



1. Home (<https://www.gov.uk/>)
 2. Corporate information (<https://www.gov.uk/corporate-information>)
 3. Department for Transport single departmental plan
(<https://www.gov.uk/government/publications/department-for-transport-single-departmental-plan>)
- Department
for Transport (<https://www.gov.uk/government/organisations/department-for-transport>)

Corporate report

Department for Transport single departmental plan June 2019

Updated 27 June 2019

Contents

Our objectives

1. Support the creation of a stronger, cleaner, more productive economy
2. Help to connect people and places, balancing investment across the country
3. Make journeys easier, modern and reliable
4. Make sure transport is safe, secure and sustainable
5. Prepare the transport system for technological progress and a prosperous future outside the EU
6. Promote a culture of efficiency and productivity in everything we do

Our equality objectives

Public appointments

Our finances

Our people

[Print this page](#)



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Our single departmental plan sets out our objectives and how we will achieve them.



Secretary of State for Transport

The Rt Hon Chris Grayling MP (<https://www.gov.uk/government/people/chris-grayling>)

Permanent Secretary

Bernadette Kelly CB (<https://www.gov.uk/government/people/bernadette-kelly>)

The Single Departmental Plan for the Department for Transport ^[footnote 1] sets out our strategic objectives to 2020 and the plans we have for achieving them. Our overall mission is to create a safe, secure, efficient and reliable transport system that works for the people who depend on it; supporting a strong, productive economy and the jobs and homes people need.

The department has a full and ambitious programme of work designed to support these objectives. A guiding principle at the core of that programme is to put the needs of the transport users at the heart of our policy development, decision-making and delivery. We will achieve this in collaboration with our delivery bodies, including Highways England (<https://www.gov.uk/government/publications/highways-england-delivery-plan-update-2018-to-2019>) and Network Rail (<https://www.networkrail.co.uk/who-we-are/publications-resources/strategicbusinessplan/>), with a focus on efficiency and productivity and through an increasingly diverse and inclusive workforce.

Our objectives

We will:

1. support the creation of a stronger, cleaner, more productive economy
2. help to connect people and places, balancing investment across the country
3. make journeys easier, modern and reliable
4. make sure transport is safe, secure and sustainable
5. prepare the transport system for technological progress and a prosperous future outside the EU
6. promote a culture of efficiency and productivity in everything we do

1. Support the creation of a stronger, cleaner, more productive economy

Lead ministers

Michael Ellis [MP](https://www.gov.uk/government/people/michael-ellis) (https://www.gov.uk/government/people/michael-ellis), Minister of State

Andrew Jones [MP](https://www.gov.uk/government/people/andrew-jones) (https://www.gov.uk/government/people/andrew-jones), Parliamentary Under Secretary of State

Nusrat Ghani [MP](https://www.gov.uk/government/people/nusrat-ghani) (https://www.gov.uk/government/people/nusrat-ghani), Parliamentary Under Secretary of State

Baroness Vere of Norbiton (https://www.gov.uk/government/people/baroness-vere-of-norbiton), Parliamentary Under Secretary of State

Lead officials

Polly Payne (https://www.gov.uk/government/people/polly-payne) and Ruth Hannant (https://www.gov.uk/government/people/ruth-hannant), Directors General, Rail

Gareth Davies (https://www.gov.uk/government/people/gareth-davies), Director General, International and Security

Patricia Hayes (https://www.gov.uk/government/people/tricia-hayes), Director General, Roads, Places and Environment

Clive Maxwell (https://www.gov.uk/government/people/clive-maxwell), Director General, High Speed and Major Rail Projects

Nick Joyce (https://www.gov.uk/government/people/nick-joyce), Director General, Resources and Strategy

1.1 Deliver infrastructure projects across road, rail and aviation

How we will achieve this

How we will achieve this

Continue to deliver the first Road Investment Strategy, including major upgrades to the A303, A14 and new Lower Thames Crossing. Prepare to invest an expected £25.3 billion in the strategic road network as part of the second Road Investment Strategy between 2020 and 2025, which contributes to sustainable development goal (SDG) 9)

Manage the investment of £48 billion in the rail network in England and Wales up to 2024 on operating, maintaining and upgrading the existing network to improve performance and sustain growth, increasing reliability and punctuality for passengers. Work will include continuing the enhancement programme on the Great Western Route, Midland Mainline and East Coast Mainline. Activity during 2019 includes the start of the TransPennine route upgrade and completion of overhead line electrification to Cardiff

Work with HS2 Ltd to deliver High Speed 2, a new, fully integrated high-speed north-south railway (contributes to SDG 9)

Continue to work with partners to deliver 3 major rail programmes: Thameslink, Crossrail and Intercity Express Programme, alongside progress on the wider programme of enhancements on the rail network and an extensive programme of rolling stock replacement across several franchises

Continue to enable the development and delivery of a development consent order application in 2020 that maximises the benefits and mitigates the impacts of expansion at Heathrow Airport. This includes defending legal challenges, managing complex interdependencies and working with stakeholders, including communities and local authorities, to ensure they have a chance to influence and contribute to planning proposals

1.2 Deliver on transport elements of the cross government Industrial Strategy**How we will achieve this**

Deliver the Future of Mobility Urban Strategy, to consider new types of vehicle, sharing data to improve services, and making journey planning and payment simpler. This will be supported by the investment of £90 million in 4 'future mobility zones' to test new approaches

Using the National Productivity Investment Fund to assess digital signalling and other digital technologies on the rail network

Continue to deliver the Transport Infrastructure Skills Strategy, through driving investment in quality skills and training, recognising that more high-skilled roles will drive productivity (contributes to SDG 8)

1.3 Support the UK's maritime and aviation sector strategies**How we will achieve this**

Deliver the commitments set out in Maritime 2050 to grow the UK's maritime sector, including using the 2019 London International Shipping Week to showcase the UK's maritime strengths to a global audience

How we will achieve this

Publish the Aviation 2050 strategy setting out the challenges and opportunities for aviation in the UK to 2050 and beyond, outlining the significance of aviation to the UK economy and regional growth

Our performance

Number of public funded transport infrastructure programmes in construction

123 programmes as of November 2018

Based on the National Infrastructure and Construction Pipeline as of November 2018. The 123 programmes are made up of at least 873 separate, individual projects^[footnote 2].

Source: National Infrastructure and Construction Pipeline

(<https://www.gov.uk/government/publications/national-infrastructure-and-construction-pipeline-2018>)

Release schedule: annually

Boosting skills

In order to deliver on commitments made in the Transport Infrastructure Skills Strategy, published January 2016, the Strategic Transport Apprenticeship Taskforce (STAT) was established^[footnote 3].

- In 2017 STAT forecasted the need for 27,000 to 35,000 apprentice starts in the sector by 2022 to deliver against planned infrastructure investment.
- In 2017 STAT reported 2,282 new apprentice starts in road and rail, increasing by 22% to 2,784 in 2018, providing a total of over 5,000 starts to date.
- There has been a 35% proportional increase in black, Asian, and minority ethnic representation year-on-year, against a government target of 20%. However, the proportion of technical and engineering roles that are female has remained static at 10%^[footnote 4].

2. Help to connect people and places, balancing investment across the country

Lead ministers

Michael Ellis MP (<https://www.gov.uk/government/people/michael-ellis>), Minister of State

Andrew Jones MP (<https://www.gov.uk/government/people/andrew-jones>), Parliamentary Under Secretary of State

Nusrat Ghani MP (<https://www.gov.uk/government/people/nusrat-ghani>), Parliamentary Under Secretary of State

Lead officials

Polly Payne (<https://www.gov.uk/government/people/polly-payne>) and Ruth Hannant (<https://www.gov.uk/government/people/ruth-hannant>), Directors General, Rail

Patricia Hayes (<https://www.gov.uk/government/people/tricia-hayes>), Director General, Roads, Places and Environment

Clive Maxwell (<https://www.gov.uk/government/people/clive-maxwell>), Director General, High Speed and Major Rail Projects

Nick Joyce (<https://www.gov.uk/government/people/nick-joyce>), Director General, Resources and Strategy

2.1 Work across the UK with local, regional and devolved partners to meet national and regional ambitions and maximise the value of public investment

How we will achieve this

Continue to deliver on 'devolution deals', which provide powers to local bodies to make investments based on their local knowledge and needs

Support cities to develop transport and promote local growth through the £2.5 billion Transforming Cities Fund. Delivering schemes to tackle congestion and drive up productivity, such as measures to speed up bus journeys, new dedicated cycle ways and smart traffic management (contributes to SDG 1 and 11)

Support sub-national transport bodies, including Transport for the North and Midlands Connect, to meet regional ambitions, through policy support and effective sponsorship of projects, for example Transport for North smart ticketing programme (contributes to SDG 9)

2.2 Work to develop the transport network across the country

How we will achieve this

Prepare to invest £3.5 billion from 2020-21 in new road schemes funded through the Major Road Network and Large Local Majors Fund. Work with sub national transport bodies and local authorities to prioritise schemes and funding

Invest £1.2 billion in 30 projects across the country through the Local Growth Fund and Large Local Authority Majors Programmes by 2020-21 – improving capacity on local networks, cutting congestion and boosting economic growth

Work with other government departments and local partners to deliver the Oxford to Cambridge Arc programme, aligning transport investment with housing and growth aspirations. DfT will help ensure transport investment complements Housing Deals and we will work with local enterprise partnerships on local industrial strategies and plans for new settlements, as well as supporting environmental objectives that will benefit local communities (contributes to SDG 8)

Refine the strategic outline business case for Northern Powerhouse Rail and continue to develop the long-term programme of transformative rail upgrades across the north of England including the TransPennine route upgrade

2.3 Work with the Ministry of Housing, Communities and Local Government to support the creation of new housing

How we will achieve this

Continue joint working with the Ministry of Housing, Communities and Local Government to integrate decision making on housing and transport investments and policies, including working with our arm's length bodies (Network Rail, Highways England and Homes England) to extend our joint approach and promote better integration of sustainable transport with new housing

Work with Network Rail, Highways England, other DfT agencies and government bodies to maximise the release of surplus land to support the creation of new homes to 2020 and beyond (contributes to SDG 11)

Our performance

Context: Total passenger kilometres travelled

808 billion passenger kilometres travelled across all modes in 2017, up 1.3% from 2016

Billion passenger kilometres travelled, annual

	1997	2002	2007	2012	2017
All modes	734	786	792	777	808

Source: Transport Statistics Great Britain, 2018 (<https://www.gov.uk/government/statistical-data-sets/tsgb01-modal-comparisons#history>)

Release schedule: annually

3. Make journeys easier, modern and reliable

Lead ministers

Michael Ellis MP (<https://www.gov.uk/government/people/michael-ellis>), Minister of State

Andrew Jones MP (<https://www.gov.uk/government/people/andrew-jones>), Parliamentary Under Secretary of State

Lead officials

Polly Payne (<https://www.gov.uk/government/people/polly-payne>) and Ruth Hannant (<https://www.gov.uk/government/people/ruth-hannant>), Directors General, Rail

Gareth Davies (<https://www.gov.uk/government/people/gareth-davies>), Director General, International and Security

Patricia Hayes (<https://www.gov.uk/government/people/tricia-hayes>), Director General, Roads, Places and Environment

3.1 Support the delivery of new digital technology to improve journeys

How we will achieve this

Support the introduction of infrastructure to increase number of electric vehicles in the UK, including through the efficient and cost-effective delivery of grant funding for domestic, on-street, residential and workplace charging points (contributes to SDG 13)

Continue to work with Network Rail and the rail industry to deliver the Digital Rail Strategy published in 2018, including through pathfinder projects to accelerate the delivery of digital signalling and traffic management across the network

3.2 Put the citizen and business user at the heart of a reliable, accessible and cost-efficient transport network

How we will achieve this

Continue to deliver the commitments as set out in Connecting People - A Strategic Vision for Rail, including supporting Network Rail to devolve more authority to its newly established regions to meet local customer needs and ensuring that the railway provides modern customers services that passengers expect, such as the rolling out of smart ticketing and the passenger ombudsman

To build on the work of the Strategic Vision and deliver longer-term fundamental reform, the department launched the Williams Rail Review to ensure the rail system benefits passengers and freight and supports a stronger and fairer economy

In line with the Inclusive Transport Strategy's aim to ensure everyone has equal access to transport, deliver an accessible route at a further 12 stations through the Access for All programme by March 2020

Report to Parliament on delivery of our Inclusive Transport and Cycling & Walking Infrastructure Strategies, including measures from e-cargo bikes to "Changing Places" facilities at motorway service areas

Continue strategic studies into the most complex issues facing our road network. This work will include public consultations exercises on the A66 dualling and Oxford-Cambridge Expressway during 2019

3.3 Improve ticketing systems and information to enable passengers to access the best fares more easily

How we will achieve this

New passenger compensation arrangements delivered for Greater Anglia and Great Western Railway. The scheme will also be delivered on the new East Midlands, West Coast Partnership and Southeastern franchises, and TransPennine Express subject to contractual terms being agreed

Oversee the implementation of the 16 -17 Railcard policy in all train operating companies that are in scope

3.4 Invest in road and rail maintenance and renewals

How we will achieve this

DfT and Highways England will work closely to prepare for delivery of the second Road Investment Strategy covering 2020 to 2025, with plans being published in late 2019 (contributes to [SDG 9](#))

Maintain and renew the rail network as part of Network Rail plans for Control Period 6 between 2019 to 2024 (contributes to [SDG 9](#))

Provide over £1 billion to local authorities to help repair and maintain local roads

Our performance**Overall rail journey satisfaction**

	National score, (%) Autumn 2016	National score, (%) Autumn 2017	National score (%) Autumn 2018
Overall satisfaction with journey	81	81	79
Overall satisfaction with the station	81	81	80
Overall satisfaction with the train	80	77	76

Source: Transport Focus National Rail Passenger Survey, Autumn 16, Autumn 17 and Autumn 18 (<http://d3cez36w5wymxj.cloudfront.net/wp-content/uploads/2017/01/23205222/National-Rail-Passenger-Survey-%E2%80%93-NRPS-%E2%80%93-Autumn-2016-%E2%80%93-Main-Report.pdf>) Release schedule: twice annually

Road: users' satisfaction in 2017 to 2018^[footnote 5]

88.7%

2016-17	2017-18
89.1%	88.7%

Source: National Road Users' Satisfaction Survey 2017-18 (<https://www.transportfocus.org.uk/research-publications/publications/national-road-users-satisfaction-survey-2017-18/>) Release schedule: annually

Rail: proportion of trains running on time^[footnote 6] in 2017 to 2018

85.6%

2016-17	2017-18

2016-17	2017-18
88.5%	85.6%

Source: Office Road and Rail (<https://dataportal.orr.gov.uk/displayreport/report/html/038a4ea1-22bd-4449-a21e-cb0a67b87507>)

Release schedule: quarterly, data is for quarter 3 2018-19.

Proportion of non-frequent bus services^[footnote 7] running on time in England during 2017 to 2018

83%

2016-17	2017-18
82.7%	83%

Source: DfT. Frequency and waiting time statistics on buses (<https://www.gov.uk/government/statistical-data-sets/bus09-frequency-and-waiting-times#table-bus0902>)

Release schedule: annually

Average delays on roads

In the year ending December 2018 the average delay on the strategic road network was 9.4 seconds per vehicle per mile, a 3.9% increase on the year ending December 2017.

In the year ending December 2018, the average delay on local 'A' roads in England was 47.3 seconds per vehicle per mile, up from 46.9 seconds in the year ending December 2017.

Source: Road congestion and reliability statistics (<https://www.gov.uk/government/collections/road-congestion-and-reliability-statistics>) Release schedule: quarterly.

4. Make sure transport is safe, secure and sustainable

Lead ministers

Michael Ellis [MP](https://www.gov.uk/government/people/michael-ellis) (<https://www.gov.uk/government/people/michael-ellis>), Minister of State

Andrew Jones [MP](https://www.gov.uk/government/people/andrew-jones) (<https://www.gov.uk/government/people/andrew-jones>), Parliamentary Under Secretary of State

Nusrat Ghani [MP](https://www.gov.uk/government/people/nusrat-ghani) (<https://www.gov.uk/government/people/nusrat-ghani>), Parliamentary Under Secretary of State

Baroness Vere of Norbiton (<https://www.gov.uk/government/people/baroness-vere-of-norbiton>), Parliamentary Under Secretary of State

Lead officials

Gareth Davies (<https://www.gov.uk/government/people/gareth-davies>), Director General, International and Security

Patricia Hayes (<https://www.gov.uk/government/people/tricia-hayes>), Director General, Roads, Places and Environment

4.1 Maintain the safety and security of the transport system

How we will achieve this

Implement the actions set out in the Road Safety Statement 2019 including new joint work on road safety policing with the Home Office and continue to deliver the commitments in the Cycle and Walking Investment Strategy

Manage security and other disruptive risks to all modes of transport through our regulatory regimes, advice, guidance and technology research, working closely with transport industry and international partners

Maintain deployment of British aviation security experts overseas to work alongside our international partners and host states to improve aviation security

Continue to develop and promote transport cyber security, in line with the National Cyber Security Strategy

DfT is currently leading the preparation of a Drones Bill that will include new powers to help tackle the misuse of drones. The legislation will give the police the authority to: require someone to land their drone; enter and search property; seize a drone where an offence is believed to have been committed and a warrant obtained. It will also give police stop and search powers for people using drones in certain situations.

4.2 Ensure sustainability underpins future transport investment including promoting new technologies to reduce emissions

How we will achieve this

Deliver the measure set out in the Road to Zero Strategy for the transition to zero emission transport and for the UK to become the best place in the world to develop and manufacture zero emission vehicles (contributes to SDG 13)

4.3 Increase the number of cycling and walking journeys

How we will achieve this

Deliver the Cycling and Walking Investment Strategy, including the Bikeability programme which will deliver cycle training to an estimated 400,000 children during 2019-20 (contributes to SDG 13)

DfT will provide support to 46 local authorities to enable them to develop Local Cycling and Walking Infrastructure plans (contributes to SDG 13)

Our performance

New registrations of ultra low emission vehicles in the UK: total number and proportion of all new registrations

	2016	2017	2018
New registrations of ultra low emission vehicles (ULEVs)	41,837	53,196	63,992
% of all new vehicle registrations that were ULEVs	1.2%	1.7%	2.1%

Source: DfT vehicles statistics tables VEH0170 (<https://www.gov.uk/government/statistical-data-sets/all-vehicles-veh01#ultra-low-emissions-vehicles>) and VEH0150 (<https://www.gov.uk/government/statistical-data-sets/all-vehicles-veh01#registered-for-the-first-time>)

Release schedule: quarterly

Road safety figures

6%

fall in the estimated number of reported road casualties between year ending June 2018 and year ending June 2017.

Year end June 2017	Year end June 2018
176,480 (including 1,718 fatalities)	165,100 (including 1,770 fatalities)

Source: Reported road casualties in Great Britain, provisional estimates year ending June 2018 (<https://www.gov.uk/government/statistics/reported-road-casualties-in-great-britain-provisional-estimates-year-ending-june-2018>)

Release schedule: biannually

5. Prepare the transport system for technological progress and a prosperous future outside the EU

Lead ministers

Michael Ellis MP (<https://www.gov.uk/government/people/michael-ellis>), Minister of State

Baroness Vere of Norbiton (<https://www.gov.uk/government/people/baroness-vere-of-norbiton>),
Parliamentary Under Secretary of State

Lead officials

Gareth Davies (<https://www.gov.uk/government/people/gareth-davies>), Director General, International and Security

Patricia Hayes (<https://www.gov.uk/government/people/tricia-hayes>), Director General, Roads, Places and Environment

5.1 Secure the best possible outcome for transport users and businesses in EU Exit negotiations

How we will achieve this
Ensure UK negotiators are fully supported to secure the best possible agreements for transport
Put in place new transport legislation to ensure the UK has the powers it needs when we leave the EU

5.2 Position the UK as a global leader in future mobility technology and services

How we will achieve this
Deliver the Future of Urban Mobility Strategy to harness opportunities presented by emerging technologies and trends to solve urban mobility challenges
Announce winners of the Future of Mobility Zones funding, a competition which will establish up to 4 large scale demonstrations of emerging transport technologies in cities
Commence a large-scale regulatory review, looking in to how our regulatory framework will need to adapt due to technological changes in buses and taxis, data, mobility as a service and micromobility

5.3 Help establish a separate, distinct international trade policy in preparation for leaving the EU

How we will achieve this
Continue to build international transport trade links and work with the Department for International Trade to support exports and develop transport trade policy
Establish Crossrail International as a presence in target markets, providing consultancy expertise to major infrastructure projects internationally and supporting the UK's private sector offer

Our performance

Public awareness of autonomous vehicles, electric vehicles, drones flying taxis, hyperloop, space tourism, HGV platooning.

	December 2017	June 2018
Drones	92%	94%
Electric vehicles	93%	93%
Autonomous vehicles	83%	87%

	December 2017	June 2018
HGV platoons	36%	N/A
Space tourism	72%	N/A
Flying taxis	20%	N/A
Hyperloop	27%	N/A

Source: Transport and transport technology: public attitudes tracker

(<https://www.gov.uk/government/publications/transport-and-transport-technology-public-attitudes-tracker>)

Release schedule: biannual

6. Promote a culture of efficiency and productivity in everything we do

Lead minister

Nusrat Ghani [MP](https://www.gov.uk/government/people/nusrat-ghani) (<https://www.gov.uk/government/people/nusrat-ghani>), Parliamentary Under Secretary of State

Lead official

Nick Joyce (<https://www.gov.uk/government/people/nick-joyce>), Director General, Resources and Strategy

6.1 Embed a culture of efficiency and delivery savings within DfT and its arm's length bodies

How we will achieve this

Deliver the commitments in the Transport Infrastructure Efficiency Strategy, including publishing a 'two years on' report in spring 2020

Supporting the Industrial Strategy's aim 'to improve living standards and economic growth' by achieving the 33% spend target for small and medium sized enterprises (SMEs) by March 2022

Publish the 'Three Years on Transport Infrastructure Skills Strategy Review' in July 2019

6.2 Ensure corporate functions that support the DfT's work are efficient, effective and secure

How we will achieve this

How we will achieve this
Continuing to invest in our capability and skills, including through clear career pathways linked to accreditation and qualifications, focusing on key professions including corporate finance, commercial and project management
Deliver our Diversity & Inclusion strategy, with the aim that we should be recognised as an inclusive leader in our sector, and annually publish the gender pay gap for <u>DfT</u> and its arm's length bodies
Provide commercial and finance advice in support of departmental objectives
Drive cyber security and business continuity improvements across <u>DfT</u>
The <u>DfT</u> , in collaboration with the Infrastructure and Project Authority, are investing resource and expertise in implementing the lessons learned from the 'Lessons from transport for the sponsorship of major projects' report published in April 2019. The report considers issues experienced with the delivery of transport projects, such as Crossrail, and sets out recommendations to strengthen oversight and delivery of major projects.
Report monthly to the board on our financial position, workforce, delivery against objectives and risks to support effective decision-making and ensure our resources are targeted

6.3 Deliver Transport Infrastructure Efficiency Strategy

How we will achieve this
Deliver the commitments in the Transport Infrastructure Efficiency Strategy, including publishing a 'two years on' report in spring 2020

Our performance

People survey engagement score

Year	Engagement score
2018	64%
2017	65%
2016	63%

Source: Civil Service People Survey (<https://www.gov.uk/government/collections/civil-service-people-surveys#history>)

Release schedule: annually

Representation of female staff, ethnic minority staff and disabled staff

Year	Female	Ethnic minority	Disabled
2018	44.7%	6.7%	11.8%
2017	44.7%	6.6%	12.6%
2016	45.1%	5.1%	12.5%

Source: Civil Service Diversity and Inclusion Dashboard (<https://www.gov.uk/government/publications/civil-service-diversity-inclusion-dashboard>)

Release schedule: quarterly

Greenhouse gas emissions

Year	% reduction from 2009 to 2010 baseline
2018	42%
2017	36%
2016	33%

Source: Greening Government Commitments annual reports

(<https://www.gov.uk/government/collections/greening-government-commitments>)

Release schedule: annually

% of spend that is allocated to small and medium sized enterprises

Year	Percentage of total spend
2018	31.3%
2017	30%
2016	24%

Source: DfT Group SME Action Plan (<https://www.gov.uk/government/publications/department-for-transport-actions-for-improving-business-opportunities-for-small-and-medium-enterprises>)

Release schedule: biannually

Public Value Framework

To support the delivery of our objectives, we will be improving our performance against the Public Value Framework in the following areas: implementing planning and monitoring progress; quality of data and forecasts; and workforce capacity.

Throughout the 6 objectives of our Single Departmental Plan, the department focuses on efficiency, productivity and close collaboration with our major delivery bodies to deliver the best outcome for both users and citizens. The range of road and rail programmes aims to maximise the value from public funding through greater scrutiny, utilising lessons learned, and using data and evidence to

drive future outcomes. The Single Departmental Plan helps to monitor the delivery of goals and objectives through tracking milestones, dependencies and risks. This is supported by a business planning process which will determine clear policy outcomes and is supplemented by a focus on the Transport Infrastructure Skills Strategy to build workforce capability through investing in quality skills and training.

Our equality objectives

For the travelling public

In August 2018, we published the Inclusive Transport Strategy which outlined 95 commitments relating to how we plan to improve travel for disabled people. We are in the process of turning some of these commitments into Equality Objectives that are outward facing to further satisfy our public sector equality duty.

We envisage that this exercise will be completed in time to publish our equality objectives at the beginning of 2020.

Within DfT – our staff

In 2017, we published our first diversity and inclusion strategy: Different People. One Team. It sets out 5 goals that DfT as an employer will achieve by 2021. Our strategy will help us:

- show our commitment to the Civil Service ambition to become the UK's most inclusive employer
- better reflect local working populations in all grades, roles and professions – with a particular focus on senior roles
- attract, recognise and nurture diverse talent
- develop our staff networks to be amongst the best in the Civil Service and transport sector
- make sure everyone in our organisation understands the importance of diversity and inclusion and how we all play a part in making it happen

Public appointments

Work to ensure that public appointments made by Department for Transport contribute to realising the ambition that by 2022, 50% of all public appointees are female and 14% of all public appointments made are from ethnic minorities.

Our finances

Departmental expenditure limit (DEL) (including depreciation): £26 billion

Of which:

Resource DEL (including depreciation): £10.7 billion

Capital DEL: £15.3 billion

Annually Managed Expenditure (AME) (including depreciation): £2.3 billion

Control totals included in this document are in line with those presented in the main supply estimates 2019/20.

Within these totals, £25 million has been allocated to DfT to support preparations for exiting the EU.

Source: Main Supply Estimates 2019/20 (<https://www.gov.uk/government/publications/main-supply-estimates-2019-to-2020>)

Our people

As at 31 December 2018, [DfT](#) had 2,616 full-time equivalent employees, not including its agencies.

Source: [ONS](#) Public sector employment data

(<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/publicsectorpersonnel/bulletins/publicsector-employment/previousReleases>) Release schedule: quarterly

1. The Single Departmental Plan relates to [DfT](#). [DfT](#)'s delivery bodies, such as Network Rail and Highways England, have their own business plans
2. This figure is not comparable to previous data collected via the National Infrastructure and Construction Pipeline due to differences over time in the way data have been captured and recorded
3. [STAT](#) is working collaboratively to create new, high quality apprenticeships; improve diversity in the transport sector; and promote transport careers to young people and their influencers across industry
4. [STAT](#) reports progress on commitments in the Transport Infrastructure and Skills Strategy annually and the next report, [STAT](#) 'Three Years On' is due for publication in July 2019
5. A satisfaction score for most recent journey taken on the Strategic Road Network
6. 'On time' for rail journeys is defined as arriving at the final destination within 5 minutes of the planned timetable for London and South East or regional and Scotland operators, or within 10 minutes for the long-distance operators.
7. 'On time' for bus services is defined as between 1.00 minute early and 5.59 minutes late. Non-frequent services are defined as 5 or fewer services per hour. England figure estimated by weighting local authorities by their proportion of total bus vehicle trips. Missing data are imputed.

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