which requires entities to adopt the going concern basis of accounting in the preparation of the financial statements where it is anticipated that the services which they provide will continue into the future.

Other information

The other information comprises information included in the Annual Report, but does not include the financial statements and my auditor's certificate and report thereon. The Accounting Officer is responsible for the other information.

My opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in my certificate, I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves.

If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Opinion on other matters

In my opinion the part of the Remuneration and Staff Report to be audited has been properly prepared in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000.

In my opinion, based on the work undertaken in the course of the audit:

- the parts of the Accountability Report subject to audit have been properly prepared in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000;
- the information given in the Performance and Accountability Reports for the financial year for which the financial statements are prepared is consistent with the financial statements and is in accordance with the applicable legal requirements.

Matters on which I report by exception

In the light of the knowledge and understanding of Active Travel England and its environment obtained in the course of the audit, I have not identified material misstatements in the Performance and Accountability Reports.

I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept by Active Travel England or returns adequate for my audit have not been received from branches not visited by my staff; or
- I have not received all of the information and explanations I require for my audit; or
- the financial statements and the parts of the Accountability Report subject to audit are not in agreement with the accounting records and returns; or
- certain disclosures of remuneration specified by HM Treasury's Government Financial Reporting Manual have not been made or parts of the Remuneration and Staff Report to be audited is not in agreement with the accounting records and returns; or
- the Governance Statement does not reflect compliance with HM Treasury's guidance.

Responsibilities of the Accounting Officer for the financial statements

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Chief Executive as Accounting Officer is responsible for:

- maintaining proper accounting records;
- providing the C&AG with access to all information of which management is aware that is relevant to the preparation of the financial statements such as records, documentation and other matters;
- providing the C&AG with additional information and explanations needed for his audit;
- providing the C&AG with unrestricted access to persons within Active Travel England from whom the auditor determines it necessary to obtain audit evidence;
- ensuring such internal controls are in place as deemed necessary to enable the preparation of financial statements to be free from material misstatement, whether due to fraud or error;
- preparing financial statements which give a true and fair view and are in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000;
- preparing the annual report, which includes the Remuneration and Staff Report, in accordance with HM Treasury directions issued under the Government Resources and Accounts Act 2000; and
- assessing Active Travel England's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by Active Travel England will not continue to be provided in the future.

Auditor's responsibilities for the audit of the financial statements

My responsibility is to audit, certify and report on the financial statements in accordance with the Government Resources and Accounts Act 2000.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a certificate that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Extent to which the audit was considered capable of detecting non-compliance with laws and regulations, including fraud

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulations, including fraud. The extent to which my procedures are capable of detecting non-compliance with laws and regulations, including fraud, is detailed below.

Identifying and assessing potential risks related to non-compliance with laws and regulations, including fraud

In identifying and assessing risks of material misstatement in respect of non-compliance with laws and regulations, including fraud, I:

- considered the nature of the sector, control environment and operational performance including the design of Active Travel England's accounting policies;
- inquired of management, the internal audit function, and those charged with governance, including obtaining and reviewing supporting documentation relating to Active Travel England's policies and procedures on:

- identifying, evaluating and complying with laws and regulations;
 - detecting and responding to the risks of fraud; and
 - the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations, including Active Travel England's controls relating to Active Travel England's compliance with the Government Resources and Accounts Act 2000, Managing Public Money, employment law, and tax legislation.
- inquired of management, the internal audit function, and those charged with governance whether:
 - they were aware of any instances of non-compliance with laws and regulations;
 - they had knowledge of any actual, suspected, or alleged fraud,
 - discussed with the engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, I considered the opportunities and incentives that may exist within Active Travel England for fraud and identified the greatest potential for fraud in the following areas: posting of unusual journals, complex transactions, and bias in management estimates.

In common with all audits under ISAs (UK), I am required to perform specific procedures to respond to the risk of management override.

I obtained an understanding of Active Travel England's framework of authority and other legal and regulatory frameworks in which Active Travel England operates. I focused on those laws and regulations that had a direct effect on material amounts and disclosures in the financial statements or that had a fundamental effect on the operations of Active Travel England. The key laws and regulations I considered in this context included Government Resources and Accounts Act 2000, Managing Public Money, employment law, and tax legislation.

Audit response to identified risk

To respond to the identified risks resulting from the above procedures:

- I reviewed the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described above as having direct effect on the financial statements;
- I enquired of management and the Audit and Risk Committee concerning actual and potential litigation and claims;
- I reviewed minutes of meetings of those charged with governance and the Board and internal audit reports;

- I addressed the risk of fraud through management override of controls by testing the appropriateness of journal entries and other adjustments; assessing whether the judgements on estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business; and
- I communicated relevant identified laws and regulations and potential risks of fraud to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of my certificate.

Other auditor's responsibilities

I am required to obtain sufficient appropriate audit evidence to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by Parliament and the financial transactions recorded in the financial statements conform to the authorities which govern them.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control I identify during my audit.

Report

I have no observations to make on these financial statements.

Gareth Davies
Comptroller and Auditor General

14 July 2025

National Audit Office
157-197 Buckingham Palace Road
Victoria
London
SW1W 9SP





Financial Statements

Statement of Comprehensive Net Expenditure

For the year ending 31 March 2025

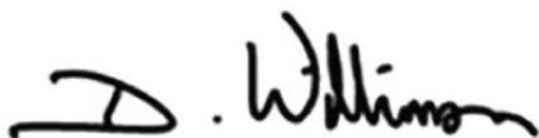
	Note	2024-25 £'000	2023-24 £'000
Secondment income		(43)	-
Total operating expenditure		(43)	(-)
Staff costs	2.1	7,659	6,424
Purchase of goods and services	2.2	3,534	1,923
Grants	2.3	125,370	137,300
Depreciation charges		88	85
Total operating expenditure		136,651	145,732
Net operating expenditure		136,608	145,732
Finance expense		8	11
Net expenditure for the period		136,616	145,743
Comprehensive net expenditure for the year		136,616	145,743



Statement of Financial Position

As at 31 March 2025

	Note	2024-25 £'000	2023-24 £'000
Non-current assets			
Property, plant and equipment	3	51	-
Right of use assets	4	197	271
Total non-current assets		248	271
Current assets			
Trade and other receivables	5	5,599	6,303
Total current assets		5,599	6,303
Total assets		5,847	6,574
Current liabilities			
Trade and other payables	6	6,805	8,337
Lease liabilities	7	75	73
Total current liabilities		6,880	8,410
Total assets less current liabilities		(1,033)	(1,836)
Non-current liabilities			
Lease liabilities	7	130	203
Total non-current liabilities		130	203
Total assets less total liabilities		(1,163)	(2,039)
Taxpayer's equity and other reserves:			
General fund		(1,163)	(2,039)
Total equity		(1,163)	(2,039)



Danny Williams,
Chief Executive and Accounting Officer
14 July 2025

Statement of Cash Flows

For the year ending 31 March 2025

	Note	2024-25 £'000	2023-24 £'000
Cash flows from operating activities			
Net operating expenditure	SOCNE	(136,608)	(145,732)
Adjustments for non-cash transactions ¹		137,436	142,081
(Increase)/decrease in trade and other receivables	5	704	1,355
Increase/(decrease) in trade and other payables and borrowings	6	(1,532)	2,296
Net cash outflow from operating activities		-	-
Cash flows from investing activities			
Net cash outflow from investing activities		-	-
Cash flows from financing activities			
Net financing		-	-
Net increase in cash and cash equivalents in the year before adjustment for receipts and payments to the Consolidated Fund		-	-
Payments of amounts due to the Consolidated Fund		-	-
Net increase/(decrease) in cash and cash equivalents in the year after adjustment for receipts and payments to the Consolidated Fund		-	-
Cash and cash equivalents at the beginning of the year		-	-
Cash and cash equivalents at the end of the year		-	-

1. ATE does not hold any cash and is fully funded by DfT through Deemed Supply funding. DfT settle ATE's obligations on our behalf directly, but if ATE did have a bank account and received cash from DfT to settle our liabilities then this funding would be presented as a financing activity.

Statement of Changes in Taxpayers' Equity

For the year ending 31 March 2025

	Note	General Fund £'000	Total Reserves £'000
Balance at 31 March 2023		(1,616)	(1,616)
Non-cash charges – auditor's remuneration	2.2	(59)	(59)
Net expenditure operating expenditure	SOCNE	145,743	145,743
Balance as adjusted by income and expense for 2023-24		145,684	145,684
Net Parliamentary Funding – deemed		(142,029)	(142,029)
Balance at 31 March 2024		2,039	2,039
Non-cash charges – auditor's remuneration	2.2	(60)	(60)
Net expenditure operating expenditure	SOCNE	136,616	136,616
Balance as adjusted by income and expense for 2024-25		136,556	136,556
Net Parliamentary Funding – deemed		(137,432)	(137,432)
Balance at 31 March 2025		1,163	1,163

The notes on pages 80–92 form part of these accounts.



Notes to the Accounts

1. Statement of accounting policies

1.1 Basis of preparation

These financial statements have been prepared in accordance with the 2024/25 Government Financial Reporting Manual (FReM) issued by HM Treasury, to give a true and fair view on that basis. The accounting policies in the FReM apply UK adopted International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector. Where the FReM permits a choice, the accounting policy which has been judged to be the most appropriate to the particular circumstances of ATE for the purpose of giving a true and fair view has been selected. The particular policies adopted by ATE are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

The statements cover the year to 31 March 2025 and have been prepared in accordance with a direction given by HM Treasury in pursuance of Section 7(2) of the Government Resources and Accounts Act 2000.

1.2 Accounting convention

These accounts have been prepared on a going concern basis under the historical cost convention, modified to account for the revaluation of non-current assets, where material, at their value to the business by reference as applicable to their current costs, replacement costs or indices. There has been no revaluation of property, plant and equipment in the period due to the short life of these assets.

The financial statements are presented in pounds sterling and all values are rounded to the nearest thousand pounds (£'000). The functional currency of ATE is pounds sterling.

1.3 Segmental Reporting

ATE operates as a single operating segment and therefore the segmental reporting requirements as set out by the FReM are not required.

1.4 Financing and going concern

The accounts for ATE have been prepared on the basis that ATE is a going concern. In preparing the financial statements, the Board has considered the agency's overall financial position against the requirements of International Accounting Standard (IAS) 1. In the context of entities in the public sector, the anticipated continuation of a service in the future is normally sufficient evidence of going concern.

The financial statements should be prepared on a going concern basis unless there are plans for, or no realistic alternative other than, the dissolution of ATE without the transfer of its services to another entity within the public sector.

The Board has confirmed there are currently no plans for the dissolution of ATE shown by confirmed funding until the end of the current spending review period in March 2026. Whilst ATE does not generate any cash or hold any cash and is currently in a net liability position, the Board is confident that DfT will continue to directly fund ATE and meet its liabilities and obligations as they fall due for at least 12 months from the date of approval of the accounts and consequently have prepared the accounts on a going concern basis.

1.5 Non-current assets – property, plant and equipment

1.5.1 Initial recognition

Property, plant and equipment that are capable of being used for a period exceeding one year and that have costs equal to or exceeding 5,000 are capitalised, including leasehold improvements.

On initial recognition, assets are measured at cost, including any costs such as installation directly attributable to bringing them into working condition.

Subsequently, assets that are held for their service value and are in use are measured at current value in existing use, which is interpreted as market value for existing use.

1.5.2 Depreciation

Assets with a determinable useful economic life are depreciated on a straight-line basis from the month that the asset is brought into use.

The asset categories and estimated useful lives are as follows:

Asset class	Asset useful life
Leasehold improvements	2 to 10 years
Plant and equipment	3 to 25 years

1.5.3 Revaluation and impairment

Property, plant and equipment is revalued at current value in existing use each year by indexation up to the year-end using Producer Price Indices, published by the Office for National Statistics. The carrying values of property, plant and equipment are reviewed for impairment if events or changes in circumstances indicate the carrying value may not be recoverable.

1.6 Leases

1.6.1 Scope and classification

In accordance with IFRS 16 Leases, contracts, or parts of a contract that convey the right to use an asset in exchange for consideration are accounted for as leases. The FReM expands the scope of IFRS 16 to include arrangements with nil consideration.

Contracts for services are evaluated to determine whether they convey the right to control the use of an identified asset, as represented by rights both to obtain substantially all the economic benefits from that asset and to direct its use. In such cases, the relevant part is treated as a lease.

ATE excludes contracts for low-value items, defined as items that cost less than £5,000 when new, provided they are not highly dependent on or integrated with other items; and contracts with a term shorter than 12 months (comprising the non-cancellable period together with any extension options that ATE is reasonably certain to exercise and any termination options that ATE is reasonably certain not to exercise).

1.6.2 Initial recognition

At the commencement of a lease ATE recognises a right-of-use asset and a lease liability.

The lease liability is measured at the payments for the remaining lease term, excluding value-added tax (VAT), discounted either by the rate implicit in the lease, or, where this cannot be determined, by ATE's incremental cost of borrowing. The payments included in the liability are those that are fixed or in-substance fixed, and excludes charges arising, for example, from future rent reviews or changes in an index. For ATE, the incremental cost of borrowing is the rate advised annually by HM Treasury applicable for the year the lease is recognised.

The right-of-use asset is measured at the value of the liability, adjusted for: any payments made or amounts accrued before the commencement date; lease incentives received; incremental costs of obtaining the lease; and any disposal costs, which will be required to be paid at the end of the lease. However, where the lease requires nominal consideration (a type of arrangement often described as a 'peppercorn' lease), the FReM requires that the asset be measured at its existing use value.

1.6.3 Subsequent measurement

The asset is subsequently measured using the fair value model. ATE considers that the cost model is a reasonable proxy for the fair value model for leases of items other than land and property, and for leases of land and property with regular rent reviews.

The liability is adjusted for the accrual of interest, repayments, reassessments and modifications.

Reassessments and modifications are measured by re-discounting the revised cash flows; the impact is reflected in the liability and either in the asset valuation or expenditure.

1.6.4 Lease expenditure

Expenditure includes interest, straight-line depreciation, any asset impairments and any change in variable lease payments not included in the measurement of the liability during the period in which the triggering event occurred. Lease payments reduce the lease liability. Rental payments for leases of low-value items or for those shorter than 12 months are expensed.

1.6.5 Estimates and judgments

For embedded leases, ATE determines the amounts to be recognised as the right-of-use asset and lease liability based on the stand-alone price of the lease and non-lease component or components. This determination reflects the prices for leases of the underlying asset, where these are observable; otherwise ATE uses other observable data, including the fair values of similar assets, or prices of contracts for similar non-lease components.

The FReM requires that right-of-use assets held under 'peppercorn' leases should be measured at existing use value. These leases include historic, long-term leases as well as more recent arrangements.

To identify such leases, ATE has distinguished consideration that is nominal from consideration that is low, but proportionate to the asset's value (for example, the lease of a small area of land with few alternative uses). This distinction reflects, so far as possible, recent, observable market arrangements for comparable assets (for example, current rentals); otherwise, based on ATE's own arrangements.

Where, for peppercorn leases, existing use value is required, this is calculated using market value rentals provided by external property consultants, over the lease term. Market value rentals will be provided on a yearly basis.

1.7 Other payables

These are financial liabilities mostly comprising trade payables and accruals. They are recognised initially at fair value, typically the transaction price. Thereafter, where the time value of money is material, they are held at amortised cost, and derecognised on settlement.

1.8 Grants payable

Grants payable, including those that cover multiple years, are recognised when the event or activity that gives entitlement occurs, such as milestones within the grant agreement being reached. Unringfenced grants are recognised on the occurrence of such other event giving rise to entitlement and when ATE has judged that control of funding has been lost.

Where an intermediary acts as agent in distributing grant on behalf of the agency, grants payable are recognised when the grant recipient becomes entitled to the grant. Any cash paid over ahead of that entitlement will be recognised as a receivable.

1.9 Pensions

Our staff are covered by the provisions of the PCSPS and CSOPS as described in the Remuneration and Staff Report. Defined benefit schemes are unfunded. ATE recognises the expected cost of these elements on a systematic and rational basis over the period during which it benefits from employees' services by payment to the PCSPS and CSOPS of amounts calculated on an accruing basis. Liability for payment of future benefits is a charge on the PCSPS/CSOPS. In respect of the defined contribution elements of the Schemes, we recognise the contributions payable for the year.

1.10 Value added tax

ATE is not separately registered for VAT and VAT collected or paid is accounted for centrally by the DfT. These accounts include irrecoverable VAT where applicable.

1.11 Use of estimates and judgments

The preparation of the financial statements in conformity with IFRS requires management to make judgments, estimates and assumptions that affect the application of accounting policies. The recognition policy of grants is a key area of judgment for management, and in particular in what accounting period expenditure should be recognised.

1.12 Adoption of new and revised standards

IFRS 17 Insurance Contracts becomes effective for accounting periods commencing on, or after, 1 January 2023. Adoption in central government is deferred until 2025/26 – it is included in the 2025/26 FReM. The standard covers all enforceable arrangements under which an entity accepts a non-financial risk from a third party, with the option to exclude arrangements whose primary purpose is the provision of services for a fixed fee, which may be accounted for under IFRS 15. It requires an expected present value approach to measuring insurance liabilities, with an incremental amount to reflect the cost of uncertainty. ATE does not have any such arrangements.

ATE does not expect any other new, or revised standard, or interpretation to have a material impact.



2. Operating expenditure

2.1 Staff costs

	Permanent staff £'000	Temporary staff £'000	Total £'000 2024-25	Total £'000 2023-24
Wages and salaries	4,996	763	5,759	4,806
Social security costs	566	-	566	497
Other pension costs	1,334	-	1,334	1,121
Total	6,896	763	7,659	6,424

2.2 Purchase of goods and services

	2024-25 £'000	2023-24 £'000
Accommodation	216	142
Professional services	595	344
Consultancy	969	136
Information and communications technology	1,000	792
Support services	75	50
Travel and subsistence	184	116
Publicity	183	104
External auditor's remuneration and expenses	60	59
Other costs	252	180
Total	3,534	1,923



2.3 Grants

	2024-25 £'000	2023-24 £'000
Active Travel Fund	54,199	46,045
Bikeability Training Programme	21,526	19,511
Capability Fund	140	51,344
Consolidated Active Travel Fund*	33,329	-
Social Prescribing Pilot	4,454	4,454
e-Cycle Pilot	1,000	1,000
National Parks	-	1,000
Outreach	5,500	5,470
National Cycle Network	5,000	7,685
Other	222	791
Total	125,370	137,300
of which:		
Capital	53,020	53,730
Resource	72,350	83,570
Total	125,370	137,300

*ATE announced in February 2025 the Consolidated Active Travel Fund, which will supersede the Active Travel Fund and Capability Fund and have a combined set of capital and revenue outcomes for authorities. The revenue funding was recognised in the reporting period.



3. Property, plant and equipment

ATE recognised its only property, plant and equipment asset in the financial year ending on 31 March 2025. ATE did not have any property, plant and equipment for accounting years prior to 31 March 2024.

2024-25	Leasehold improvements £'000	Total £'000
Cost or valuation		
At 1 April 2024	-	-
Additions	65	65
At 31 March 2025	65	65
Depreciation		
At 1 April 2024	-	-
Charged in year	14	14
At 31 March 2025	14	14
Carrying amount at 31 March 2025	51	51

4. Right-of-use assets

2024-25	Land and buildings £'000	Plant and equipment £'000	Total £'000
Cost or valuation			
At 1 April 2024	371	11	382
Additions	-	-	-
At 31 March 2025	371	11	382
Depreciation			
At 1 April 2024	100	11	111
Charged in year	74	-	74
At 31 March 2025	174	11	185
Carrying amount at 31 March 2025	197	-	197

2023-24	Land and buildings £'000	Plant and equipment £'000	Total £'000
Cost or valuation			
At 1 April 2023	371	10	381
Additions	-	1	1
At 31 March 2024	371	11	382
Depreciation			
At 1 April 2023	26	-	26
Charged in year	74	11	85
At 31 March 2024	100	11	111
Carrying amount at 31 March 2024	271	-	271

5. Trade and other receivables

	2024-25 £'000	2023-24 £'000
Amounts falling due within one year:		
Other receivables ¹	5,413	6,147
Prepayments	186	156
Total	5,599	6,303

1. Includes cash held by third parties to settle claims for future grant payments.

6. Trade and other payables

	2024-25 £'000	2023-24 £'000
Amounts falling due within one year:		
Trade payables	116	2,340
Accruals	6,689	5,997
Total	6,805	8,337

7. Lease liabilities

ATE has two leases. The first lease relates to its York headquarters office space, which commenced in November 2022 for a term of five years. The second relates to a plotter printer, which commenced in February 2023 ending May 2024.

In accordance with IFRS 16, ATE recognises right-of-use assets and corresponding lease liabilities.

2024-25	Land and buildings £'000	Property, plant and equipment £'000	Total £'000
At 1 April 2024	276	-	276
Additions	-	-	-
Interest	8	-	8
Payments	(79)	-	(79)
At 31 March 2025	205	-	205
Current portion	75	-	75
Non-current portion	130	-	130
At 31 March 2025	205	-	205

2023-24	Land and buildings £'000	Property, plant and equipment £'000	Total £'000
At 1 April 2023	347	9	356
Additions	-	-	-
Interest	10	-	10
Payments	(81)	(9)	(90)
At 31 March 2024	276	-	276
Current portion	73	-	73
Non-current portion	203	-	203
At 31 March 2024	276	-	276

The leases have been discounted using the HM Treasury interest rate at the time of recognition of 3.51%.



Obligations under leases

	Land and buildings £'000	Property, plant and equipment £'000	Total £'000 2024-25	Total £'000 2023-24
Obligations				
Not later than one year	81	-	81	80
Later than one year and not later than five years	133	-	133	213
Later than five years	-	-	-	-
	214	-	214	293
Less interest element	(9)	-	(9)	(17)
Present value of obligations	205	-	205	276

Amounts recognised in the Statement of Comprehensive Net Expenditure

	2024-25 £'000	2023-24 £'000
Depreciation	74	85
Interest expense	8	11
Lease service charge expense	125	125
Lease VAT expense	16	16
Total	223	237

8. Financial instruments

Fair values

The carrying values of financial assets and liabilities at 31 March 2025 are considered to represent fair value. This is due to the short-term nature of the financial instruments held and carrying values of lease liabilities being based on the present value of future lease payments.

Credit risk

Credit risk is the risk of suffering financial loss, should any customers or counterparties fail to fulfil their contractual obligations. Some customers and counterparties are other public sector organisations. There is no credit risk from these organisations.

Our main debtor is cash held by the Bikeability Trust for settlement of claims from grant recipients. We have assessed the credit risk on this balance as immaterial, and routinely assess the ongoing risk alongside minimising the value of this debtor by undertaking quarterly reviews of their forthcoming cash requirements.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. As our cash requirements are met through funding from HM Treasury via DfT, exposure to liquidity risk is minimal.

Market risk

Market risk arises when changes in market price, such as foreign exchange rates, interest rates and equity prices, will affect their income or the value of its holding financial instruments. ATE has limited exposure to risks arising from such nature, and therefore the risk is minimal.



9. Capital and other commitments

Other financial commitments

	2024-25 £'000	2023-24 £'000
Not later than one year	-	125
Later than one year and not later than five years	-	-
Later than five years	-	-
Total	-	125

The commitments relate to a cloud-based planning case management solution.

10. Related parties

ATE is an executive agency sponsored by the Road Transport Group (RTG) within DfT. The DfT is regarded as a related party. We apply the requirements of the FReM in respect of disclosure of related party transactions with Government and other related entities including our parent.

During the year, there were both material and minor transactions between ATE and DfT, including the provision of supply funding (£137.432 million, 2023/24 – £142.028 million) and the supply of corporate service support (£0.473 million, 2023/24 – £0.447 million). In March 2024, Louise Wilkinson was appointed an independent member of Cumberland Council's Audit Committee. From the start of the year until Louise resigned on 10 January 2025, we provided grant funding to Cumberland Council of £0.806m (2023/24 – £1.439 million).

Funding to Cumberland Council was provided at arm's length, with Louise having no role in any assessments of capability or funding of the Council and a proportion of the grants was awarded before she took up her role with them.

Board member remuneration is disclosed in the Remuneration and Staff Report. There are no other material transactions between our related parties and the agency during the year.

11. Events after reporting period

There have been no events since the balance sheet date that impact on the understanding of these financial statements.

IAS 10 requires us to disclose the date on which the accounts are authorised for issue. This is the date that the C&AG signs the certificate.



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Active
Travel
England