

Recruit Trainee Survey 2014-15



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ACTION

- MOD TESRR

INFORMATION

- NAVY COMMAND
- LAND FORCES
- AIR COMMAND





- Ipsos MORI's reputation for excellence stems from our insistence on quality at every stage of a research project. We will not accept interference from clients who wish to bias results in any way. We are happy to confirm that at no stage in this project has the MOD or any other body attempted to impose leading questions, or seek anything other than a genuine representation of the views of the recruits and trainees.
- ***This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252:2012 and with the Ipsos MORI Terms and Conditions.***



Executive summary



Phase 1 key points

- In total, 6,279 Phase 1 Army recruits completed the survey in the data collection year, representing 72% of all Army recruits going through the pipeline.
- In general, results have been positive from Phase 1 Army recruits with gains in many sections (particularly food, support and general) – there have just been a small number of declines.

Pre-training experiences

- There was a fall in the proportion of Phase 1 Army recruits who thought the information provided before their arrival was accurate or enabled them to prepare for the course. Results on all measures were lower than Royal Navy and RAF recruits.

Facilities and food

- There were encouraging upward movements in many facilities ratings including sports, medical and dental care and several IT measures. Army recruits tend to give higher ratings in this section than for other Services.

Support

- Results are generally positive in the Support section and are relatively stable. Recruits' perception of their opportunity to talk privately to training staff and Chaplains/Padres has improved (73% to 76%, and 73% to 75% respectively).

Fairness

- Similarly to the support section, Army recruits tended to give positive responses with little change since last year. A key result was an increase in the proportion believing that complaints were dealt with in a fair manner (from 53% to 58%).
- The proportion of recruits saying they experienced bad or unfair treatment by staff was 8%, 86% said they were not badly or unfairly treated and 6% chose not to answer the question. When asked about other recruits, 8% said they were badly or unfairly treated, 87% said they were not and 5% chose not to answer the question. Although these figures remain stable since the previous reporting year, they continued to be higher than other Services.

General and hopes for the future

- On the whole Army recruits were extremely positive about their training experiences and there were uplifts in some questions about staff behaviours. Recruits tend to feel more prepared to go onto the next stage of training than they did last year (86% to 87%)



Army Phase 1 executive summary

Key areas of change

Gains	% positive 2013	% positive 2014-15
FACILITIES AND FOOD		
Things to do when off duty on site	44	51
Sports facilities	59	64
Medical care	84	87
Dental care	84	88
Internet access	46	55
Learning Centre to study after hours	32	35
SUPPORT		
Opportunity to talk privately with training staff	73	76
Opportunity to talk privately with Chaplains/Padre	73	75
FAIRNESS		
Know how to complain about bullying/unfair treatment	89	90
Believe complaints dealt with in fair manner	53	58
SETBACKS DURING TRAINING		
Ill or injured during training and reported it	50	53
GENERAL		
Commitment of staff/instructors to support success	82	84
Military personnel upholding core values	86	88
Course difficulty just right	78	82
HOPES FOR FUTURE		
Feel prepared for next stage	86	87

Falls	% positive 2013	% positive 2014-15
PREPARING FOR TRAINING		
Info. before arrival prepared for physical demands	77	71
Info. before arrival gave accurate picture – life	50	43
Info. before arrival gave accurate information – training	63	55
Access to IT for personal use	54	50
FACILITIES AND FOOD		
Time for essential personal administration	57	52
FAIRNESS		
Know who to go to if wanted to make complaint	87	85
GENERAL		
Enjoyed this phase of training	74	72





Key points

- In total, 2,829 Phase 1 Royal Navy recruits completed the survey in the data collection year, representing 83% of all Royal Navy recruits going through the pipeline.
- Responses from Royal Navy Phase 1 recruits are generally encouraging and although there have been more falls than increases this year, results remain strong and relatively stable.

Pre-training experiences

- There was a fall in the proportion of Phase 1 Royal Navy recruits who thought the information provided before their arrival was accurate or enabled them to prepare for the course. However responses were higher than Army recruits.

Facilities and food

- Results remained positive with little change since 2013, the most notable change being that recruits were more likely to feel that they were given enough time to eat their meals always or often (37% to 45%).
- Royal Navy recruits gave highest ratings on a number of measures such as medical care (92%) and sports facilities (79%), but had the lowest score on satisfaction with food (34%).

Fairness

- Encouraging gains were seen in response to equality statements – recruits were more likely to say they had been treated equally (69% to 74%), rules were applied fairly (78% to 82%) and training was conducted without racial or sexual harassment (94% to 95%).
- Despite increments in the right direction, fewer recruits said they knew who to go to if they wanted to make a complaint (91% to 85%) and the proportion saying they had been badly or unfairly treated by other recruits rose from 4% to 6%. Nine in ten (90%) said they did not experience bad or unfair treatment by other recruits and 4% did not wish to answer the question. Nine in ten (90%) also said they were not badly or unfairly treated by the staff, 5% said they were and 5% did not wish to answer the question.

General

- Royal Navy Phase 1 recruits were generally positive about their training experience and were more likely than Army or RAF recruits to say that they enjoyed the course (76%) and the reason for doing things was explained to them (79%).





Key areas of change

Gains	% positive 2013	% positive 2014-15
FACILITIES AND FOOD		
Time for essential personal administration	45	48
Given enough time to eat meals	37	45
FAIRNESS		
Recruits treated equally	69	74
Rules applied fairly	78	82
Training conducted without racial/ sexual harassment	94	95
GENERAL		
Life in Service better than expected	53	56

Falls	% positive 2013	% positive 2014-15
PREPARING FOR TRAINING		
Info. before arrival prepared for physical demands	85	80
Info. before arrival gave accurate picture - life	52	47
Info. before arrival gave accurate information – training	66	61
FACILITIES AND FOOD		
Things to do when off duty on site	34	30
SUPPORT		
Opportunity to talk privately with Chaplains/ Padre	87	84
Opportunity to practise faith/religion	42	39
FAIRNESS		
Know who to go to if wanted to make complaint	91	85
Badly/unfairly treated by other recruits	4	6
GENERAL		
Course difficulty just right	88	84



Key points

- In total, 1,829 Phase 1 RAF recruits completed the survey in the data collection year, representing 57% of all RAF recruits going through the pipeline. In past years RAF recruits have given particularly high scores about their Phase 1 training experiences. Although a number of attributes have witnessed a decline in scores for 2014, RAF recruits still tend to give very strong results, particularly in the support and general sections.

Support

- There was a fall in the proportion rating the opportunity to talk privately with Chaplains/Padres as good (82% to 75%) and opportunity to practise faith religion as good (now 51% of those who had an opinion and this is the lowest of all Services).
- Despite the declines, RAF recruits continued to have top scores on a variety of measures such as availability of staff outside training hours (96%), someone to go to for administrative problems (95%) and personal and emotional problems (94%), good opportunity to raise concerns with someone in authority (94%), talk privately with training staff (92%).

Fairness

- Similar to the support section, there were several declining scores but results remain high. Although fewer recruits said they knew who to go to if they wanted to make a complaint (93% to 87%) and rules were applied fairly (89% to 84%) the proportion remains higher or equal to other Services. RAF recruits were also most likely to say that training was conducted without racial or sexual harassment (97%) and that they were treated fairly (91%).
- However there has also been a decline on several key measures. The proportion who believed complaints were dealt with in a fair manner went down (57% to 54%) and this is now lower than other Services. There was also an increase in the proportion saying they were badly or unfairly treated by other recruits (from 2% to 4%) although this still remains lower than other Services. 93% said they were not badly or unfairly treated by other recruits and 3% did not wish to answer the question. The proportion saying they were badly or unfairly treated by staff remained stable and below the other Services at 3%. 93% said they were not badly or unfairly treated and 4% did not answer the question.

General

- RAF recruits tend to be extremely positive about their training experiences and although there was very little change in this section, top scores were witnessed on measures such as understanding core values (99%), feeling proud (97%), sense of achievement (both 95%) and being challenged (94%).



Key areas of change

Gains	% positive 2013	% positive 2014-15
FACILITIES AND FOOD		
Access to IT for personal use	50	58

Falls	% positive 2013	% positive 2014-15
PREPARING FOR TRAINING		
Info. before arrival gave accurate picture - training	71	67
FACILITIES AND FOOD		
Time for essential personal administration	54	47
Variety of eating and drinking areas	34	29
SUPPORT		
Opportunity to talk privately with chaplains/Padre	82	75
Opportunity to practise faith/religion	27	20
FAIRNESS		
Know who to go to if wanted to make complaint	93	87
Believe complaints dealt with in fair manner	57	54
Rules applied fairly	89	84
Badly/unfairly treated by other recruits	2	4
SETBACKS DURING TRAINING		
Ill or injured during training and reported it	38	31
Would advise others not to report sick if can avoid it	24	29
GENERAL		
Course difficulty just right	90	88
HOPES FOR FUTURE		
Hope to make career in Service	87	84



Key points

- In total, 4,080 Phase 2 completes were received from Army trainees, representing a response rate of 32%.
- In general, results have been positive amongst Army trainees with more improvements than declines, particularly in the areas of facilities, support and general.

Facilities

- There were positive changes on most of the facilities measures including standard of living accommodation, medical and dental care and sport, access to IT for personal use and food. The rating of living accommodation increased by 9 percentage points from 47% to 56%. The only fall in this section was ratings of internet access (56% to 53%). Despite the increases, Army trainees tended to give ratings in this section that were lower than trainees from other Services.

Support

- Results in this section remained relatively stable. There was an increase in the proportion rating their opportunity to talk privately with training staff as good (from 84% to 87%) but is still lower than the other two Services. Opportunity to talk with chaplains and padres also continued to rise building on the gains in 2013-14, however there was a decline in the proportion knowing who to go to if they wanted to make a complaint (92% to 91%).

Fairness

- Two thirds of trainees (66%) now believe that complaints are dealt with in a fair manner. This is up from 63% and, with the exception of a small dip in 2012 has been steadily rising since 2008.
- 4% of Army trainees believed they were badly or unfairly treated by staff, 92% did not think they were and 4% did not wish to answer the question. 3% Army trainees believed they were badly or unfairly treated by other trainees, 94% said they were not and 3% chose not to answer the question. These results have remained stable since last year.

General and hopes for future

- Results remain encouragingly positive in this section. Improvements were seen in the proportion of trainees saying they received regular feedback on their performance (63% to 69%) and the reason for doing things were explained to them (79% to 81%). Despite these positive improvements, the proportion saying they hoped to make a career in the Service declined from 77% to 73%.



ARMY





Key areas of change

Gains	% positive 2013	% positive 2014-15
FACILITIES AND FOOD		
Standard of living accommodation	47	56
Things to do when off duty on site	39	45
Sports facilities	78	82
Medical care	78	81
Dental care	69	74
Access to IT for personal use	66	69
Learning centre to study after hours	48	54
Variety of eating and drinking areas	44	51
Satisfaction with food	45	51
PAYD – skipping meals to save money	33	30
SUPPORT		
Opportunity to talk privately with training staff	84	87
Opportunity to talk privately with chaplains/padre	72	75
FAIRNESS		
Believe complaints are dealt with in a fair manner	63	66
GENERAL		
Regular feedback on performance	63	69
Explanations of reasons for doing things	79	81

Falls	% positive 2013	% positive 2014-15
FACILITIES AND FOOD		
Internet access	56	53
SUPPORT		
Awareness - who to go to if wanted to make complaint	92	91
HOPES FOR THE FUTURE		
Hope to make a career in the Service	77	73



ARMY





Key points

- In total, 1,642 Phase 2 completes were received from Royal Navy trainees, representing a response rate of 57%.
- Results this year from Royal Navy recruits were generally positive with a number of gains seen in facilities ratings. Other areas remained stable with only a small number of falls.

Facilities

- Facilities ratings from Royal Navy trainees were generally positive. Ratings of sports facilities, medical care, dental care, internet access, variety of eating and drinking areas and satisfaction with food all saw gains this year with the Royal Navy scoring highest of all Services in all but the last two of these. Trainees were particularly positive about dental care giving a score of 85%.
- Royal Navy trainees were more negative about the standard of living accommodation leading to a fall in this score (64% to 59%), however the rating is in line with the RAF and higher than the Army.

Support

- Results in the support section mostly remained consistent with previous years, however there was a fall in those believing that all trainees were treated equally always or most of the time (83% to 80%) and awareness of who to go to if you wanted to make a complaint (94% to 91%).

Fairness

- 5% Royal Navy trainees said they were badly or unfairly treated by staff, an increase since 4% last year and this is now higher than RAF trainees. 90% did not believe they were badly or unfairly treated and 5% did not wish to answer the question.
- There was also an increase in the proportion of Royal Navy trainees who believed they were badly or unfairly treated by other trainees (4% to 6%) and this rate was higher than the other two Services. 90% did not believe they were badly or unfairly treated and 4% did not wish to answer the question.

General

- Royal Navy trainees were in general very positive about their Phase 2 training experiences, with little change in the results since last year.





Key areas of change

Gains	% positive 2013	% positive 2014-15
FACILITIES AND FOOD		
Sports facilities	87	90
Medical care	82	85
Dental care	82	85
Internet Access	54	60
Variety of eating and drinking areas	46	51
Satisfaction with food	46	51
PAYD – Paying in cash a problem	13	10

Falls	% positive 2013	% positive 2014-15
FACILITIES AND FOOD		
Standard of living accommodation	64	59
SUPPORT		
Awareness - who to go to if wanted to make complaint	94	91
Equal treatment of trainees	83	80
FAIRNESS		
Whether badly/unfairly treated by other trainees	4	6
Whether badly/ treated by other trainees or staff	6	8





Key points

- In total, 1,404 Phase 2 completes were received from RAF trainees, representing a response rate of 43%.
- RAF trainees were extremely positive about their experience and we see many gains across all sections with only one fall for an attribute rating (sports facilities - 86% down from 92%).

Facilities

- RAF Phase 2 trainees responded very positively regarding facilities leading to gains in almost all areas with internet access and satisfaction with food being the questions that improved the most (10 and 14 percentage points respectively).

Support

- RAF trainees rated the opportunity to talk privately with chaplains/padres and the opportunity to raise concerns with person in authority more positively than last year (70% to 76% and 94% to 96% respectively). Other support scores were stable and continued to be high.

Fairness

- In addition to feeling supported, more RAF trainees believe that they know how to complain about poor or unfair treatment (89% to 93%) and that complaints were dealt with in a fair manner (61% up from 57%).
- 4% RAF trainees believed they were badly or unfairly treated by staff; 93% did not believe they were badly or unfairly treated and 3% did not answer the question. 3% RAF trainees believed they were badly or unfairly treated by other trainees; 95% did not believe they were badly or unfairly treated and 2% did not wish to answer the question.

General and hopes for the future

- Overall experience has improved for RAF trainees with gains in the vast majority of general ratings such as personal benefit from the course, sense of achievement, enjoyment and pride. RAF trainees tended to give highest ratings out of all the Services in this section.
- More RAF trainees hoped to make a career in the Service than last year (73% to 78%) and they were also more likely to feel prepared for the next stage of their career than recorded last year (88% to 91%).



Key areas of change (slide 1 of 2)

Gains	% positive 2013	% positive 2014-15
FACILITIES AND FOOD		
Standard of living accommodation	56	61
Dental care	63	68
Internet access	42	52
Learning centre to study after hours	36	43
Variety of eating and drinking areas	46	53
Satisfaction with food	45	59
Affordability to keep going during training	88	93
SUPPORT		
Opportunity to talk privately with chaplains/padres	70	76
Opportunity to raise concerns with person in authority	94	96
FAIRNESS		
Awareness: how to complain about unfair treatment	89	93
Whether believe complaints dealt with in a fair manner	57	61
Fair treatment	90	93
Fair application of rules	80	86

Continued on next slide

Falls	% positive 2013	% positive 2014-15
FACILITIES AND FOOD		
Sports facilities	92	86
Repeating training	6	8





Key areas of change (slide 2 of 2)

Gains	% positive 2013-14	% positive 2014-15
GENERAL		
Explanations of reasons for doing things	85	89
Commitment of staff/instructors to support success	93	95
Personal benefit from course	93	96
Sense of achievement	90	95
Enjoyment	79	90
Pride	88	95
Understanding of core values	96	98
Military personnel upholding core values	80	88
Course ease or difficulty	83	91
Life in Service compared to expectations	59	64
Recommendation of joining Service	90	96
HOPES FOR THE FUTURE		
Hope to make a career in Service	73	78
Preparedness to go onto next stage of career	88	91



Introduction



- The Recruit Trainee Survey (RTS) was established following an appraisal of initial training (Phase 1 and Phase 2) by the Defence Operational Capability (DOC) in 2002. The aims of the survey are to:
 - Elicit attitudes towards the quality and benefits of training provided
 - Identify any incidences of bad or unfair treatment, i.e. discrimination, harassment and bullying

- Performance is reported by Service only and not for individual units; it is further sub-divided into Phase 1 and Phase 2. By analysing all responses over this period we provide an overview of the data, focusing on key findings, and in so doing complement and build on the monthly unit-specific reports.

- The survey was trialled by the Army between November 2003 and May 2004. It has been used operationally by the Army since May 2004. The survey was introduced operationally by the Royal Navy (RN) and Royal Air Force (RAF) in November 2004. The survey was subject to the MOD ethical scrutiny process.



- All recruits and trainees who have completed at least two weeks training on Phase 1 or Phase 2 courses are invited to participate in the survey. All respondents complete an anonymous and confidential online questionnaire and are reassured that their responses cannot be attributed to them individually.
- The questionnaire includes all the key questions raised by the Defence Operational Capability Audit and was developed by a Tri-Service group. On commission, Ipsos MORI made minor adjustments to the format and design of the questionnaire. Questions have been added, modified or removed during the course of the survey as part of a continuous improvement and review process. As such, there may be more trend data for questions which have not changed throughout the lifetime of the survey.
- Regular workshops have been conducted to gain feedback from recruits/trainees, survey administrators and the end users of the reports to support the process of continuous improvement. In addition, from time-to-time the questionnaire is tested on recruits from different schools in order to examine and evaluate the content, length and language and ensure all respondents can understand the questionnaire.



- During the course of the year the Services use the survey results to monitor the views of recruits/trainees to generally to inform continuous improvement activity and instigate changes to processes if required. Reports are produced on a school by school basis, and the data is published regularly depending on the number of responses of each training school. The data is uploaded to an online portal to which each school has constant access. A new online portal was implemented in June 2013 after consultation with various users of the results.
- Monthly summaries are provided to the training schools when more than 10 respondents have completed the survey; this threshold is set to preserve the anonymity of individual respondents. When a training school does not have 10 responses within a monthly period, the data is held until enough responses have been accumulated to reach the threshold for reporting. An aggregated report will be produced showing data over the number of months it has taken to reach the threshold.
- Over the course of this annual reporting period, 401 monthly reports were produced.



- This report represents data collected from 1st January 2014 to 31st March 2015. A fifteen month reporting period has been implemented for this year only to bring it in line with the military calendar which runs from April to March.
- Previous data collection periods are as follows:

Label	Period	Label	Period
2014	1 st January 2014 – 31 st March 2015	2009	1 st January 2009 – 31 st December 2009
2013	1 st January 2013 – 31 st December 2013	2008	1 st November 2007 – 31 st December 2008
2012	1 st January 2012 – 31 st December 2012	2007	1 st November 2006 – 31 st October 2007
2011	1 st January 2011 – 31 st December 2011	2006	1 st November 2005 – 31 st October 2006
2010	1 st January 2010 – 31 st December 2010	2005	1 st November 2004 – 31 st October 2005

- For questions where trend data is displayed, the base sizes for each year are shown in the notes section.
- Trend analysis has been conducted on all single code questions, including key questions raised by the DOC report. Significant trends have been commented on in the text.



Significant differences

- Throughout the annual report only differences that are statistically significant have been commented upon. A result is statistically significant if it is unlikely to have occurred by chance and it simply means there is statistical evidence of a difference between two figures; it does not mean the difference is necessarily large, important, or significant in the common meaning of the word. A statistical difference can still occur if the overall percentage remains the same due to the large base sizes included in the dataset. For more information please see **Annex A**.
- Only significant differences between reporting years and Services are commented on throughout the report. In the Support and Fairness sections, differences between gender, age and ethnicity (white and BME (black and minority ethnic)) are also commented on.

Base sizes

- Throughout the report, the base size refers to the number of respondents asked a particular question. Please note the base sizes can vary as a result of certain questions only being asked for particular groups as opposed to the whole sample (e.g. those who were ill or injured) or recruits/trainees choosing not to answer the question. A note is included if the base size is particularly low, and charts for a question are not shown if the base size is less than 10 respondents.

Aggregated totals

- Throughout the report there are references to aggregated totals, labelled as '% positive'. This refers to the sum of two answer options that are affirmative to the question or statement (e.g. 'very good' and 'good' or 'strongly agree' and 'agree'), and does not necessarily mean that the response is positive in the common meaning of the word. The aggregate score takes into account the rounding which occurs when two figures are presented separately. All comments and significant differences are based on the aggregated total.

Rounding

- Where percentages do not sum to 100%, this may be due rounding, the exclusion of 'don't know' categories, or multiple responses (i.e. where respondents are able to select more than one answer to a question).

Verbatim

- Verbatim answers to open-ended questions are collected but are not included in this report. These comments are available to each school on the online reporting platform.

Report format

- This annual report has been redesigned following a period of consultation with end users. The format of each page varies depending on the type of question but most features are the same. Please see the guide below for how to read the results:

Question text as asked in the online survey

Clarification on aggregated % positive answer options i.e. those answering. Significant differences and trend data is based on this

Results for current year

Trend data for % positive responses. All years where results are available are displayed

Base size and question routing

Significant differences based on % positive. Comparisons are made between Services and previous years.

Significant differences by Service are determined by coloured arrows. The score for the Service in the column header is significantly higher than for the other Services if the arrow is filled in with the Service colour. In this example, %positive scores for Army are significantly higher than the RN and RAF; RAF scores are significantly higher than RN.

Summary of results and additional information such as previous questionnaire changes

Rating: Standard of living accommodation

23. How would you rate each of the following: Standard of living accommodation

Number of respondents (all Phase 1 respondents): Total (10,591), Army (6,279), Navy (2,843), RAF (1,629)
 % positive equals the proportion who say 'very good or good' – comments and significant differences based on this

Current year results (%)

Service	Very good	Good	Neither good nor bad	Poor	Very poor	Don't know	No answer
Total	18	47	23	8			
Army	29	52	13	4			
Navy	4	38	39	14	5		
RAF	4	48	35	11			

Legend: Very good (green), Good (light green), Neither good nor bad (yellow), Poor (orange), Very poor (red), Don't know (grey), No answer (dark grey)

Differences

	Army	Navy	RAF
Current year Service comparisons	▲▲	△△	▲△
Comparison with previous year	△	△	△

Additional information

- Two out of three recruits (66%) rate the standard of living accommodation as good or very good.
- This satisfaction is mainly driven by Army recruits (81%) who give living accommodation better than RAF recruits (52%), who in turn rate it better than Royal Navy recruits (42%).

Trend

	2008	2009	2010	2011	2012	2013	2014
Army	75	70	72	74	74	80	81
Navy	56	57	52	55	49	44	42
RAF	49	46	58	68	62	53	52

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Ministry of Defence

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- Over the twelve-month survey period, there were 18,080 responses to the questionnaire. A breakdown of responses by Service is shown below. This number will be greater than the number of recruits and trainees in the Service because individuals are given the opportunity to complete the questionnaire at the end of Phase 1 training, as well as at the culmination of all Phase 2 training courses they may attend.

		Total Responses		Response rate % **		% of overall returns per Service	
		2014-15	2013-14	2014-15	2013-14	2014-15	2013-14
Phase 1	Army	6,279	5,750	72	79	57	61
	Navy	2,843	2,382	83	91	26	25
	RAF	1,829	1,348	93	81	17	14
	Total Ph1	10,951	9,480	76	84	-	-
Phase 2 *	Army	4,080	3,606	31	50	57	64
	Navy	1,642	1,195	53	64	23	21
	RAF	1,404	853	30	88	20	15
	Total Ph2	7,126	5,663	34	57	-	-
TOTAL RTS		18,080	15,143	51	71	-	-

*Some Phase 2 trainees completed the survey more than once depending on the structure of their Phase 2 training. **3** Phase 2 trainees, representing **0.04%** of the total, gave the answer 'Don't know' when asked which Service they belong to.

** Response rates are based on the number of recruits and trainees who had completed at least 2 weeks training. In some cases, recruits and trainees may have not been given the opportunity to complete the survey, rather than actively not choosing to complete the survey.

***The 7,126 total for phase 2 includes 64 officer recruits from the RAF who completed the survey.



- Please note that, although in some places in this report, data is presented for the ‘total’ sample, no adjustment or weighting has been applied to this data to bring it absolutely in-line with the actual (or population) Service profile for either Phase 1 or Phase 2.
- In addition, caution should be used when comparing Army and RAF Phase 2 results to previous years due to change in response rates. In the previous report, 50% (Army) and 88% (RAF) of all trainees completed the survey, however in the current data collection year it reduced to 31% and 30% respectively. The confidence interval is larger meaning there is a reduced chance of the results being representative of the true population in comparison to last year. Therefore trend data should take into account the differing confidence intervals. For more details about statistical reliability including calculated confidence intervals, see Annex 1 on page 244.



- The tables on this page and the next show the training establishments that participate in RTS. Initial training in the Armed Forces is divided into two inter-related functions. Firstly Phase 1 training introduces recruits to the Armed Forces, teaches basic military skills and is only conducted in single Service schools. The table below shows the Phase 1 schools that participate in RTS:

Army Phase 1 Training Schools
Army Training Centre Pirbright
Army Training Regiment Winchester
Army Foundation College Harrogate
Infantry Training Centre Catterick
Royal Navy Phase 1 Training Schools
HMS Raleigh
Commando Training Centre Royal Marines; Lympstone
Royal Marines School of Music (RMSoM); Portsmouth
Royal Air Force Phase 1 Training Schools
RAF Halton
RAF Honington

- Subsequently, Phase 2 training delivers specialist trade or technical training and prepares the rating, soldier and airmen/women for their first appointment in the Armed Forces. Phase 2 schools, as illustrated on the next page can be either single Service schools or Tri-Service and Defence schools, where trainees undertake their training in a mixed Service environment.
- Some schools on the next page are merged together due to either their size, small throughput of trainees, or because more than one school is located on the same site. For purely administrative purposes, some of these school's surveys are reported together as one specific site.

Participating schools – Phase 2 schools



DCLPA	Fleet	22 Gp
25 Training Regiment Deepcut	HMS Raleigh (RNSMS)	RAF Shawbury – CATCS
73 Training Squadron	HMS Drake SMQ(S)	DSAE Cosford (Defence School of Aeronautical Engineering)
DPS, West Moors	SMQ(N) HMNB Clyde	4 SoTT RAF Athan
DPSA Worthy Down (Defence School of Personnel Administration)	HMS Collingwood Phase 2	RAF Honington (Phase 2)
DM Logistics School HMS Raleigh	Royal Marines School of Music (RMSoM) Portsmouth (Phase 2)	SEAE Arborfield (School of Electrical & Aeronautical Engineering)
RAF Brize Norton (Defence movements School)	Defence Diving School (MWS DDS)	No. 1 Radio School (Cosford)
Defence School of Policing and Guarding	Flag Officer Sea Training Hydrography, Meteorology & Oceanography (FOST HM)	RSS Blandford/11Sig Regiment
DSPA RAFSA	HMS Raleigh (Seaman Training)	SEME Bordon (School of Electrical & Mechanical Engineering)
DST Leconfield (Defence School of Transport)	Royal Navy Air Station (RNAS) Culdrose	HMS Sultan RN Air Engineering & Survival School (RNAESS)
SMTW (DLSS) Halton	HMS Heron ETS	RNSME HMS Sultan – RN School of marine Engineering (RNSME) – DCEME
DLS Food Services Wing (Army & RAF)	HMS Heron RNSAC	RAF Boulmer – SABM (Air Battle Manager)
RSME	DISC	
Defence Animal Centre (DAC) Melton Mowbray	DISC Chicksands	School of Physical training (Cosford)
Defence EOD, Munitions and Search School (Kineton)	DSOP Cosford (Defence School of Photography)	RAF Digby 1 AES
3 RSME Minley Phase 2b	DISC Royal School of Military Survey	Defence Fire Training & Development Centre (DFTDC) Manston
1 RSME Chatham (Royal School of Military Engineering)	JMC	RAF Northolt - Musicians
3 RSME Minley Phase 2a	Defence College of Healthcare Education and Training (DCHET)	RSA
Royal Military School of Music (RMSM) Kneller Hall	Defence School of Health Training (DSHT)	Royal School of Artillery (RSA) Larkhill
	DDS (Defence Dental School)	AACen
		Army Aviation Centre (AACen)

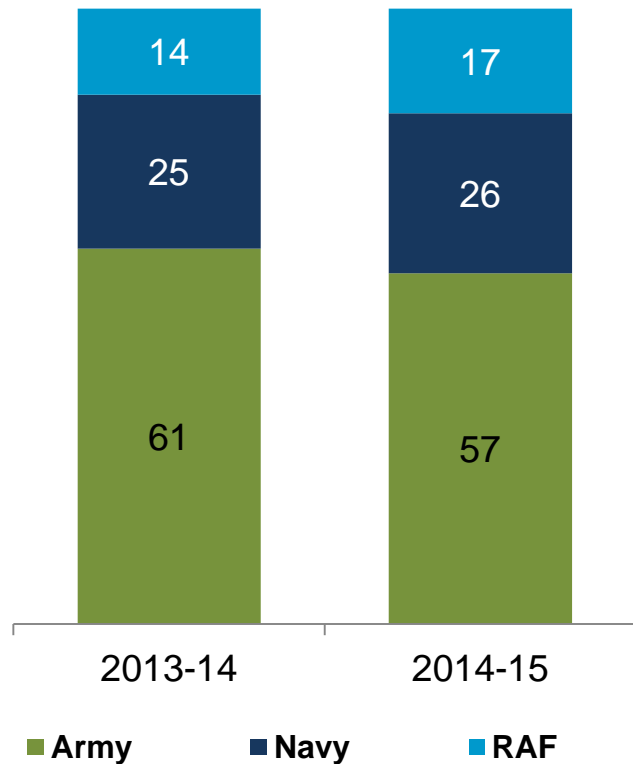
Respondent profiles – Phase 1



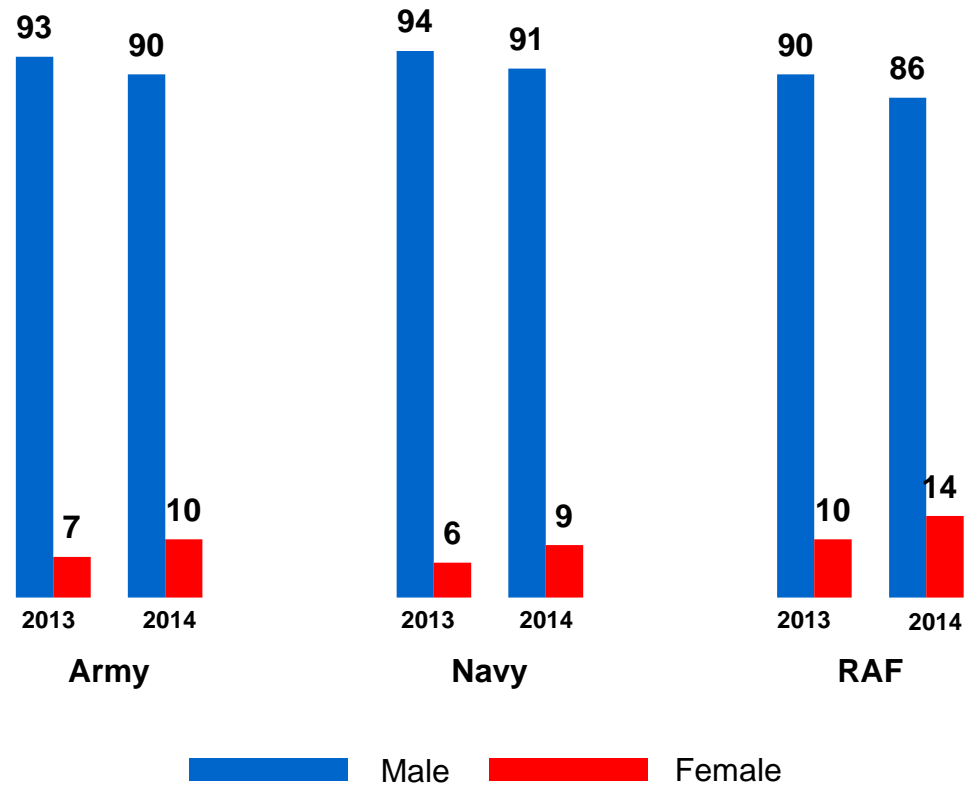
Number of respondents 2014-15 (all respondents): Army (6,279), Navy (2,843), RAF (1,829)

Number of respondents 2013-14 (all respondents): Army (5,750), Navy (2,382), RAF (1,348)

Service Profile (%)



Gender Profile (%)



Totals may not add up to 100% due to rounding

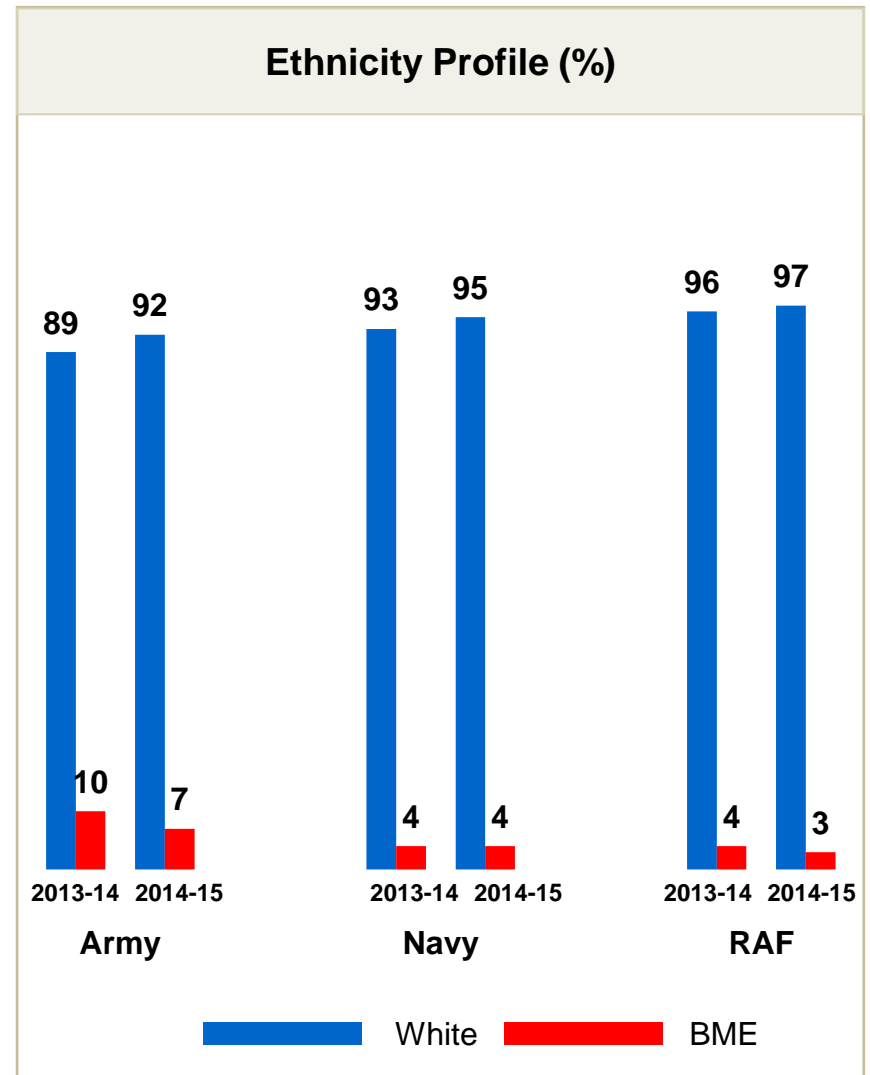
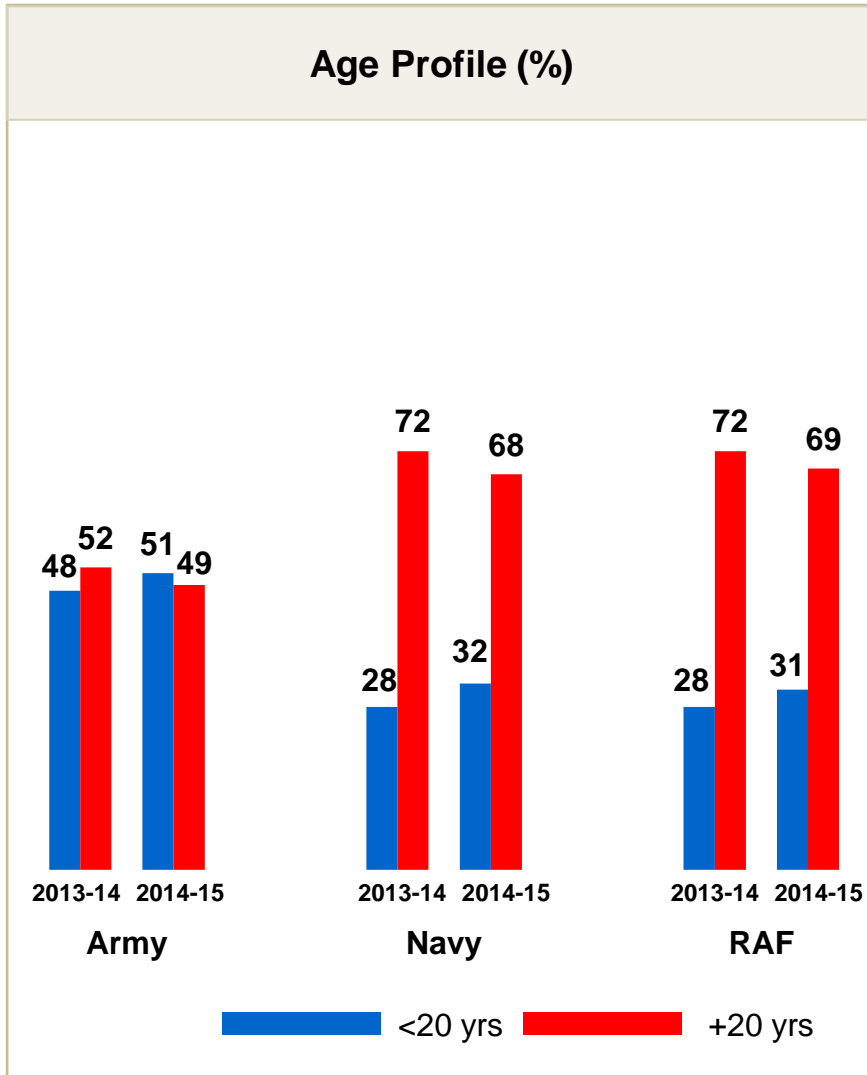


Respondent profiles – Phase 1



Number of respondents 2014-15 (all respondents): Army (6,279), Navy (2,843), RAF (1,829)

Number of respondents 2013-14 (all respondents): Army (5,750), Navy (2,382), RAF (1,348)



Totals may not add up to 100% due to rounding

*BME = Black and Minority Ethnic

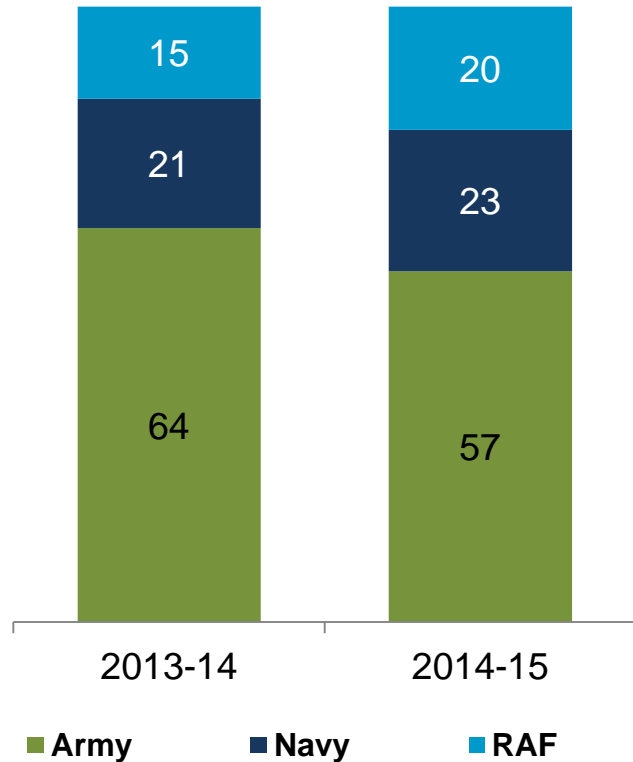
Respondent profiles – Phase 2



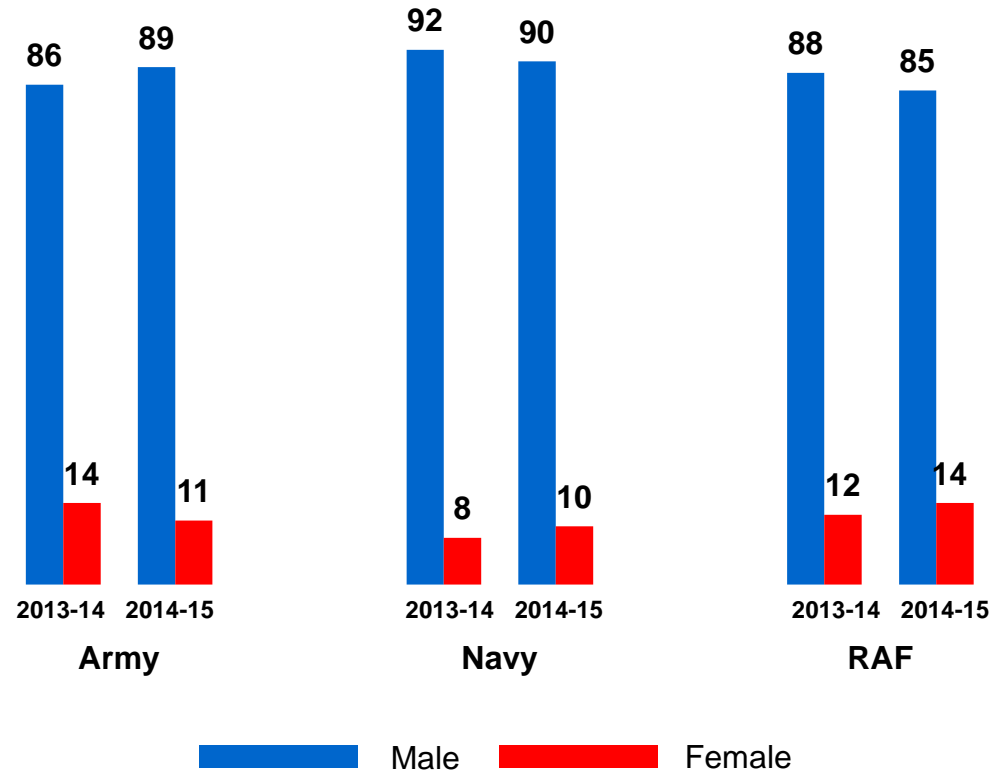
Number of respondents 2014-15 (all respondents): Army (4,080), Navy (1,642), RAF (1,404)

Number of respondents 2013-14 (all respondents): Army (3,606), Navy (1,195), RAF (853)

Service Profile (%)



Gender Profile (%)



Totals may not add up to 100% due to rounding

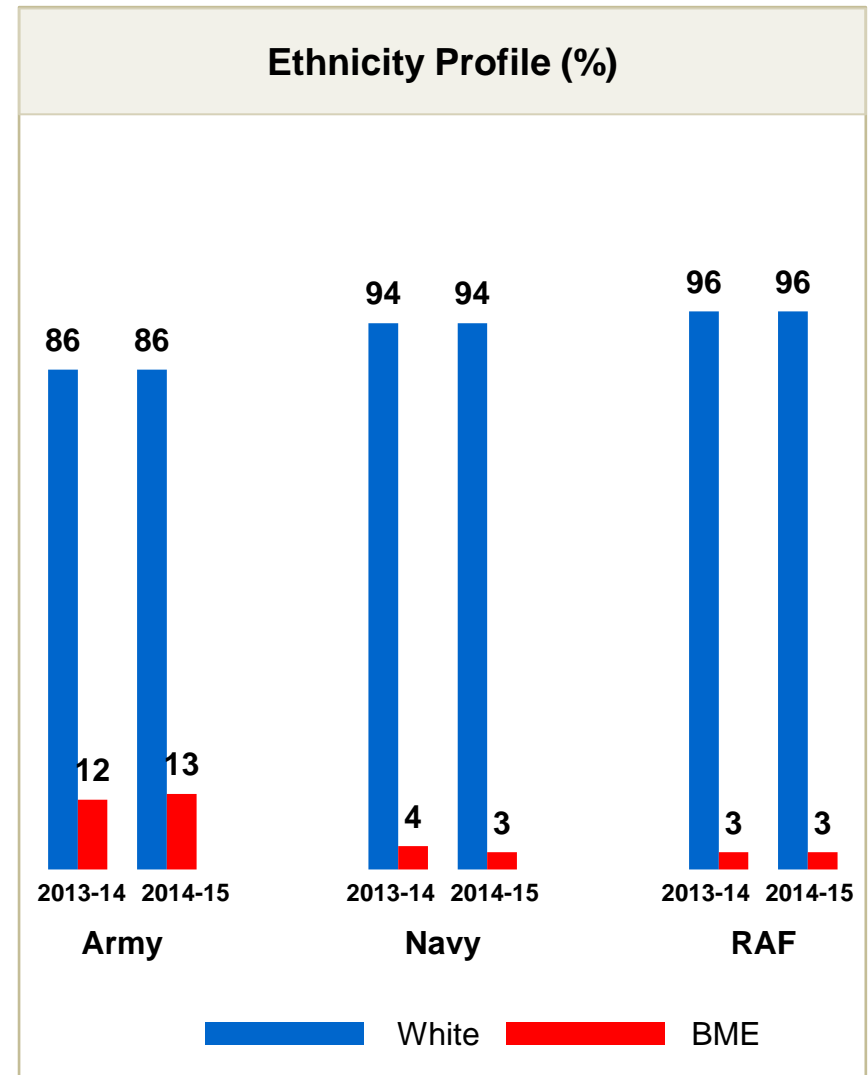
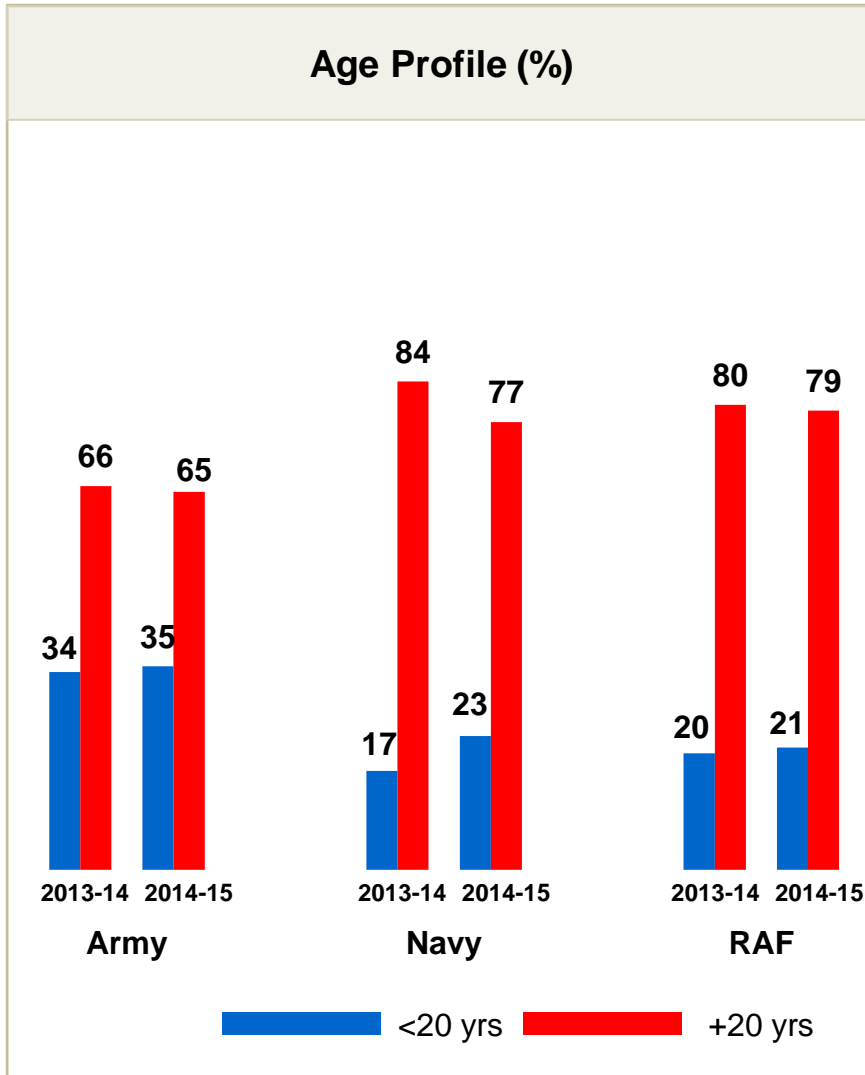


Respondent profiles – Phase 2



Number of respondents 2014-15 (all respondents): Army (4,080), Navy (1,642), RAF (1,404)

Number of respondents 2013-14 (all respondents): Army (3,606), Navy (1,195), RAF (853)



Totals may not add up to 100% due to rounding

*BME = Black and Minority Ethnic



Phase 1

Detailed findings



Recruitment and preparing for training

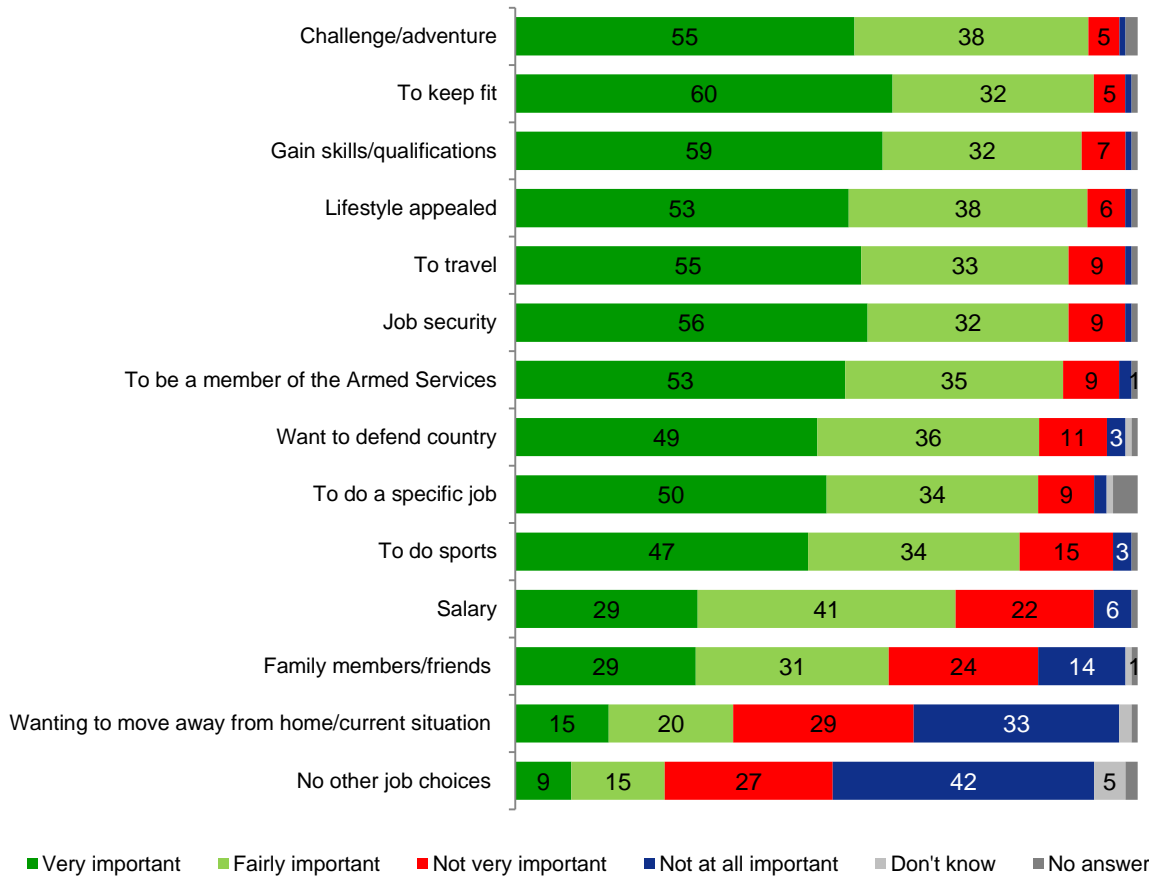
Important joining factors



12. How important were each of the following in your decision to join the Service?

Number of respondents: Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

Current year results (%)



Answers ranked by % selecting top 2 box

Additional information

- The most important factors in recruits decision to join the Armed Forces were for the challenge and adventure (93%), and to keep fit (93%).
- There has been very little change in the rankings of important joining factors since last year. Challenge and adventure and keeping fit remain in first and second place respectively. Gaining skills/ qualifications and lifestyle appealed have swapped third and fourth places.
- The least important factors were that there were no other job choices (24%), and a desire to move away from home or current situation (35%). This is similar to the picture recorded in 2013.

Totals may not add up to 100% due to rounding

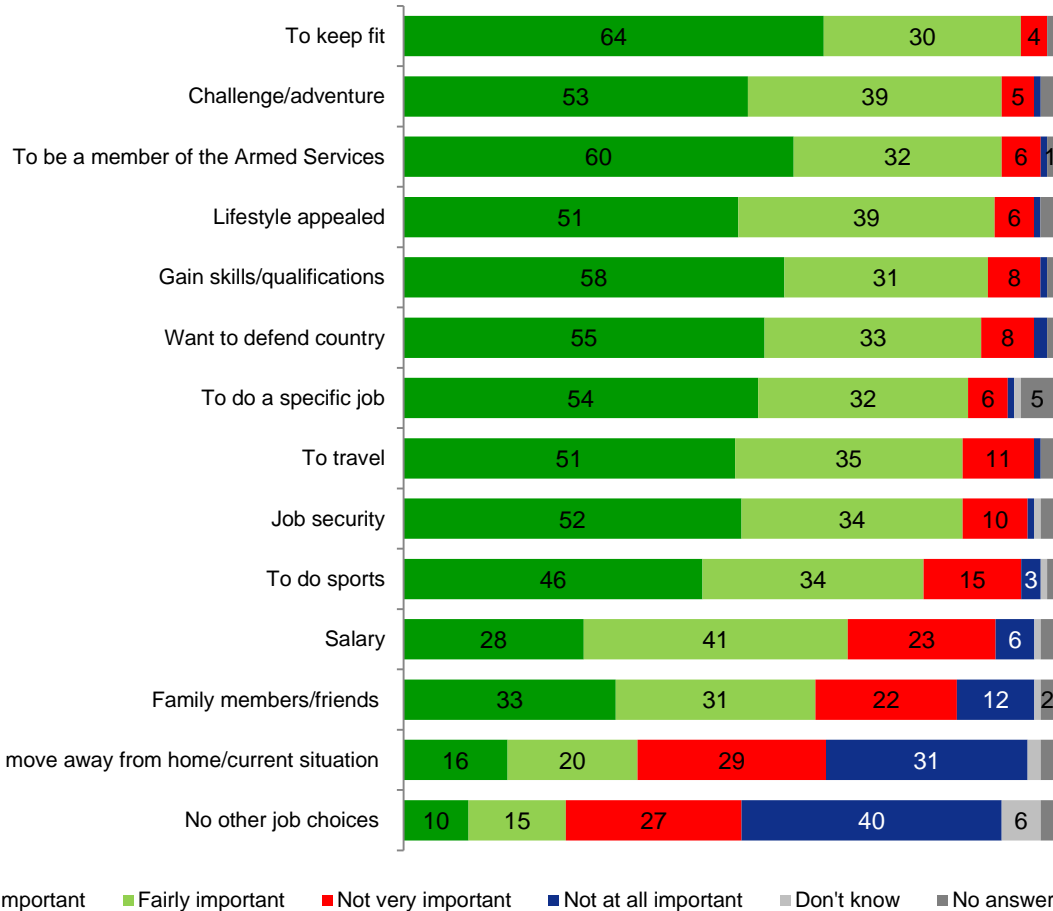
Important joining factors



12. How important were each of the following in your decision to join the Service?

Number of respondents (all Phase 1 respondents): Army (6,279)

Current year results - Army (%)



Answers ranked by % selecting top 2 box

Additional information

- The most important factors in recruits decision to join the Army were to keep fit (94%) and for the challenge and adventure (92%).
- Recruits in the Army tended to rank keeping fit as higher in the list of important factors in their decision to join the Service than other Services (94%, versus 92% for RAF recruits and 91% for Royal Navy recruits).
- The top two ranked important reasons remain in the same position as last year. To be a member of the Armed Services and lifestyle appealed have swapped places and are now third and fourth respectively.



Totals may not add up to 100% due to rounding



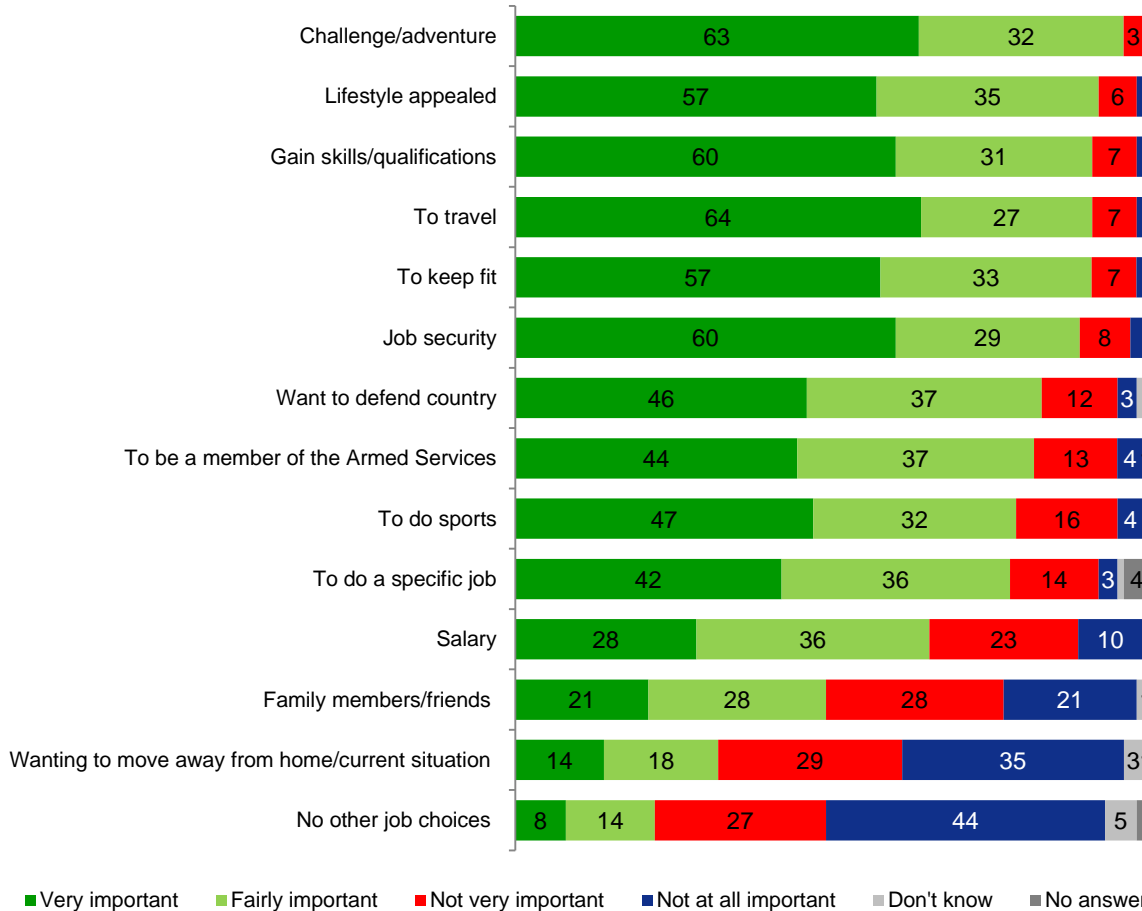
Important joining factors



12. How important were each of the following in your decision to join the Service?

Number of respondents (all Phase 1 respondents): Navy (2,843)

Current year results - Navy (%)



Answers ranked by % selecting top 2 box

Additional information

- The most important factors in recruits decision to join the Royal Navy were for the challenge and adventure (95%), and because the lifestyle appealed (92%).
- Recruits in the Royal Navy were the most likely to say that challenge and adventure was an important factor (95% compared with 93% RAF recruits and 92% Army recruits).
- The top two ranked reasons are consistent with results from the previous year. Gaining skills and qualifications has moved up to third place from fifth last year.



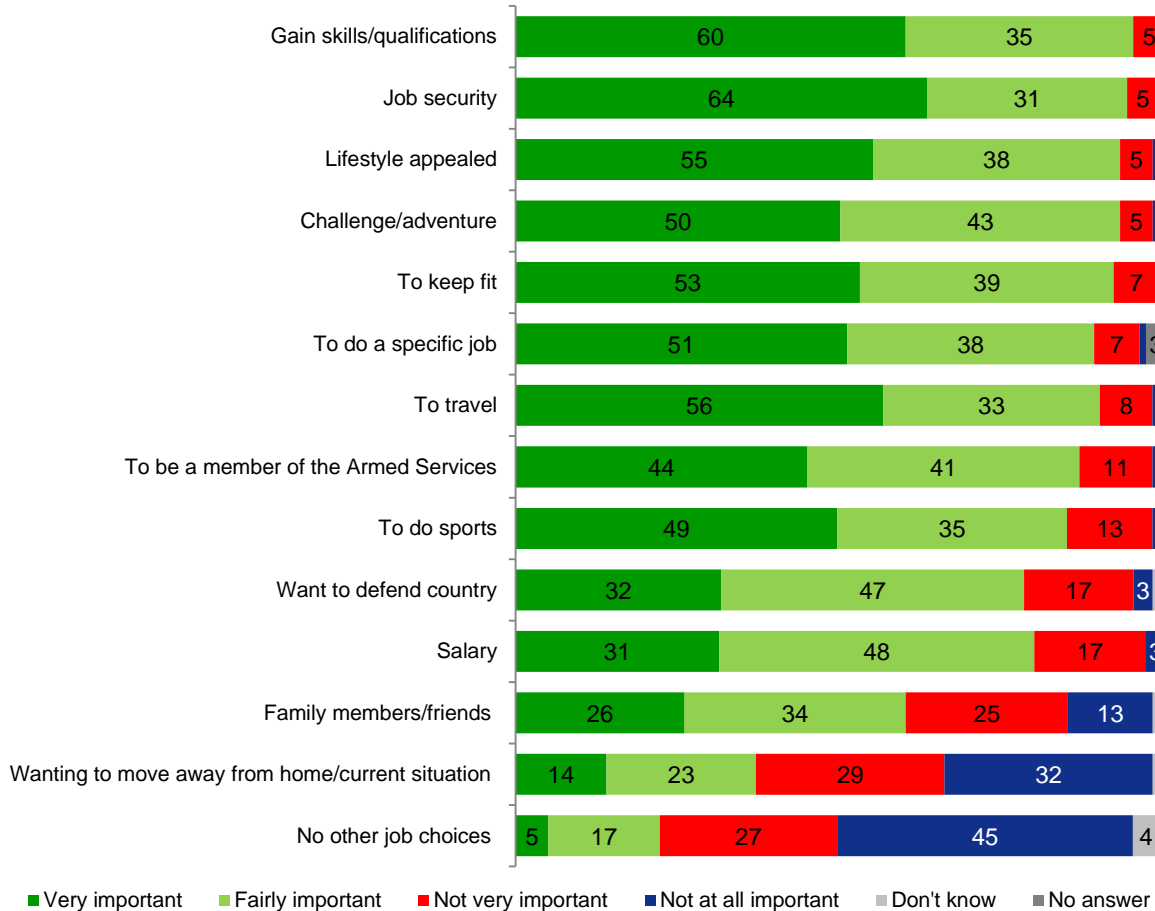
Important joining factors



12. How important were each of the following in your decision to join the Service?

Number of respondents (all Phase 1 respondents): RAF (1,829)

Current year results - RAF (%)



Answers ranked by % selecting top 2 box

Additional information

- The most important factors in recruits decision to join the RAF were to gain skills and qualifications (94%) and job security (94%).
- Recruits in the RAF were most likely to state that gaining skills and qualifications was an important factor (94% compared with 91% Royal Navy and 89% Army recruits).
- In the ranking of most important joining factors, gaining skills and qualifications has jumped from fifth to first place. Job security moved down one place to second, and lifestyle appealed remained in third place.



Totals may not add up to 100% due to rounding

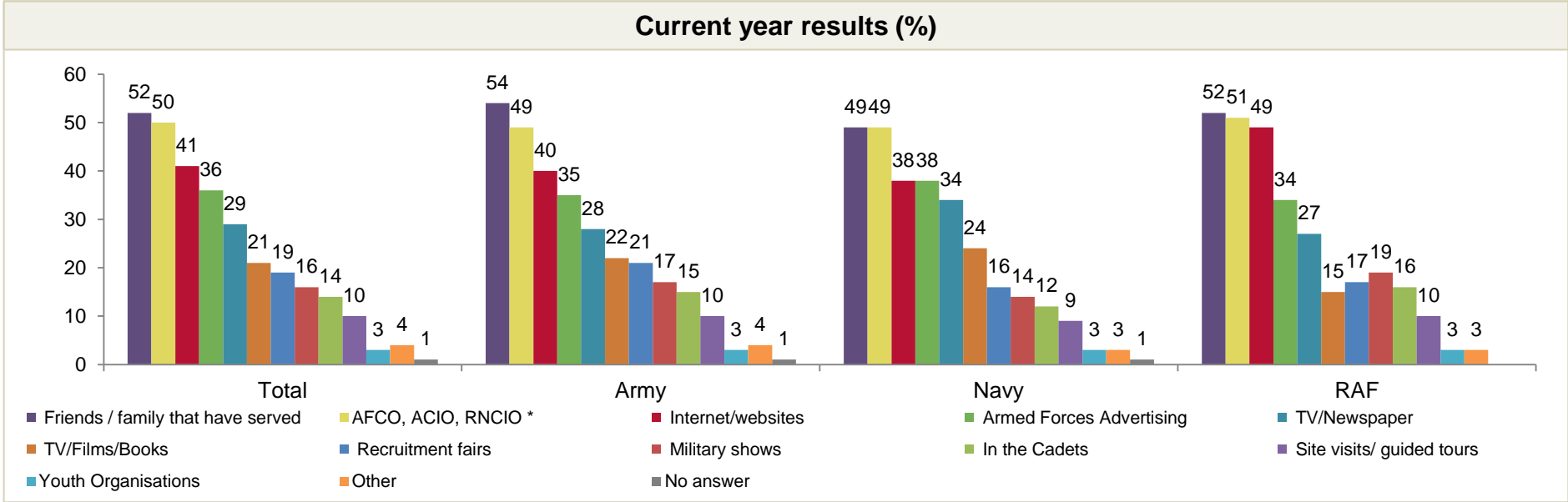


Where learnt about careers in Armed Forces



13. Where did you learn about careers in the Armed Forces?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)



Additional information

- The most common source of information for learning about a career in the Armed Forces were family and friends who have previously served (52%), closely followed by the different Services' careers offices (50%).
- Recruits in all Services tended to learn about careers through similar methods to each other.

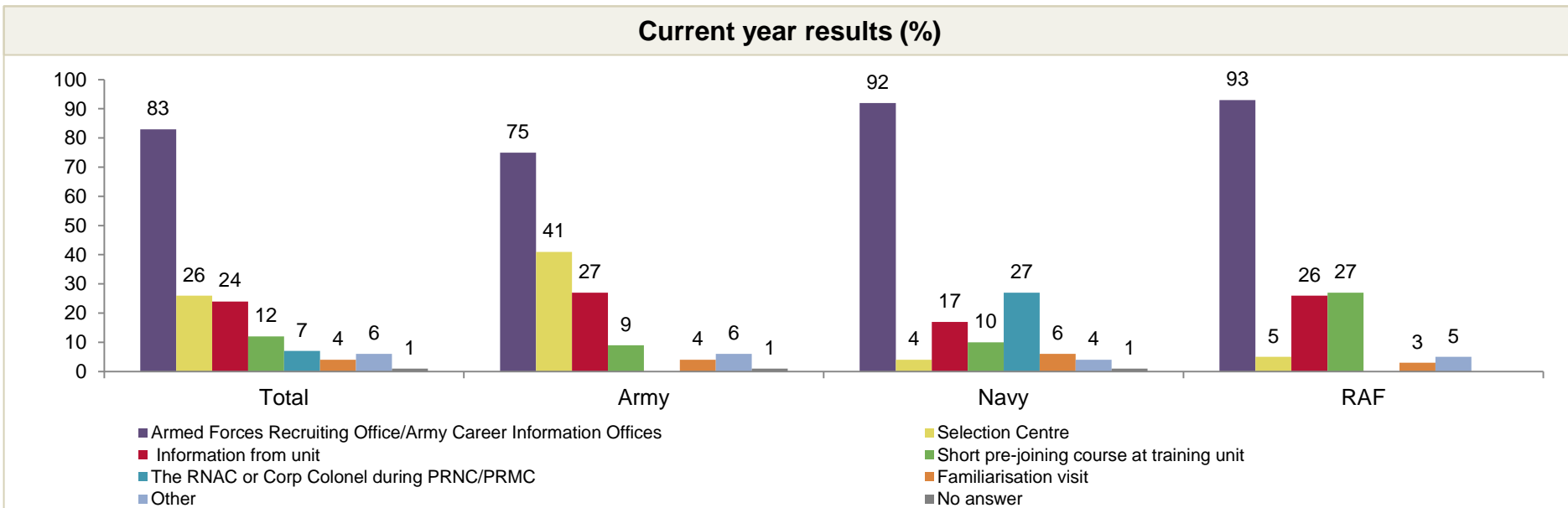
* Answer option in questionnaire is: Armed Forces Careers Information Office (AFCO), Army Careers Information Office (ACIO), Royal Navy Careers Information Office (RNCIO)

Sources of information prior to course



14. Once you had been accepted for the unit where did you get information prior to your course?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)



Additional information

- Once accepted into the Armed Forces, recruits were most likely to get their information from their Service's recruitment or career offices (83%), followed by a selection centre.
- The differences across the Services reflects the different ways in which recruits are recruited and prepared.

Information prior to arrival: Preparing for physical demands

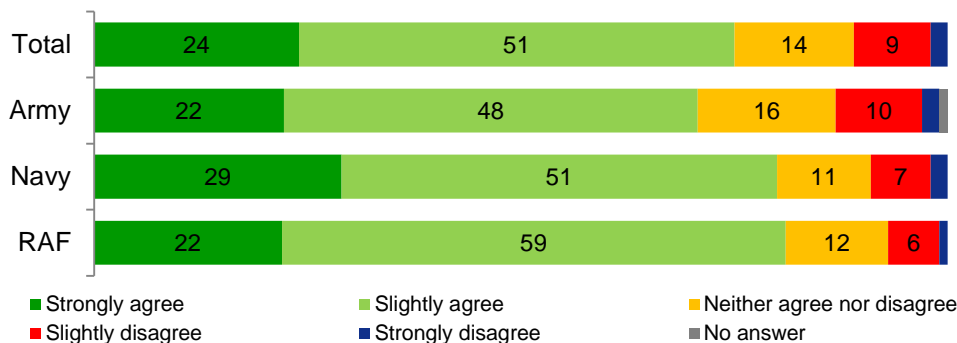


15. Please indicate your agreement with each of the following statements: The information I was given prior to arrival... Enabled me to prepare myself well enough for the physical demands of the course

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results (%)



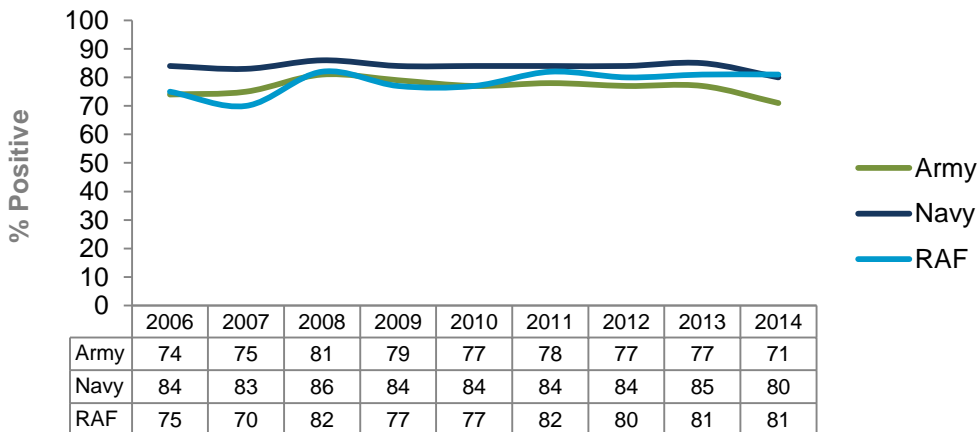
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ △
Comparison with previous year	▽	▽	▽

Additional information

- Three quarters of recruits (75%) agreed that the information they were given before the course enabled them to prepare for the physical demands of training.
- Both Army and Royal Navy recruits were less likely to agree with this statement than in 2013 (77% to 71% and 85% to 80% respectively).
- Despite the decrease, Royal Navy recruits were still more likely to agree that the information prepared them for the physical demands of the course than Army recruits, as were RAF recruits.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Information prior to arrival: Accurate picture of what life would be like

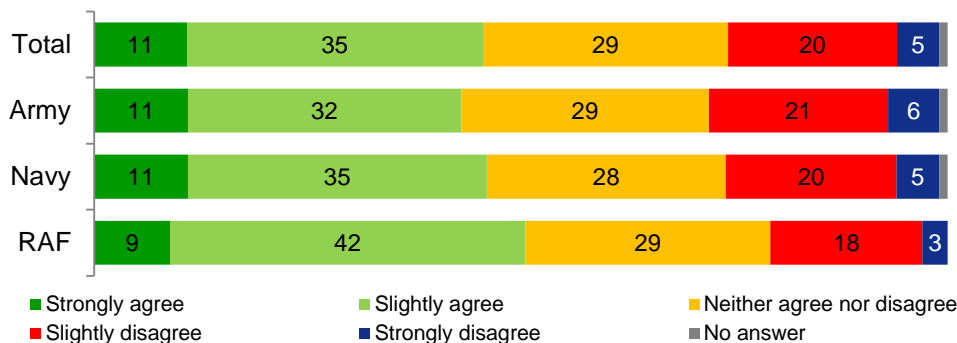


15. Please indicate your agreement with each of the following statements: The information I was given prior to arrival... Gave me an accurate picture of what life would be like at unit

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results (%)



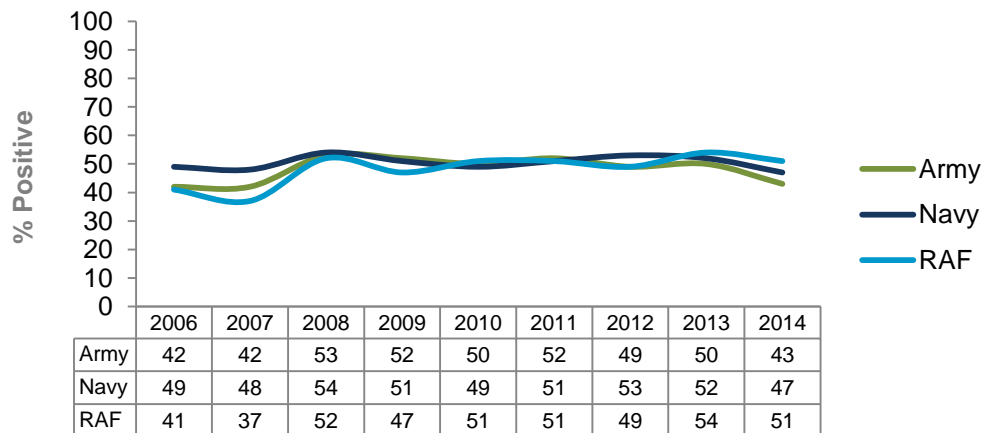
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	▽	▽	▽

Additional information

- Just under half of recruits (45%) felt that the information they were provided gave them an accurate picture of what life would be like.
- Both the Army and Royal Navy saw a fall in recruits agreeing with this statement since 2013 (from 50% to 43%, and 52% to 47% respectively).
- RAF recruits were more likely to agree with this statement (51%) than both Army and Royal Navy recruits, but Royal Navy recruits were still more likely to agree than their Army counterparts.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

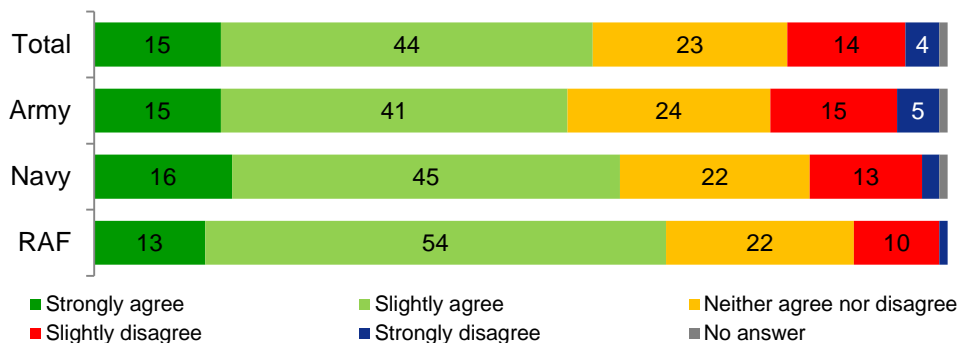
Information prior to arrival: Accurate information about what training involved

15. Please indicate your agreement with each of the following statements: The information I was given prior to arrival... Provided me with useful and accurate information about what the training involved

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results (%)



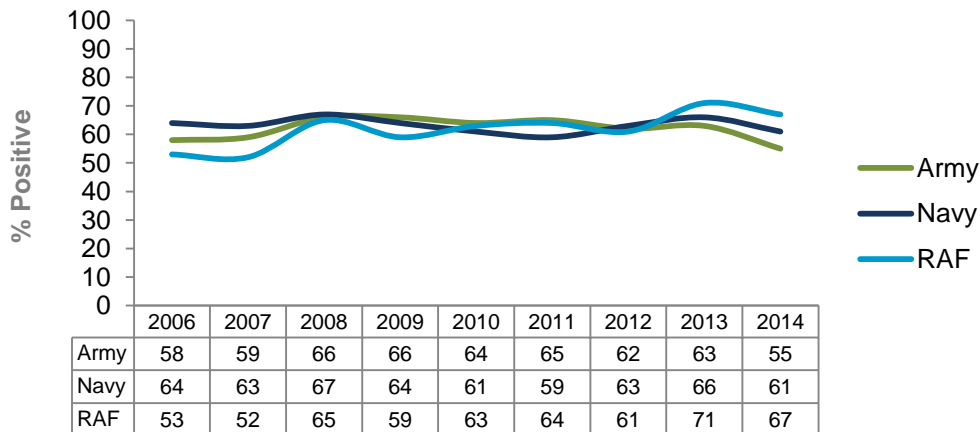
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	▽	▽	▽

Additional information

- Over half of recruits (59%) agreed that the information they were provided with gave them an accurate picture of what training would involve.
- The proportion of recruits agreeing with this statement has declined across all of the Services since last year.
- RAF recruits were more likely to agree with this statement (67%) than both Army and Royal Navy recruits (55% and 61% respectively), and Royal Navy recruits more so than Army recruits.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



Facilities and food

Rating: Standard of living accommodation

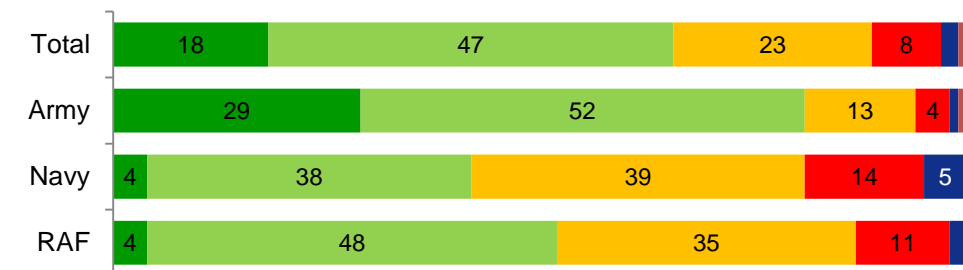


23. How would you rate each of the following: Standard of living accommodation

Number of respondents (all Phase 1 respondents): Total (10,591), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'very good or good' – comments and significant differences based on this

Current year results (%)



■ Very good ■ Good ■ Neither good nor bad ■ Poor ■ Very poor ■ Don't know ■ No answer

Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	△ △	▲ △
Comparison with previous year	△	△	△

Additional information

- Two out of three recruits (66%) rate the standard of living accommodation as good or very good.
- This satisfaction is mainly driven by Army recruits (81%) who give living accommodation better ratings than RAF recruits (52%), who in turn rate it higher than Royal Navy recruits (42%).

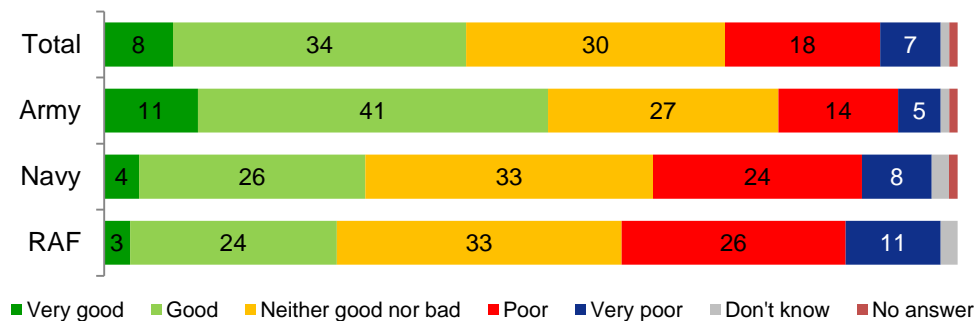
Rating: Things to do when off duty on site



23. How would you rate each of the following: Things to do when off duty on site

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)
 % positive equals the proportion who say 'very good or good' – comments and significant differences based on this

Current year results (%)



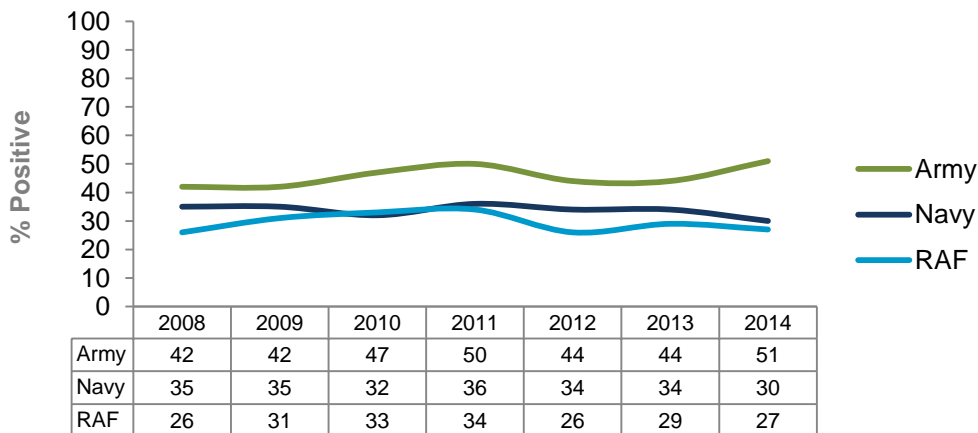
Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	△ △	△ △
Comparison with previous year	△	△	△

Additional information

- Less than half of recruits (42%) rated the choice of things to do when off duty on site as good.
- Army recruits (51%) were more likely to rate things to do as positive than both Royal Navy and RAF recruits (30% and 27% respectively), and in comparison to 2014 (44%).
- Royal Navy recruits gave lower ratings than they did last year (down from 34% to 30%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Rating: Sports facilities

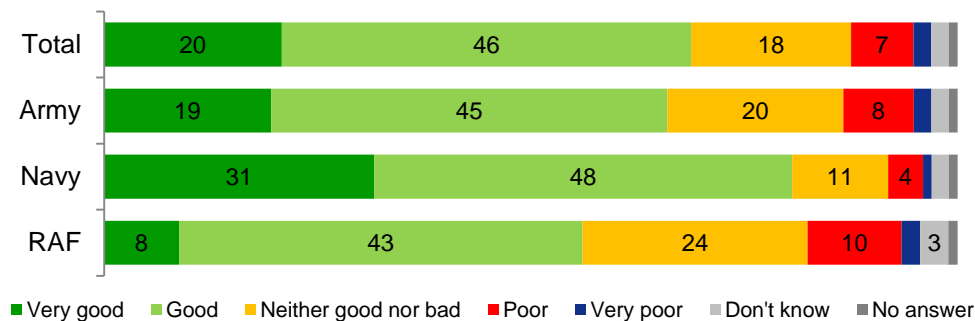


23. How would you rate each of the following: Sports facilities

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'very good or good' – comments and significant differences based on this

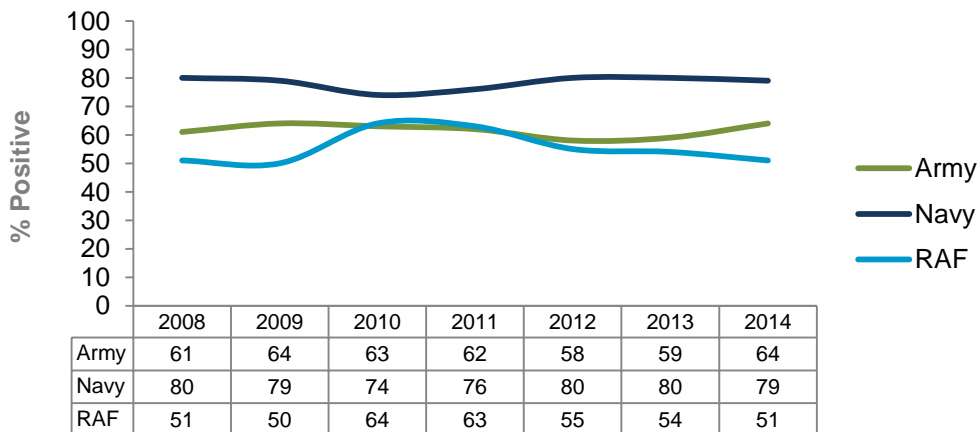
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▼	▼	▼

Trend



Please refer to notes page for base size of previous years

Additional information

- Two out of three recruits (66%), rated the sports facilities available to them as good.
- Royal Navy recruits were more likely to rate their sports facilities as good (79%) than both Army and RAF recruits (64% and 51% respectively).
- Army recruits gave better ratings than in 2013 (59% to 64%), and than RAF recruits.

Totals may not add up to 100% due to rounding

Rating: Medical care

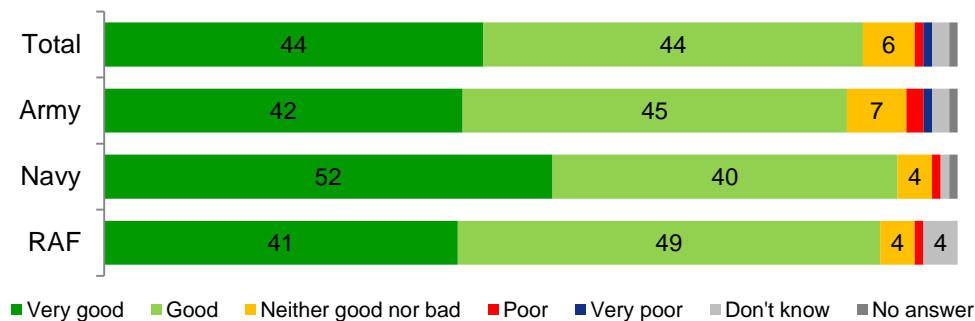


23. How would you rate each of the following: Medical care

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'very good or good' – comments and significant differences based on this

Current year results



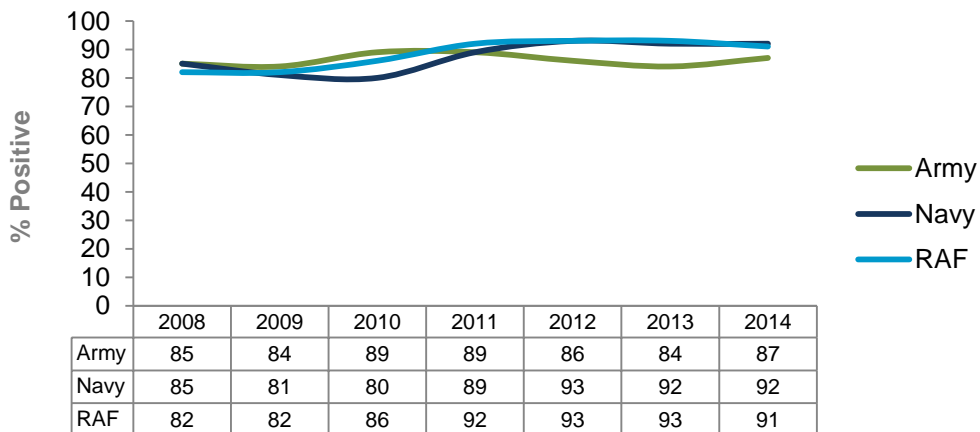
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ ▲	▲ △
Comparison with previous year	▽	▽	▽

Additional information

- The majority of recruits (89%) rated the medical care available to them as good.
- Army recruits rated medical care as better than in 2013 (84% to 87%).
- Despite this increase, both Royal Navy and RAF recruits gave more positive ratings for medical care (92% and 91% respectively) than Army recruits.
- Royal Navy recruits gave the highest ratings, and were more likely to rate the care as positive than both Army and RAF recruits.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Rating: Dental care

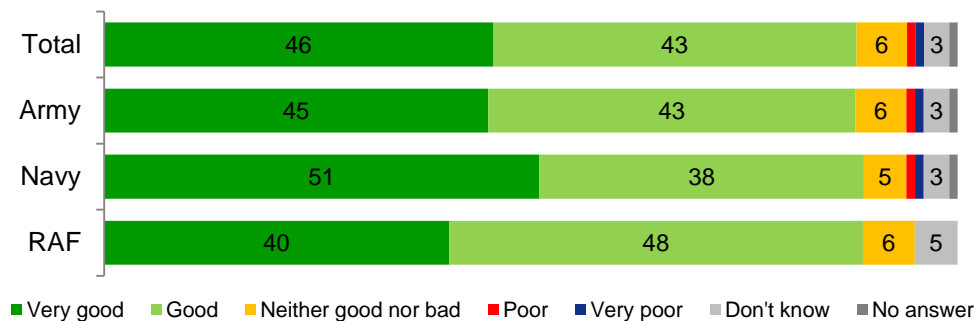


23. How would you rate each of the following: Dental care

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'very good or good' – comments and significant differences based on this

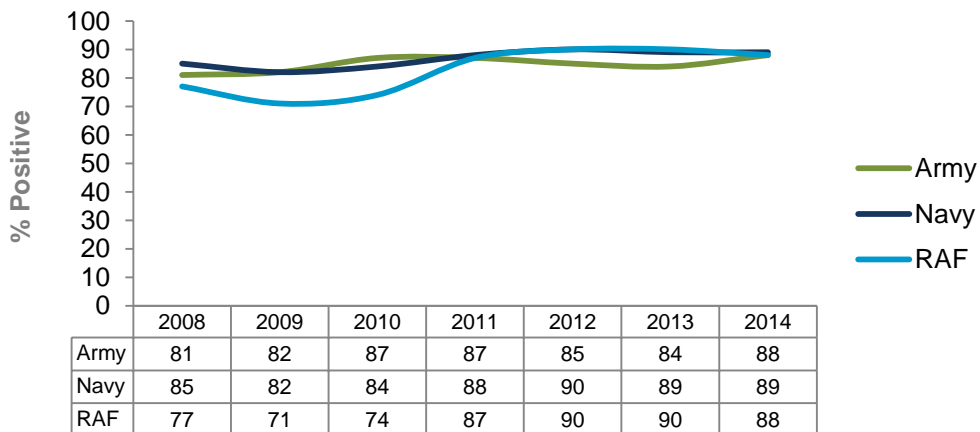
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	△ △
Comparison with previous year	△	△	△

Trend



Please refer to notes page for base size of previous years

Additional information

- The majority of recruits (88%) rated the dental care available to them as good.
- There was an increase in the number of Army recruits that rated their dental care as good than in 2013 (from 84% to 88%).
- Despite this increase, Royal Navy recruits were more likely to give higher ratings than Army recruits (89% compared with 88%).

Totals may not add up to 100% due to rounding

Rating: Time for essential personal administration

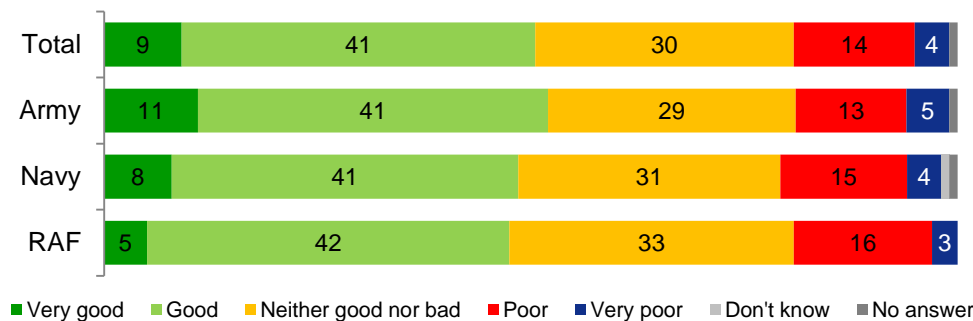


23. How would you rate each of the following: Time for essential personal administration

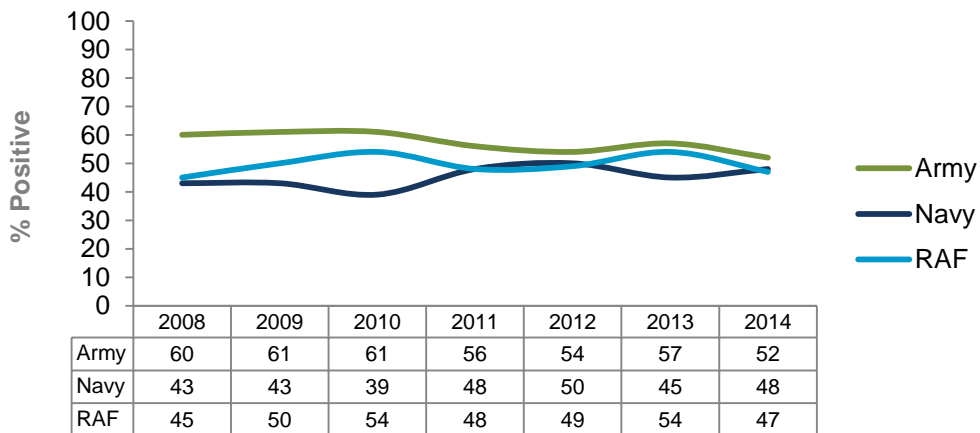
Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'very good or good' – comments and significant differences based on this

Current year results



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	△ △	△ △
Comparison with previous year	△	△	△

Additional information

- Half of recruits (50%) felt the time they had for personal administration was good.
- Both Army and RAF recruits were less likely to rate this as good than in 2013 (57% to 52%, and 54% to 47% respectively).
- Despite this decrease, Army recruits were still more likely to give positive ratings than both Royal Navy and RAF recruits (48% and 47% respectively).
- Royal Navy recruits were more likely to say the time available for personal administration was good than they were last year (45% to 48%).

Totals may not add up to 100% due to rounding

Rating: Access to IT for personal use

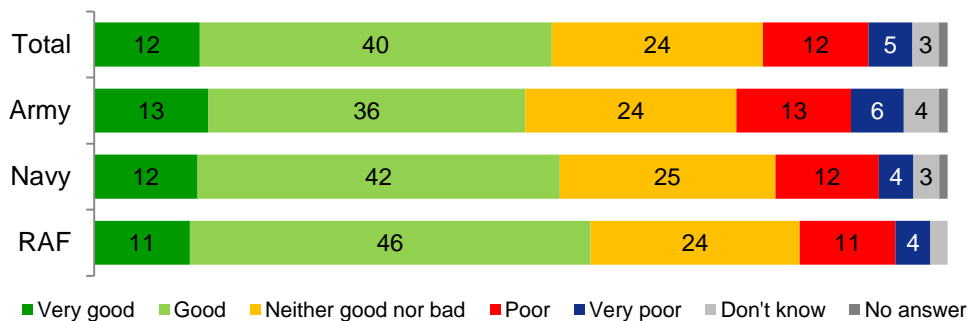


23. How would you rate each of the following: Access to IT for personal use

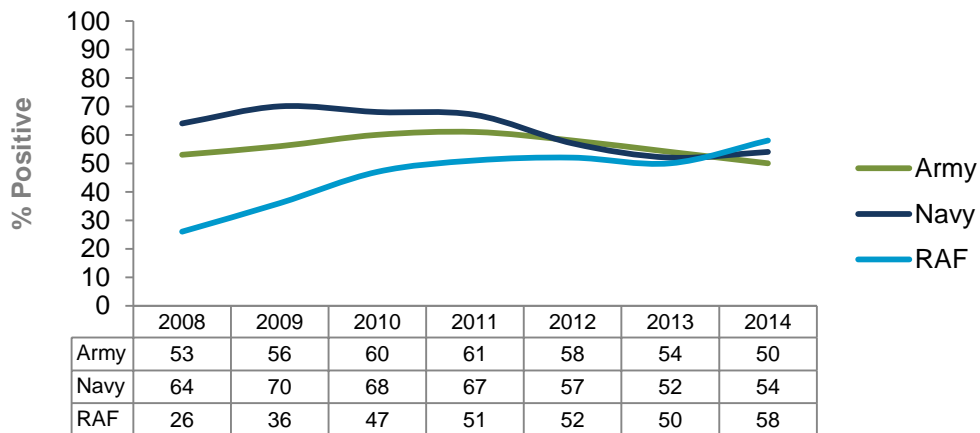
Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'very good or good' – comments and significant differences based on this

Current year results



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	▽	▽	▽

Additional information

- Just over half of recruits (52%) rated their access to IT for personal use as good or very good.
- RAF recruits gave more positive response about their access than they did in 2013 (50% to 58%), and were more positive than both Army and Royal Navy recruits (50% and 54% respectively).
- There was a drop in the proportion of Army recruits who said they had good access to IT for personal use since last year (54% to 50%).

Totals may not add up to 100% due to rounding

Rating: Internet access

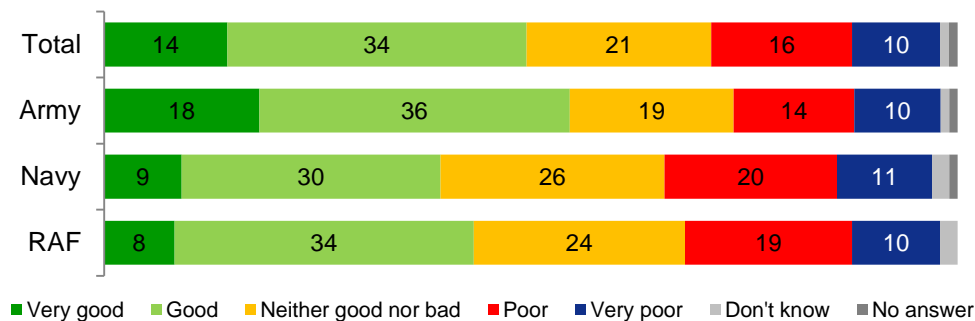


23. How would you rate each of the following: Internet access

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'very good or good' – comments and significant differences based on this

Current year results



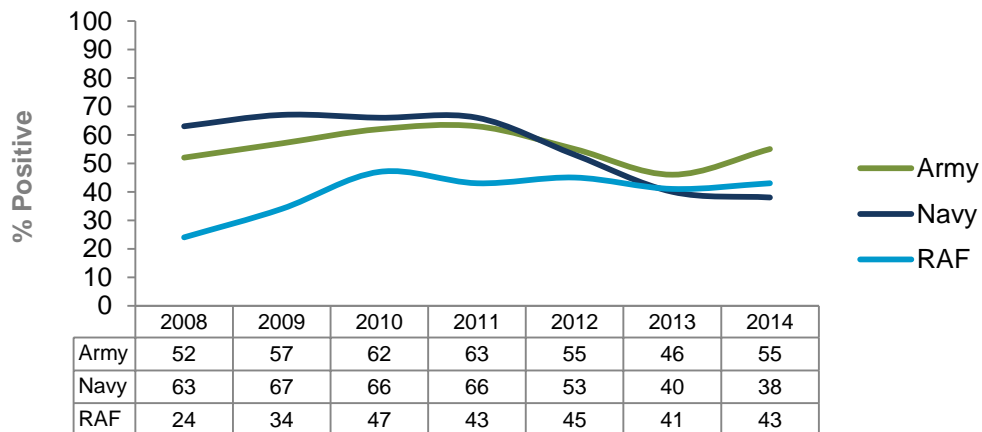
Differences

	Army	Navy	RAF
Current year Service comparisons	▲▲	△△	▲△
Comparison with previous year	▽	▽	▽

Additional information

- Almost half of all recruits (48%) rated the internet access in their units as good.
- Army recruits gave more positive responses (55% than both the Royal Navy and RAF recruits (38% and 43% respectively) and RAF recruits more so than Navy recruits.
- Army recruits were also more positive about the internet access than in 2013 (46% to 55%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Rating: Learning Centre to study after hours

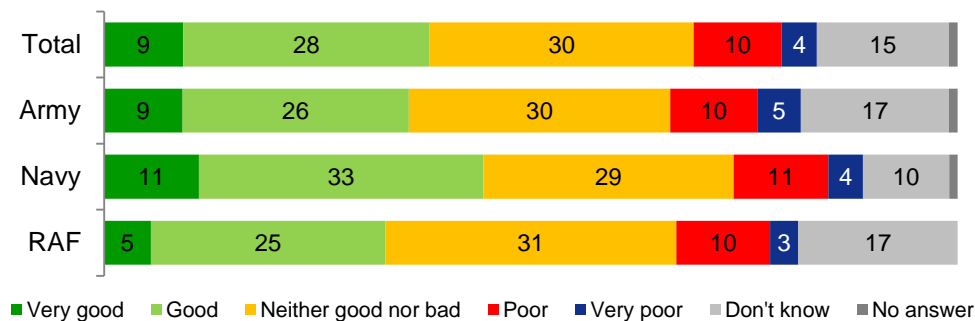


23. How would you rate each of the following: Learning Centre to study after hours

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'very good or good' – comments and significant differences based on this

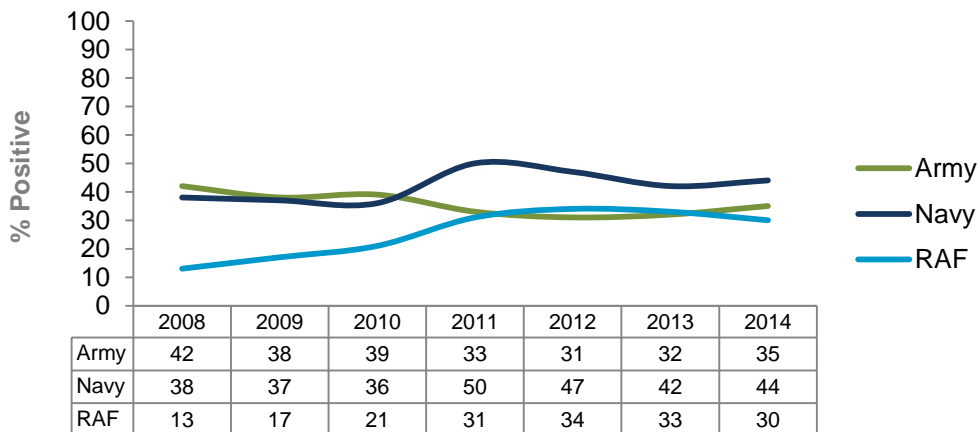
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▼	▼	▼

Trend



Please refer to notes page for base size of previous years

Additional information

- Only one in three recruits (36%) said their access to the learning centre after hours was good, however 15% said they didn't know and 1% did not answer the question.
- Royal Navy recruits were more positive about their access (44%) than both Army and RAF recruits (35% and 30% respectively).
- Army recruits gave higher ratings than in 2013 (32% to 35%), and were more likely to do so than RAF recruits.

Totals may not add up to 100% due to rounding

Rating: Variety of eating and drinking areas

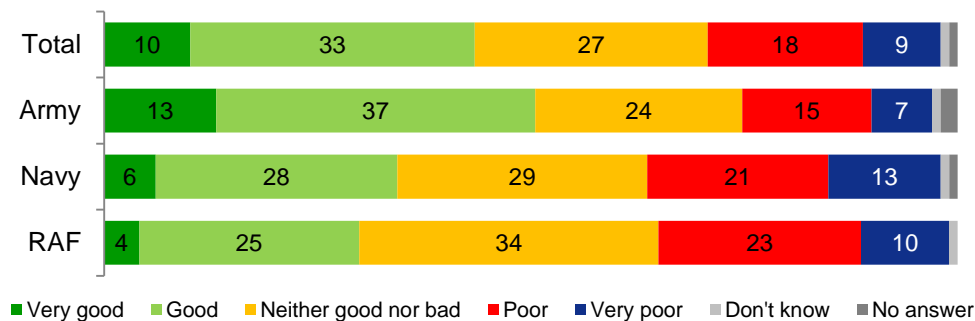


23. How would you rate each of the following: Variety of eating and drinking areas

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'very good or good' – comments and significant differences based on this

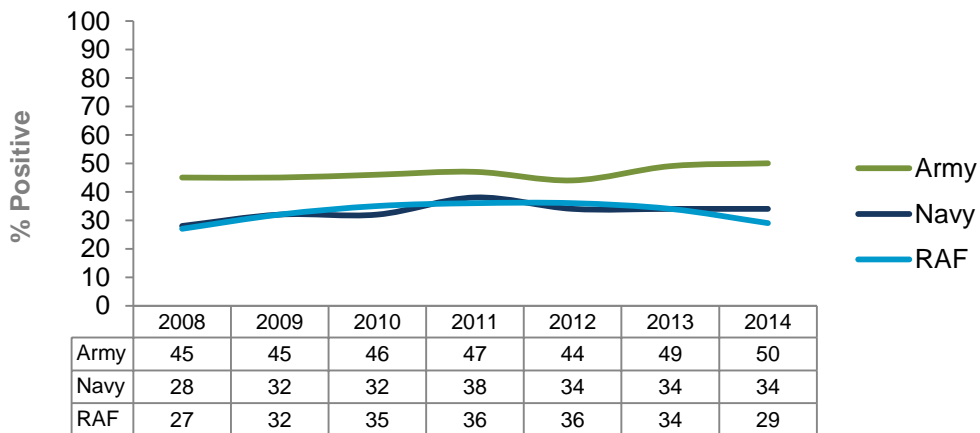
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ △	△ △
Comparison with previous year	△	△	△

Trend



Please refer to notes page for base size of previous years

Additional information

- Four in ten recruits (42%) rated the variety of eating and drinking areas available to them as good.
- Army recruits were more positive (50%) than both Royal Navy and RAF recruits (34% and 29% respectively).
- RAF recruits gave lower ratings for variety of eating and drinking areas than in 2013 (34% to 29%).

Totals may not add up to 100% due to rounding

Satisfaction with food

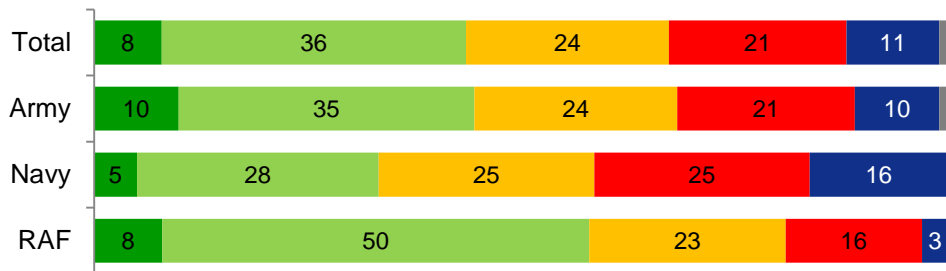


25. Overall how satisfied were you with the food at unit?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'very satisfied or satisfied' – comments and significant differences based on this

Current year results



Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied No answer

Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▲ ▼	▲ ▼	▲ ▼

Additional information

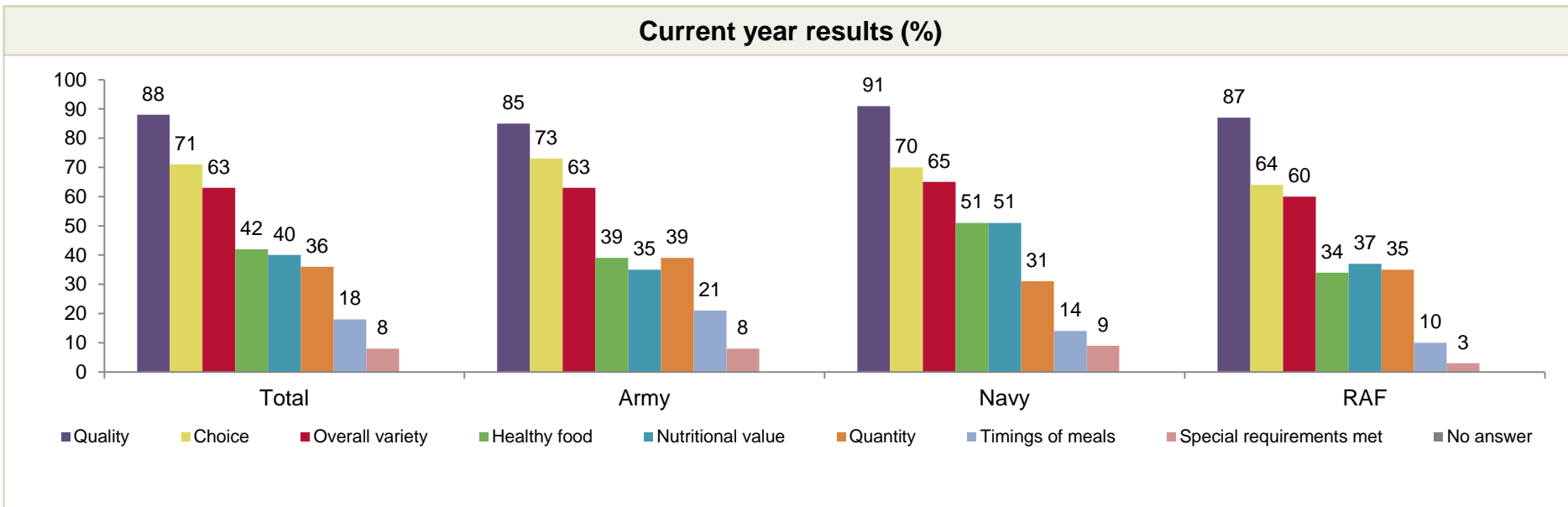
- Under half of recruits (44%) were satisfied with the food at their unit.
- RAF recruits were more satisfied with the food (58%) than both Army and Royal Navy recruits (44% and 34% respectively).
- Army recruits were also more satisfied than Royal Navy recruits.

Aspects of food dissatisfied with



26. Please indicate which aspects of the food you were dissatisfied with?

Number of respondents (all Phase 1 respondents who were dissatisfied with the food): Total (3,469), Army (1,958), Navy (1,164), RAF (347)



Additional information

- Amongst recruits who were dissatisfied with the food, the most common complaints were quality (88%), choice (71%), and variety (63%).
- These were also the top ranking reasons given for dissatisfaction in 2013.

Whether given enough time to eat meals

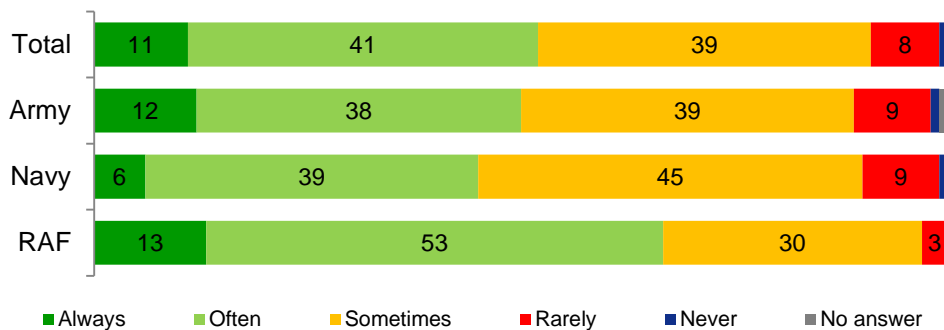


27. Were you given enough time to eat your meals?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'always or often' – comments and significant differences based on this

Current year results



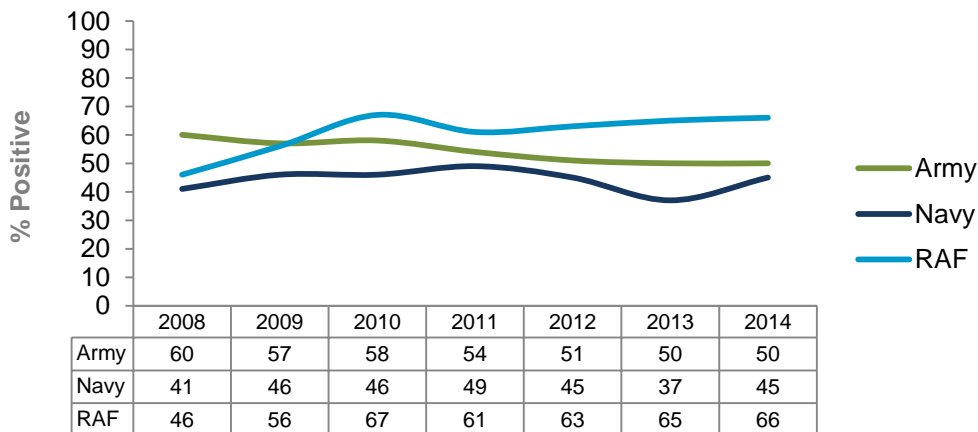
Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▲ ▼	▲ ▼	▲ ▼

Additional information

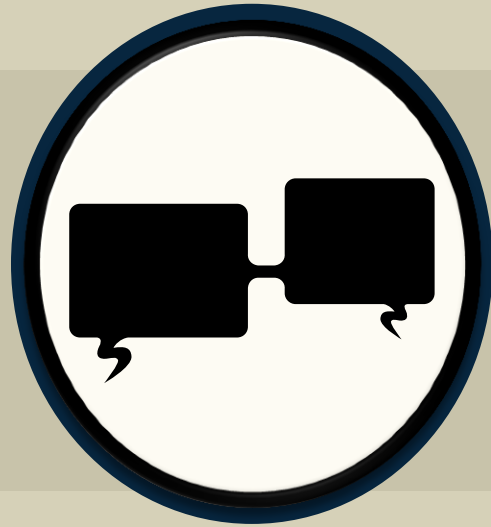
- Around half of recruits (51%) felt they were always or often given enough time to eat their meals.
- Royal Navy recruits were more likely to say they had enough time than in 2013 (up from 37% to 45%).
- Despite this increase, both Army and RAF recruits were more likely to say they had enough time to eat their meals (50% and 66% respectively) than Royal Navy recruits (45%), and RAF recruits more so than Army recruits.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



Support

Opportunity to talk privately with training staff

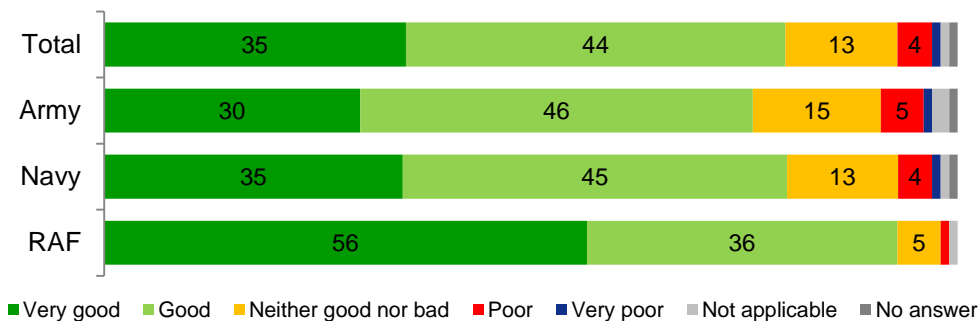


30. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to... Talk privately with training staff

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'very good or good' – comments and significant differences based on this

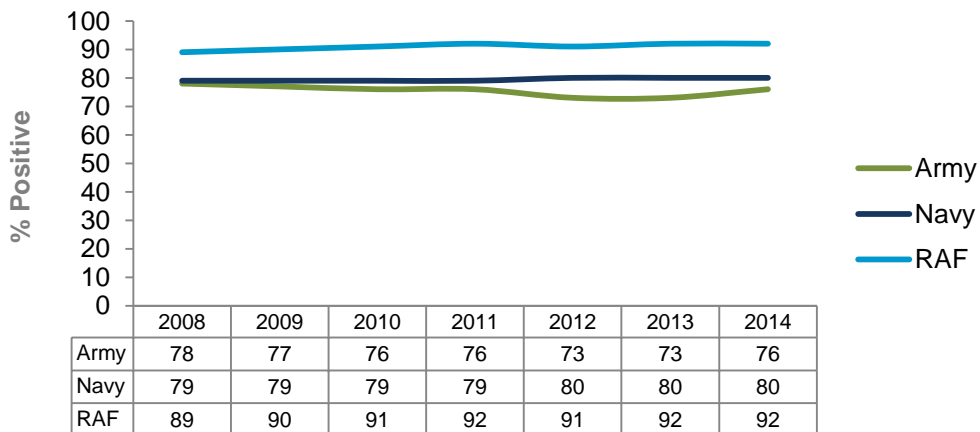
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	▽	▽	▽

Trend



Please refer to notes page for base size of previous years

Additional information

- Eight in ten recruits (80%) felt their opportunity to talk privately with training staff was good.
- Army recruits were more likely to rate the opportunity as good compared to 2013 (73% to 76%).
- Despite the increase in positive responses from Army recruits, both Royal Navy and RAF recruits were more likely to give higher ratings on this metric (80% and 92% respectively).
- RAF recruits were also more likely to rate the opportunity as good than Royal Navy recruits.
- Female recruits (82%) were more likely to rate the opportunity to talk privately with training staff as good than male recruits (79%).

Totals may not add up to 100% due to rounding

Opportunity to talk privately with chaplains/padre

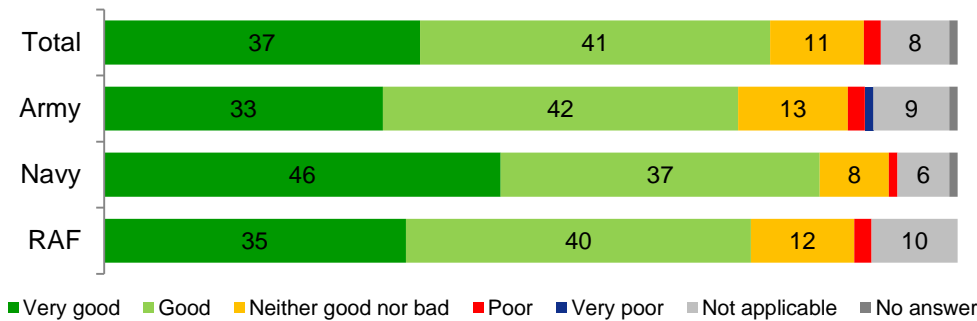


30. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to ... Talk privately with Chaplains/Padre

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'very good or good' – comments and significant differences based on this

Current year results



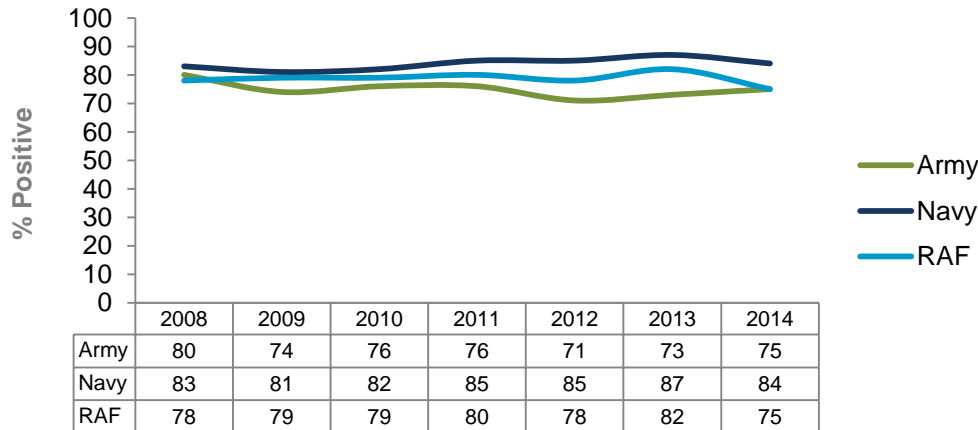
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ ▲	△ △
Comparison with previous year	▽	▽	▽

Additional information

- Just over three quarters of recruits (77%) felt they had a good opportunity to talk privately with their Chaplain or Padre.
- Army recruits were more likely to say the opportunity was good than in 2013 (73% to 75%), however Royal Navy and RAF recruits were less likely to say so (87% to 84%, and 82% to 75% respectively).
- Despite the decline in positive responses, Royal Navy recruits were still more likely to give good ratings than both Army and RAF recruits.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Opportunity to keep in contact with family and friends

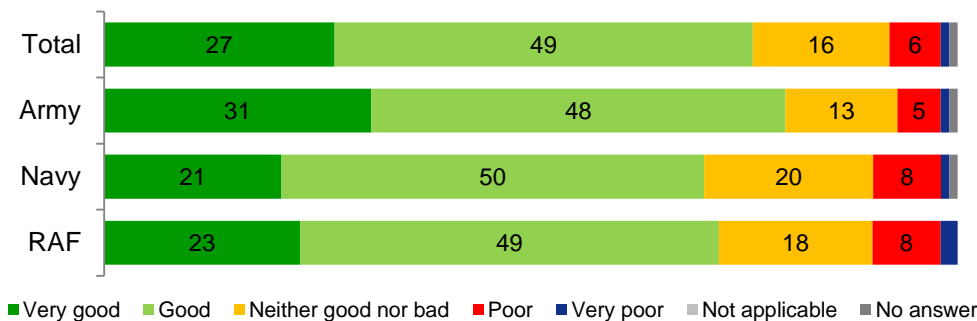


30. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to ...Keep in contact with family and friends

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'very good or good' – comments and significant differences based on this

Current year results



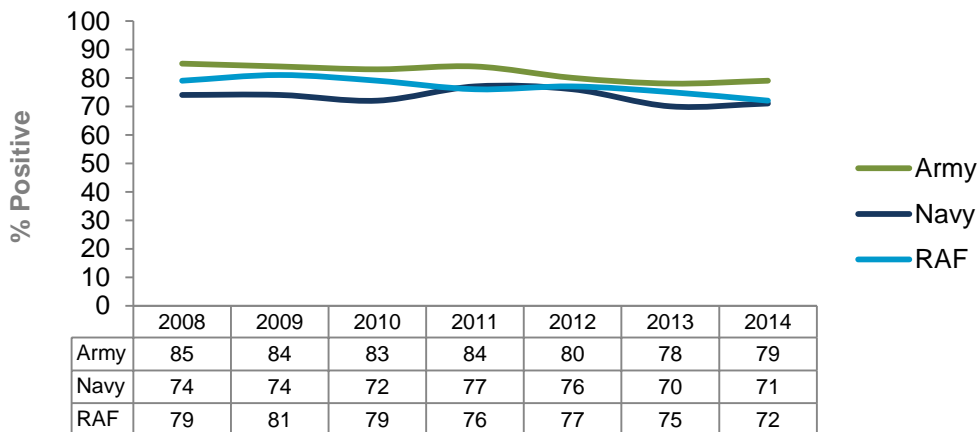
Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	△ △	△ △
Comparison with previous year	△	△	△

Additional information

- Three quarters of all recruits (76%) felt they had a good opportunity to keep in contact with their family and friends.
- Army recruits were more likely to give a positive response to this question (79%) than both Royal Navy and RAF recruits (71% and 72% respectively).
- Recruits aged 16 – 25 years were more likely to rate the opportunity to keep in contact with family and friends as good (76%) than those aged 25 years and above (71%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Opportunity to practise your faith/religion

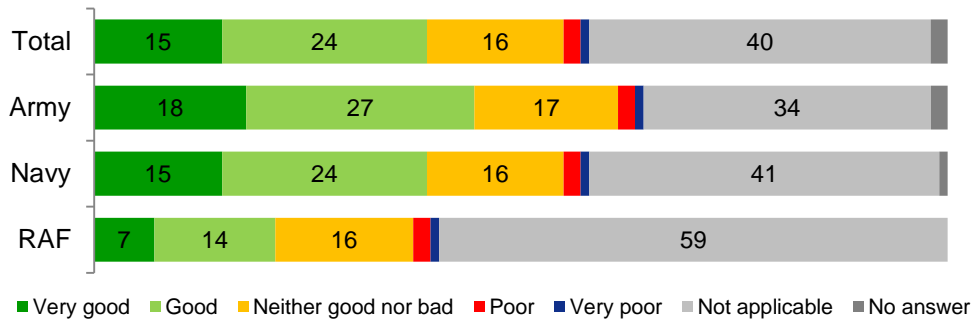


30. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to ...Practise your faith/religion

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'very good or good' – comments and significant differences based on this

Current year results



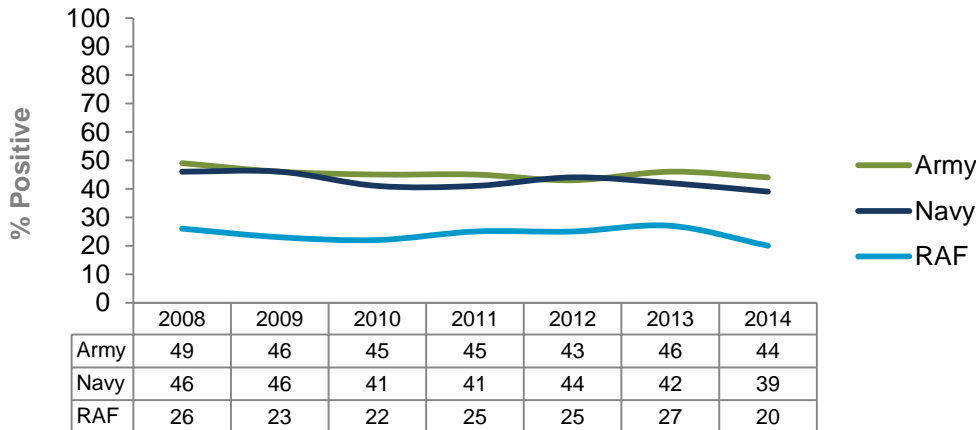
Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▲ ▼	▲ ▼	▲ ▼

Additional information

- Two fifths (40%) of recruits said this was not applicable to them and this rose from 35% in 2013. When those who did not answer are excluded from the results, the % giving a good rating is:
 - Army: 69%
 - Royal Navy: 67%
 - RAF: 51%
- There was a decline in the proportion of Royal Navy and RAF recruits rating the opportunity to practise their religion as good (42% to 39% and 27% to 20% respectively) and they both gave lower ratings than Army recruits (44%).
- BME recruits were more likely to rate the opportunity to practise their faith as good than white recruits (53% compared with 38%).
- When results are broken down by religion of respondents, Christian trainees were more likely to agree than when results are viewed at an overall level. Hindu, Muslim and Sikh respondents and those who said they are from another religion were less likely to agree than other trainees.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



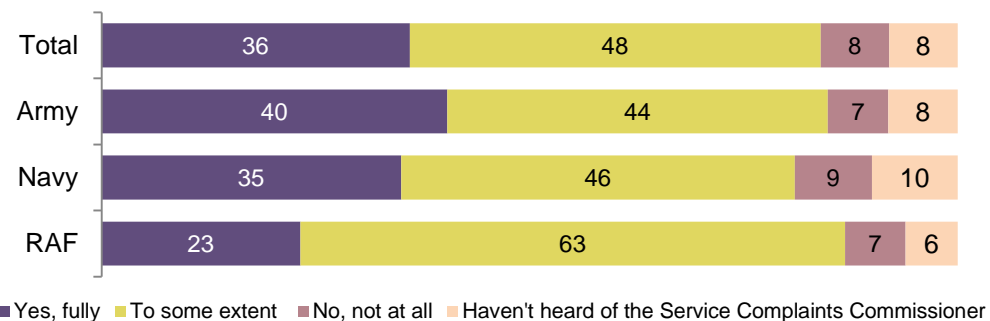
Knowledge of Service Complaints Commissioner



31. Do you know how the Services Complaints Commissioner can help you with a discrimination, harassment and/or bullying complaint?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)
 % positive equals the proportion who say 'yes, fully' – comments and significant differences based on this

Current year results (%)



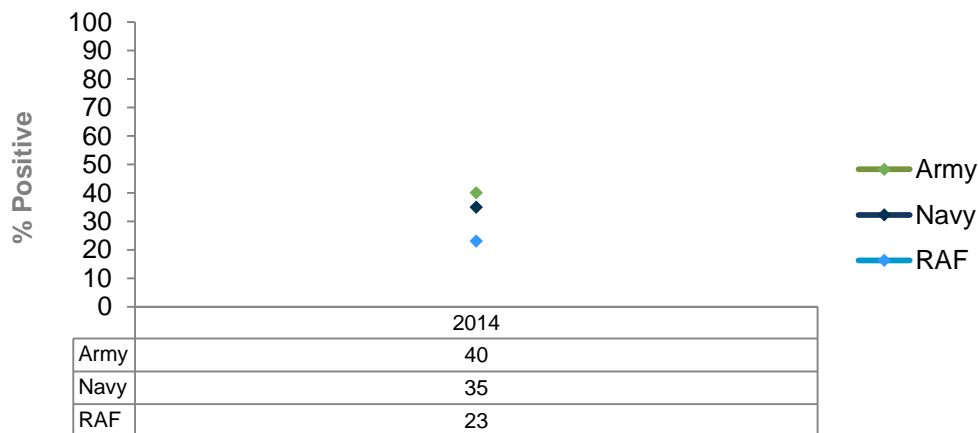
Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	△ ▲	△ △
Comparison with previous year	---	---	---

Additional information

- This is the first year this question has been included in the survey
- One in three recruits (36%) stated that they fully understood how the Service Complaints Commissioner (SCC) could help them, and almost half (48%) said they understood to some extent.
- Army recruits were more likely to fully understand the role of the SCC (40%) than both Royal Navy and RAF recruits (35% and 23%) and Royal Navy more so than RAF recruits.
- Male recruits were more likely to say they fully understood than female recruits (37% compared with 28%); as were BME recruits (45%) compared with white recruits (35%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

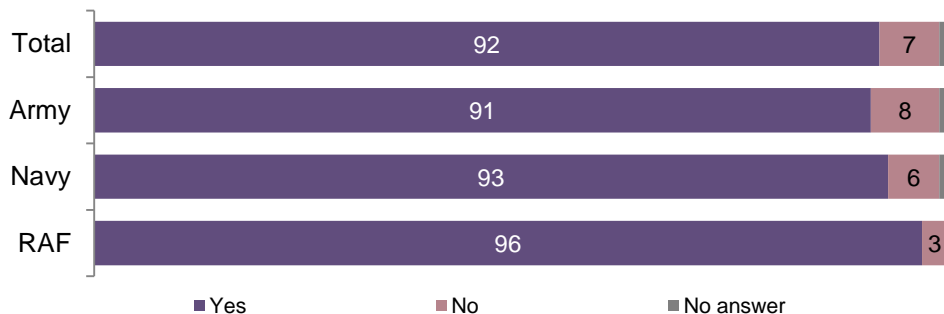
Availability of staff for problems out of training hours



31a. Whether or not you needed to, was there a member of staff easily available for you to go to if you had a problem out of training hours?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

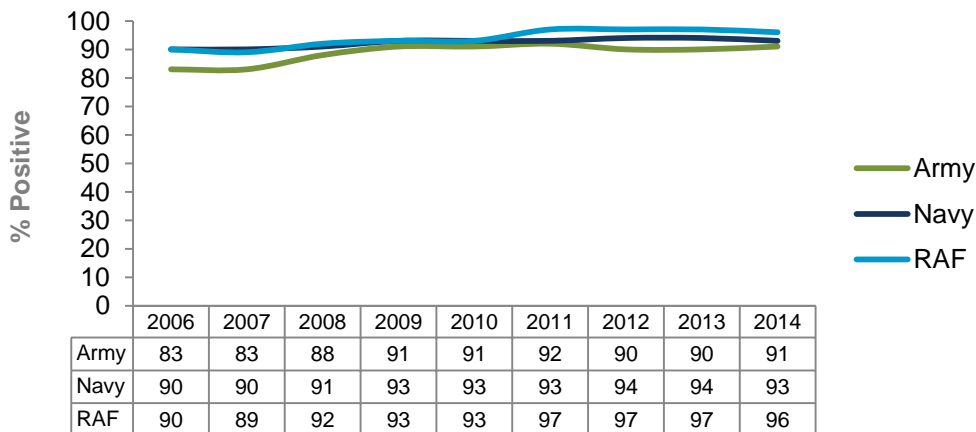
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Trend



Additional information

- Almost all recruits (92%) stated there was a member of staff available to them out of training hours if they had a problem.
- Both Royal Navy and RAF recruits were more likely to agree (93% and 96% respectively) than Army recruits (91%). RAF recruits were also more likely to do so than Royal Navy recruits.
- Male recruits (92%) were marginally more likely to say there was a member of staff available to them out of training hours if they had a problem than female recruits (91%).

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

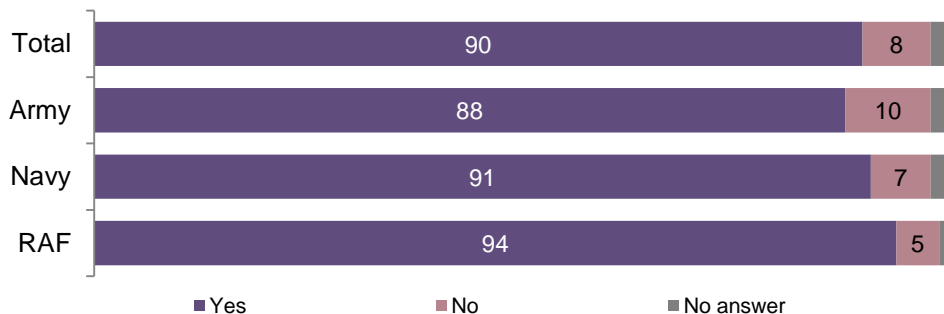
Someone to go to for personal or emotional problems



32a. Whether or not you needed to, did you have someone at unit that you were happy to go to if you had any personal or emotional problems?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

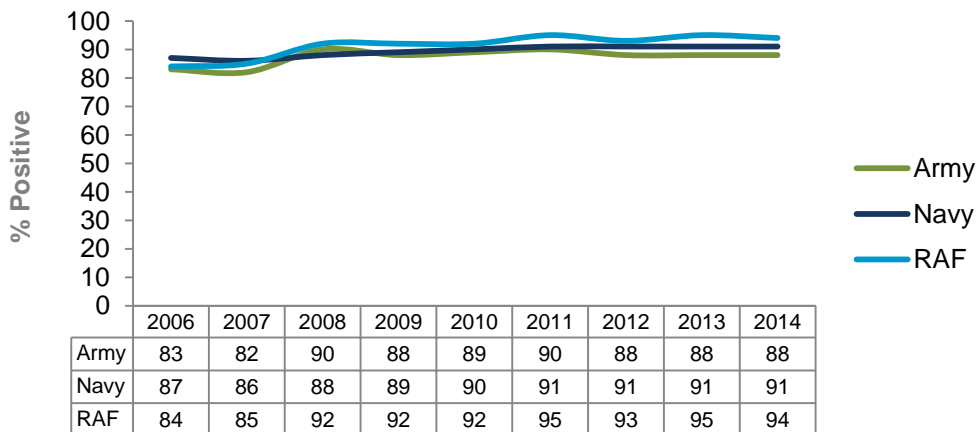
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Trend



Additional information

- Nine in ten recruits (90%) felt there was someone they could go to at their unit if they had a personal or emotional problem.
- Both Royal Navy and RAF recruits were more likely to respond positively to this question (91% and 94% respectively) than Army recruits (88%). RAF recruits were also more likely to do so than Royal Navy recruits.
- White recruits were more likely to say there was someone they could go to at their unit if they had a personal or emotional problem (90%) compared with BME recruits (87%).
- Those aged 31 years and over (84%) were less likely to agree than those aged 16 – 30 years (90%).

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

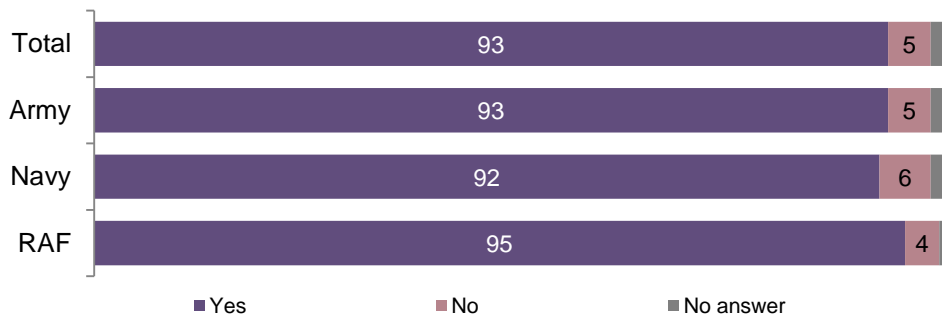
Someone to go to for administrative problems



33a. Whether or not you needed to, if you had any problems with administration (pay, posting, JPA etc.) was there someone to help you deal with them?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

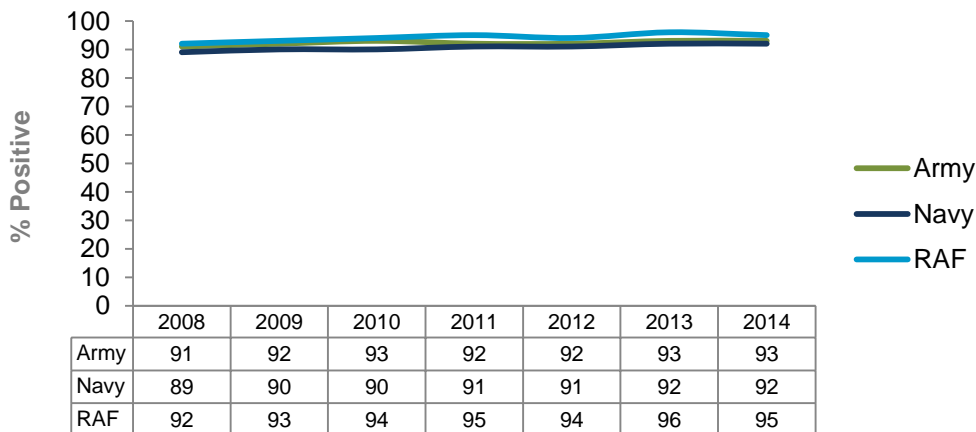
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▲ ▼	▲ ▼	▲ ▼

Trend



Additional information

- Most recruits (93%) agreed that there was someone they could go to with administrative problems.
- Both Army and RAF recruits were more likely to respond positively to this statement (93% and 95% respectively) than Royal Navy recruits (92%). RAF recruits were also more likely to agree than Army recruits.
- Recruits aged 16 – 30 years (93%) were more likely to say that there was someone they could go to with administrative problems than recruits aged over 31 years (88%).

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

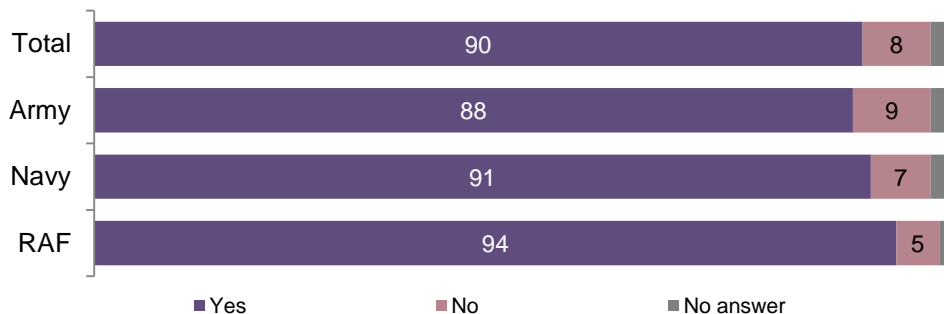
Opportunity to raise all concerns with person in authority



34a. Whether or not you needed to, did you feel that you had the opportunity to raise all your concerns with a person in authority at unit?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

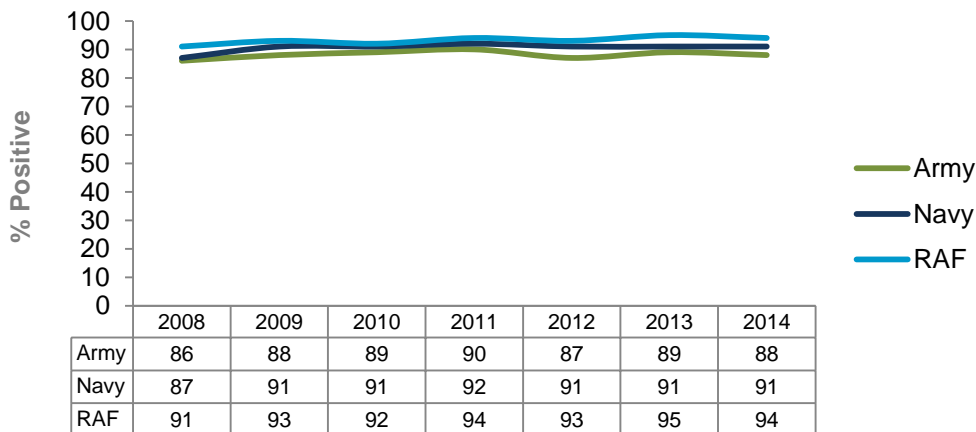
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	△	△	△

Trend



Additional information

- Most recruits (90%) felt they had the opportunity to raise all of their concerns with a person in authority.
- Royal Navy and RAF recruits were more likely to respond positively to this question (91% and 94% respectively) than Army recruits (88%). RAF recruits were also more likely to agree than Royal Navy recruits.
- The oldest (83% of those over 31 years) and youngest recruits (87% of those aged 16 – 19) were less likely to say they had the opportunity to raise all of their concerns with a person in authority than those aged 20 – 30 years (92%).
- White recruits were more likely to agree than BME recruits (90% compared with 84%).

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



Fairness

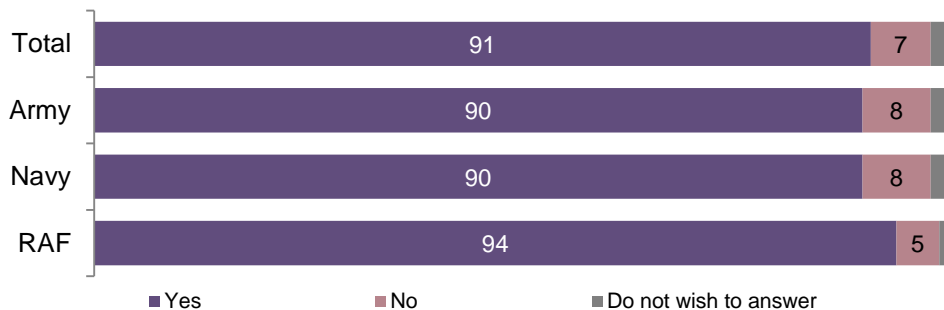
Awareness of how to complain about poor or unfair treatment or bullying



35. Do you know how to complain about poor or unfair treatment or bullying at unit?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

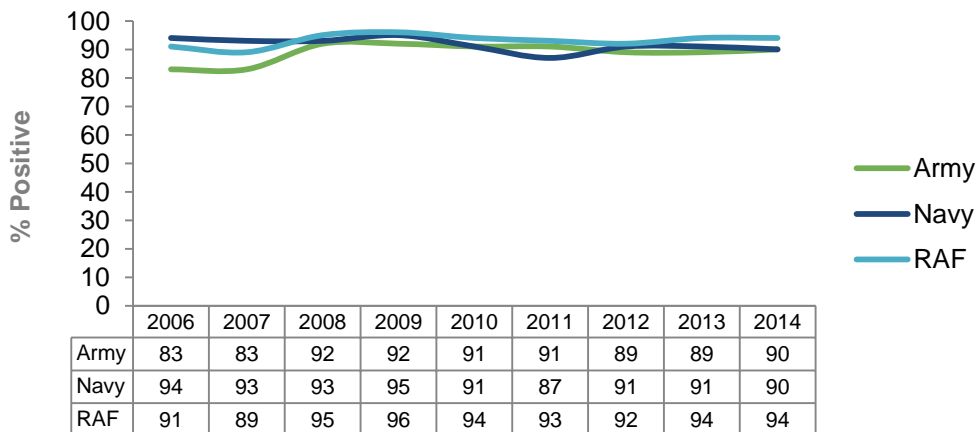
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ ▲
Comparison with previous year	▽	▽	▽

Trend



Please refer to notes page for base size of previous years

Additional information

- Most recruits (91%) stated that they knew how to complain about poor or unfair treatment.
- Army recruits were more likely to agree to this question than in 2013 (89% to 90%).
- RAF recruits were more likely to claim they knew how to complain (94%) than both Army and Royal Navy recruits (both 90%).
- Recruits aged 20 – 30 years old were also more likely to believe they knew how to complain (92%) than those aged 16 – 19 years (89%) and 31 years or more (86%).

Totals may not add up to 100% due to rounding

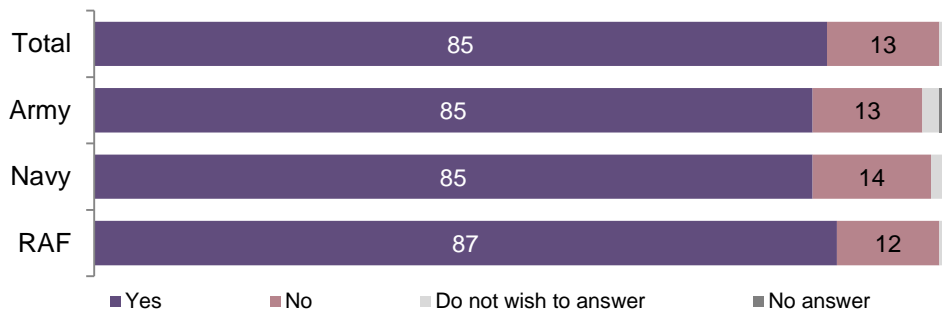
Awareness of who to go to if wanted to make complaint



36. Did you know who to go to if you wanted to make a complaint at unit?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

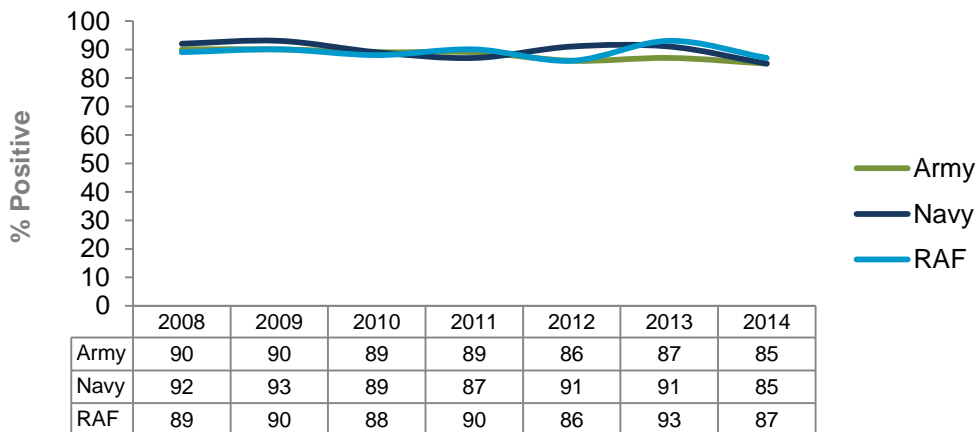
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ ▲
Comparison with previous year	▽	▽	▽

Trend



Additional information

- Over four out of five recruits (85%) knew who to go to if they wanted to make a complaint.
- Across all three Services the proportion of recruits saying they know who to go to if they wanted to make a complaint has fallen since 2013 (Army 87% to 85%, Royal Navy 91% to 85%, RAF 93% to 87%).
- Despite the decline, RAF recruits were more likely to know who to go to (87%) than both Army and Royal Navy recruits (both 85%).
- Male recruits were more likely to state they knew who to go to than female recruits (85% compared with 82%), and recruits aged 26 years and older (87%) were more likely to know than those aged under 25 (85%).

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

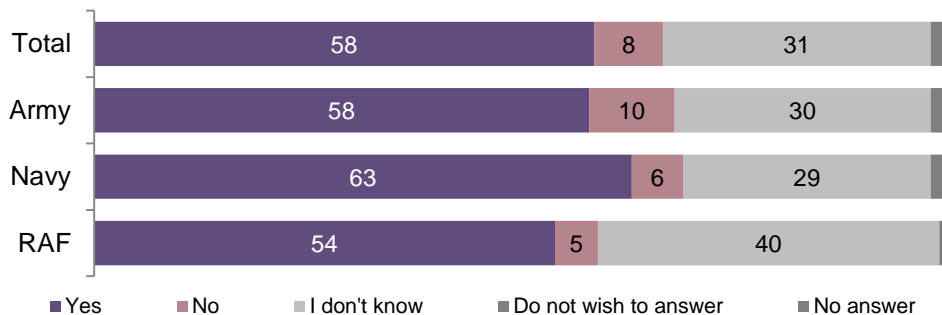
Whether believe complaints are dealt with in a fair manner



37a. Generally, do you believe that complaints are dealt with in a fair manner at unit?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

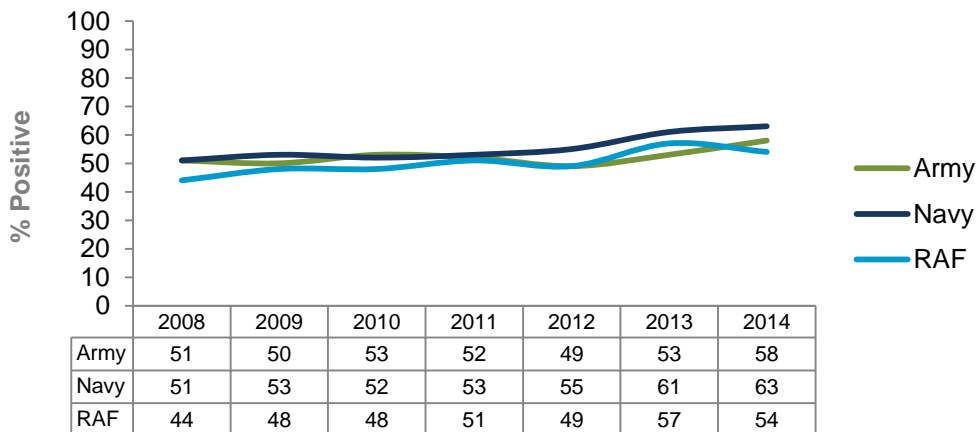
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▲ ▼	▲ ▼	▲ ▼

Trend



Please refer to notes page for base size of previous years

Additional information

- Just over half of recruits (58%) believed that complaints were dealt with in a fair manner. Many did not have an opinion either way.
- The proportion of RAF recruits believing has fallen since 2013 (57% to 54%) and both Army and Royal Navy recruits (58% and 63% respectively) were more likely to agree than them.
- Royal Navy recruits were also more likely to believe complaints were dealt with fairly than Army recruits, although they were more likely to believe so than last year (58%, up from 53%).
- Male recruits (59%) were more likely to agree than females (55%) as were recruits aged 20 – 30 (60%) in comparison to younger recruits (56% aged 16 – 19).

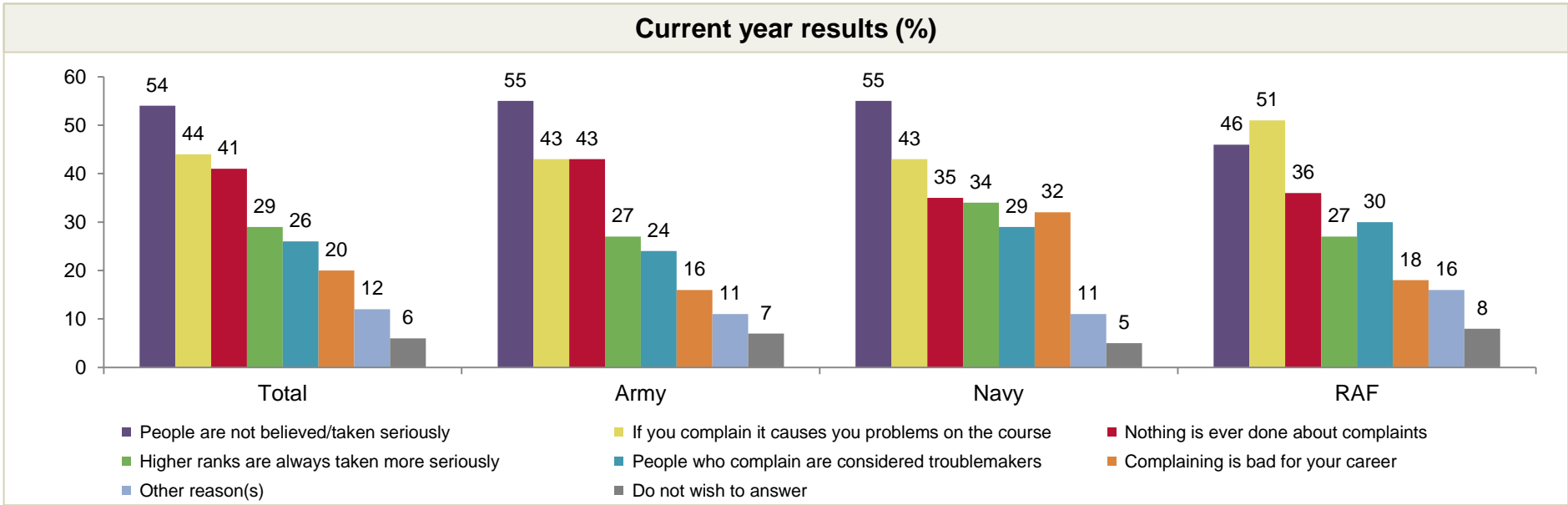
Totals may not add up to 100% due to rounding

Reason why complaints are not dealt with in a fair manner



37b. Why do you feel that complaints are not dealt with in a fair manner?

Number of respondents (all respondents who said that they did not feel that their complaint was dealt with in a fair manner): Total (904), Army (631), Navy (183), RAF (90)



Additional information

- The most common reason given by recruits for not believing complaints were dealt with fairly was that people are not believed or taken seriously (54%), followed by complaining causes problems on the course (44%) and nothing is ever done about complaints (41%).
- Amongst the other reasons given in verbatim comments were accusations of favouritism, a feeling that only one side of a complaint was listened to, and a fear that punishment would be meted out to the whole platoon making recruits unpopular.

Equal treatment of recruits

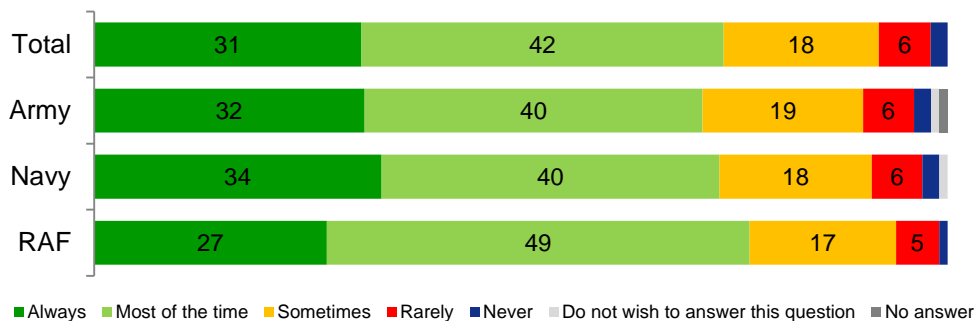


39. Please indicate how often the following statements apply: Recruits were all treated equally

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'always or most of the time' – comments and significant differences based on this

Current year results



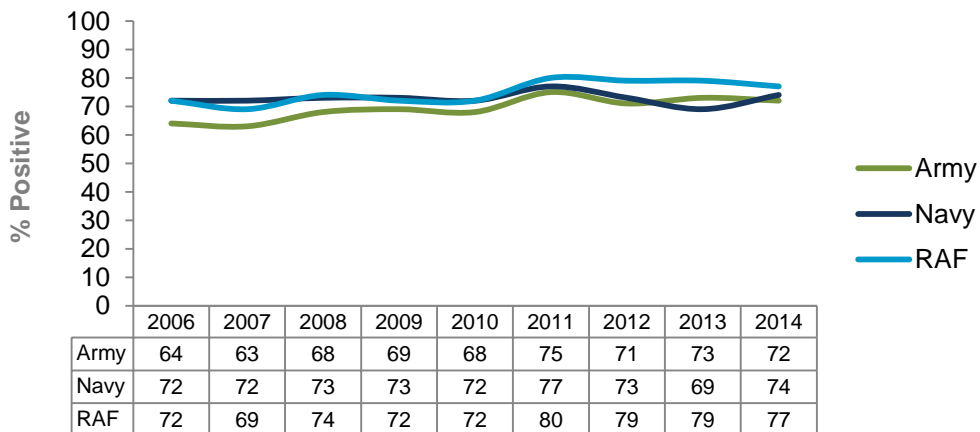
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ ▲
Comparison with previous year	△	△	△

Additional information

- Almost three quarters of recruits (73%) agreed that recruits were all treated equally always or most of the time.
- RAF recruits were more likely to say recruits were treated equally (77%) than both Army and Royal Navy recruits (72% and 74% respectively).
- Royal Navy recruits were more likely to respond positively to this statement than in 2013 (74% to 69%).
- Male recruits were more likely to say recruits were treated equally (74%) than female recruits (70%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Fair treatment

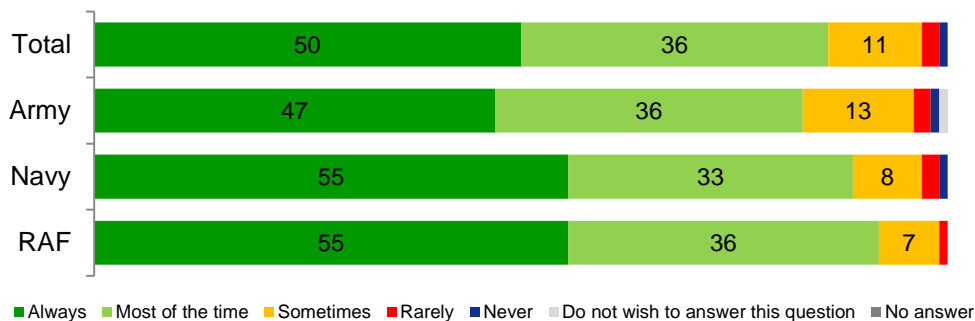


39. Please indicate how often the following statements apply: I was treated fairly

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'always or most of the time' – comments and significant differences based on this

Current year results



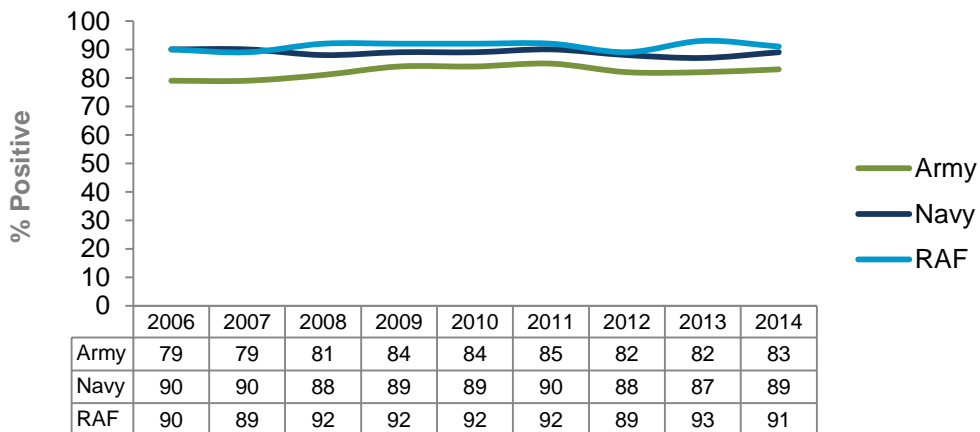
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Over four out of five recruits (86%) agreed that they were treated fairly always or most of the time.
- Both Royal Navy and RAF recruits were more likely to state they were treated fairly (89% and 91% respectively) than Army recruits (83%). RAF recruits were also more likely to say so than Royal Navy recruits.
- White recruits (86%) were more likely to say they were treated fairly than BME recruits (81%); as did recruits aged 20 – 30 (88%) in comparison to older (80% aged 31+) and younger recruits (84% aged 16 – 19).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Fair application of rules

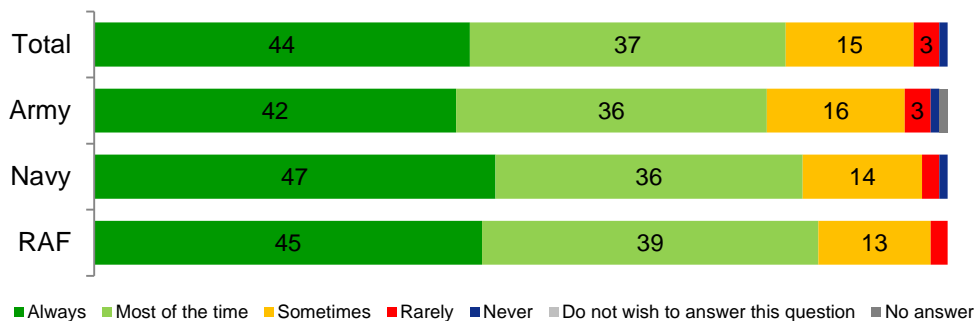


39. Please indicate how often the following statements apply: Rules were applied fairly

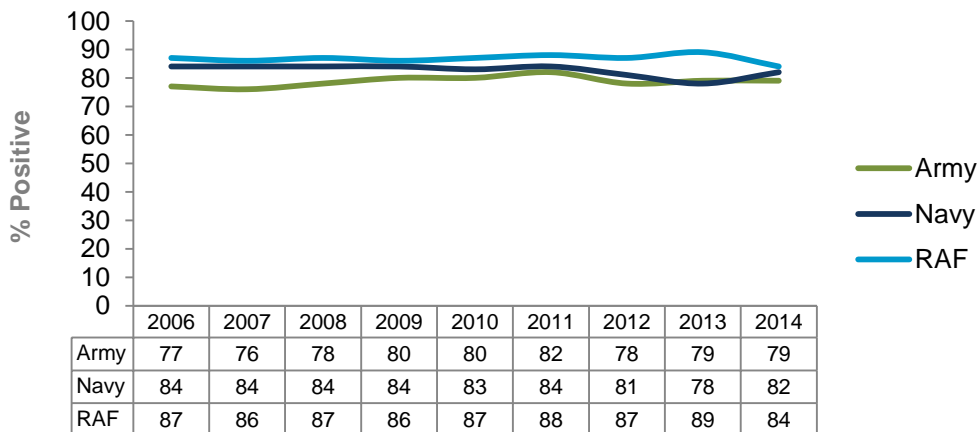
Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'always or most of the time' – comments and significant differences based on this

Current year results



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Four out of five recruits (81%) agreed that rules were applied fairly always or most of the time.
- The proportion of Royal Navy recruits agreeing rules were applied fairly increased (from 78% to 82%), whilst the proportion of RAF recruits fell (from 89% to 84%).
- Despite these changes, recruits from both Services were more likely to agree that rules were applied fairly (82% and 84% respectively) than Army recruits (79%).
- Male recruits were more likely to say rules were applied fairly (81%) than female recruits (78%).

Totals may not add up to 100% due to rounding

Sexual or racial harassment during training

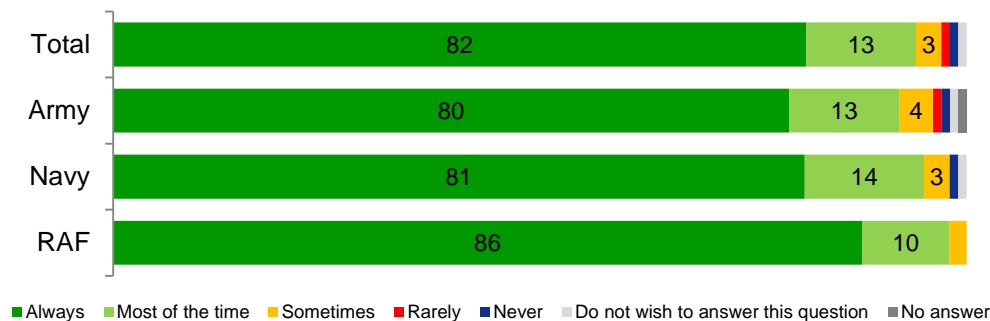


39. Please indicate how often the following statements apply: Training was conducted without sexual or racial harassment

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'always or most of the time' – comments and significant differences based on this

Current year results



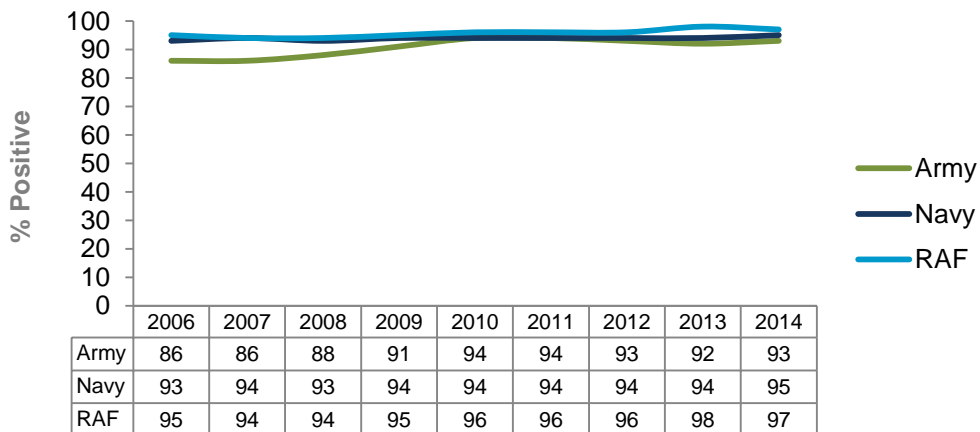
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- The majority of recruits (94%) agree that training was conducted without sexual or racial harassment always or most of the time.
- Royal Navy recruits were more likely to agree with this statement than in 2013 (94% to 95%). Royal Navy and RAF recruits were more likely to agree with this statement (95% and 97% respectively) than Army recruits (93%). RAF recruits were also more likely to agree than Royal Navy recruits.
- 95% of white recruits believed that training was conducted without racial or sexual harassment always or most of the time in comparison to 88% BME recruits.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Whether badly or unfairly treated by staff

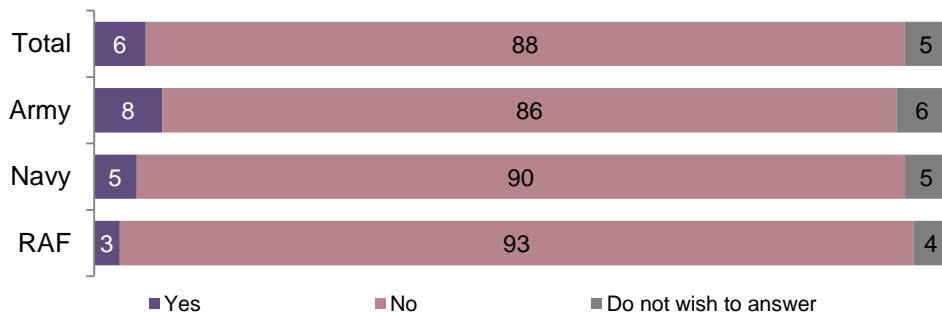


41a. Do you believe that you were badly or unfairly treated by the staff whilst at unit?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

Comments and significant differences based on proportion saying 'yes'

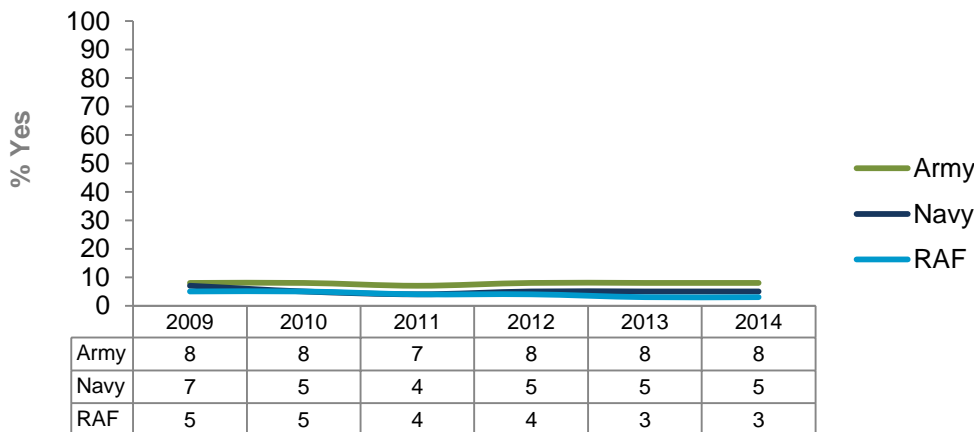
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲▲	▲△	△△
Comparison with previous year	△△	△△	△△

Trend



Please refer to notes page for base size of previous years

Additional information

- Six percent of recruits believed they were badly or unfairly treated by staff.
- Army and Royal Navy recruits were more likely to feel they were badly treated (8% and 5% respectively) than RAF recruits (3%). Army recruits were also more likely to believe so than Royal Navy recruits.
- BME recruits were more likely to believe they had been badly or unfairly treated by the staff (10%) than white recruits (6%).
- Recruits aged over 31 years were the most likely to believe they had been badly or unfairly treated (13%), followed by recruits aged 16 – 19 years (7%) and those aged 20 – 30 years (5%).

Totals may not add up to 100% due to rounding

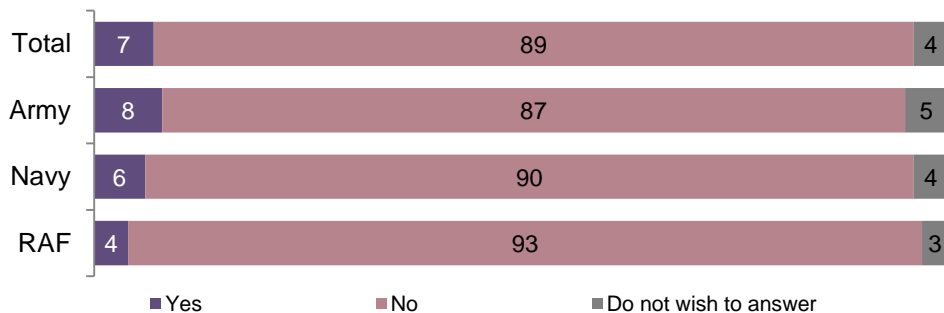
Whether badly or unfairly treated by other recruits



41b. Do you believe that you were badly or unfairly treated by other recruits whilst at unit?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)
 Comments and significant differences based on proportion saying 'yes'

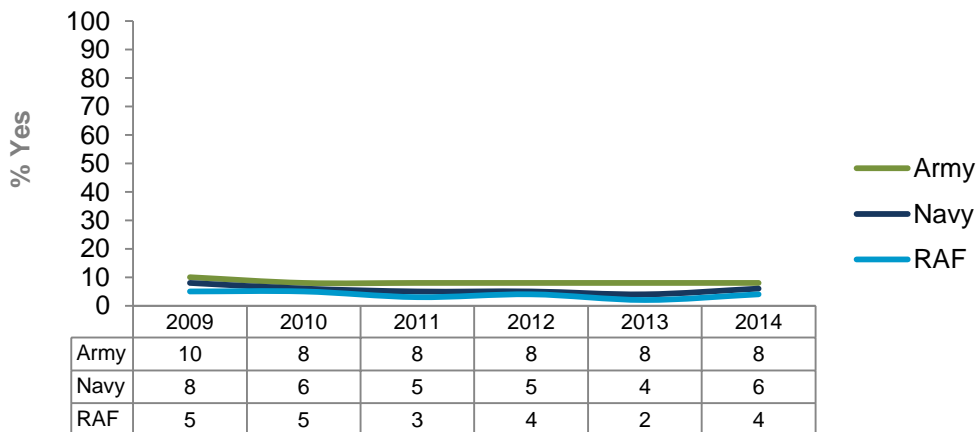
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲▲	▲△	△△
Comparison with previous year	△▽	△▽	△▽

Trend



Please refer to notes page for base size of previous years

Additional information

- Seven percent of recruits felt that they were badly or unfairly treated by other recruits.
- Both Royal Navy and RAF recruits were more likely to believe they were badly treated by other recruits than in 2013 (4% to 6%, and 2% to 4% respectively).
- Despite these increases, Army recruits were more likely to agree with the question (8%) than Royal Navy and RAF recruits.
- BME recruits were more likely to believe they had been badly or unfairly treated by their colleagues (10%) than white recruits (7%).
- Recruits aged 16 – 17 years (9%) and over 31 years (11%) were more likely to believe so than those in their twenties (5% aged 20 -30 years).

Totals may not add up to 100% due to rounding

Whether badly or unfairly treated by other recruits or staff



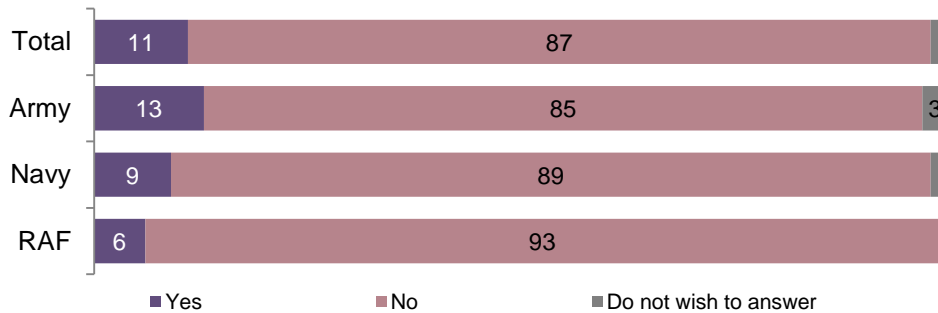
41a. Do you believe that you were badly or unfairly treated by other recruits whilst at unit?

41b. Do you believe that you were badly or unfairly treated by the staff whilst at unit?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

Comments and significant differences based on proportion saying 'yes'

Current year results



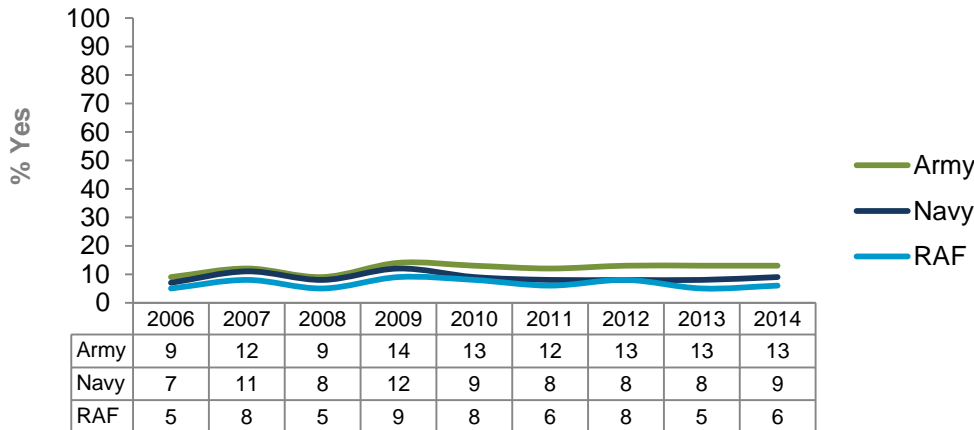
Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ △	△ △
Comparison with previous year	△	△	△

Additional information

- The responses to the two questions about bad or unfair treatment by staff and other recruits have been combined to show reported levels of recruits experiencing bad or unfair treatment overall.
- One in ten recruits (11%) felt that they were badly or unfairly treated by either staff or other recruits.
- Army recruits were more likely to agree (13%) than both Royal Navy and RAF recruits (9% and 6%) and Royal Navy recruits more so than RAF recruits.
- BME recruits were more likely to believe they had been badly or unfairly treated by staff or other recruits (14%) than white recruits (10%).
- Recruits aged over 31 years (18%) were more likely to believe so than those aged 16 – 19 years (13%), who were more likely than those aged 20 -30 (9%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



Types of unfair treatment

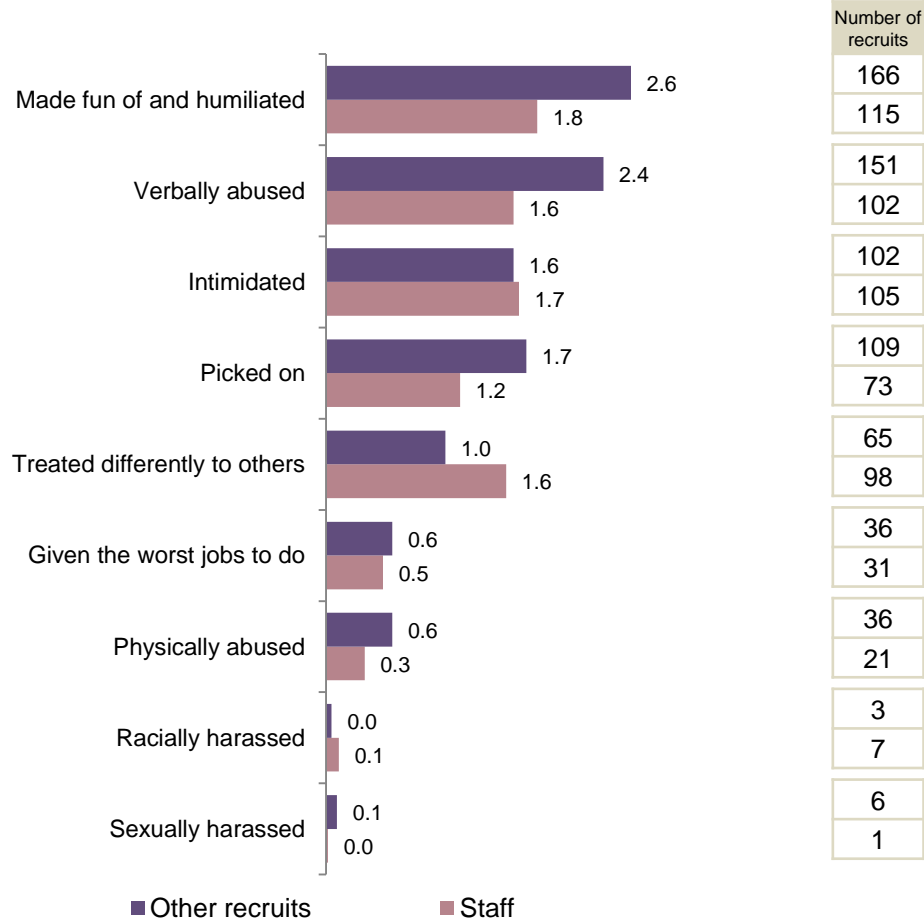


37a. Please read the list below and tick the boxes that apply to you. 37b. Who [insert treatment type] you?

All results recalculated on full base of Phase 1 Army recruits (6,279)

Number of respondents asked the question (all Phase 1 respondents who were badly or unfairly treated): Army (790)

Current year results – Army (% all recruits)



Additional information

- Results are displayed as percentage of all recruits.
- The most common form of unfair treatment was being made fun of and humiliated with 166 saying this was done by other recruits and 115 by members of staff.
- This was also the most common reason last year.



Types of unfair treatment

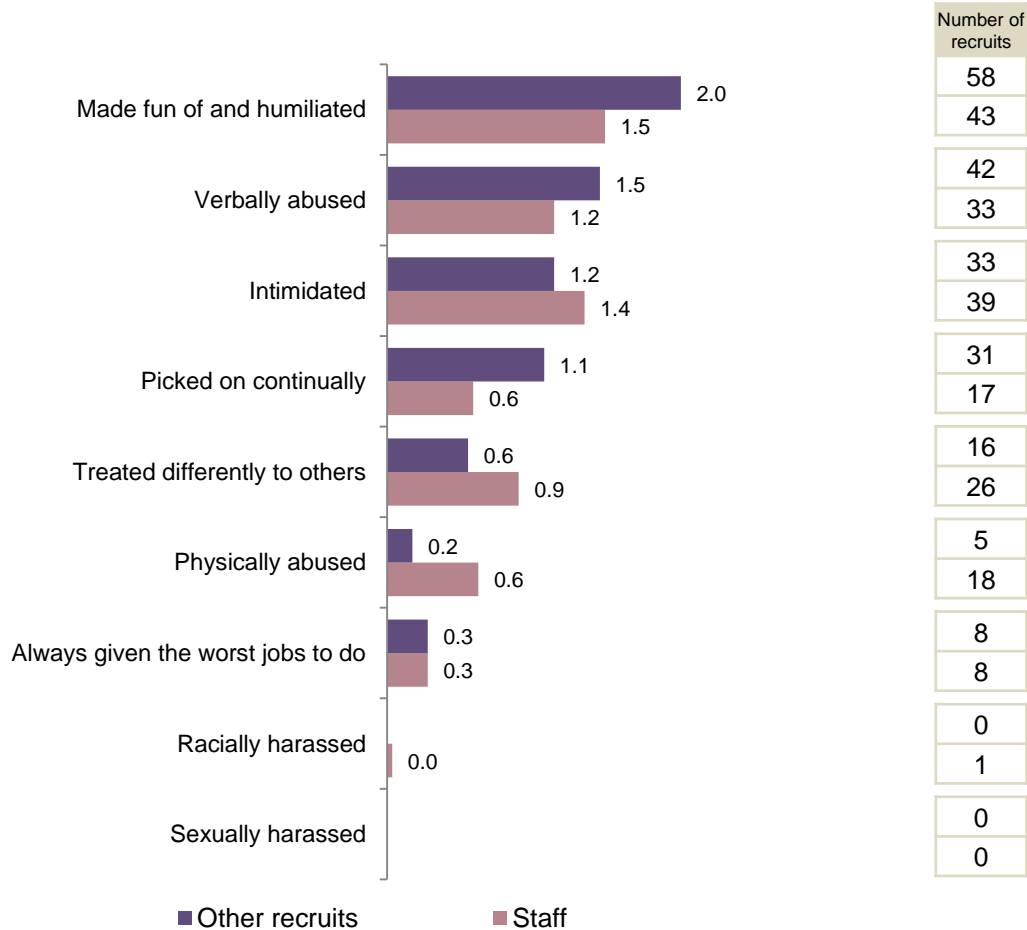


37a. Please read the list below and tick the boxes that apply to you. 37b. Who [insert treatment type] you?

All results recalculated on full base of Phase 1 Navy recruits (2,843)

Number of respondents asked the question (all Phase 1 respondents who were badly or unfairly treated): Navy (250)

Current year results – Navy (% all recruits)



Additional information

- Results are displayed as percentage of all recruits.
- The most common form of unfair treatment was being made fun of and humiliated with 58 saying this was done by other recruits and 43 by members of staff.
- This was also the most common reason last year.



Types of unfair treatment

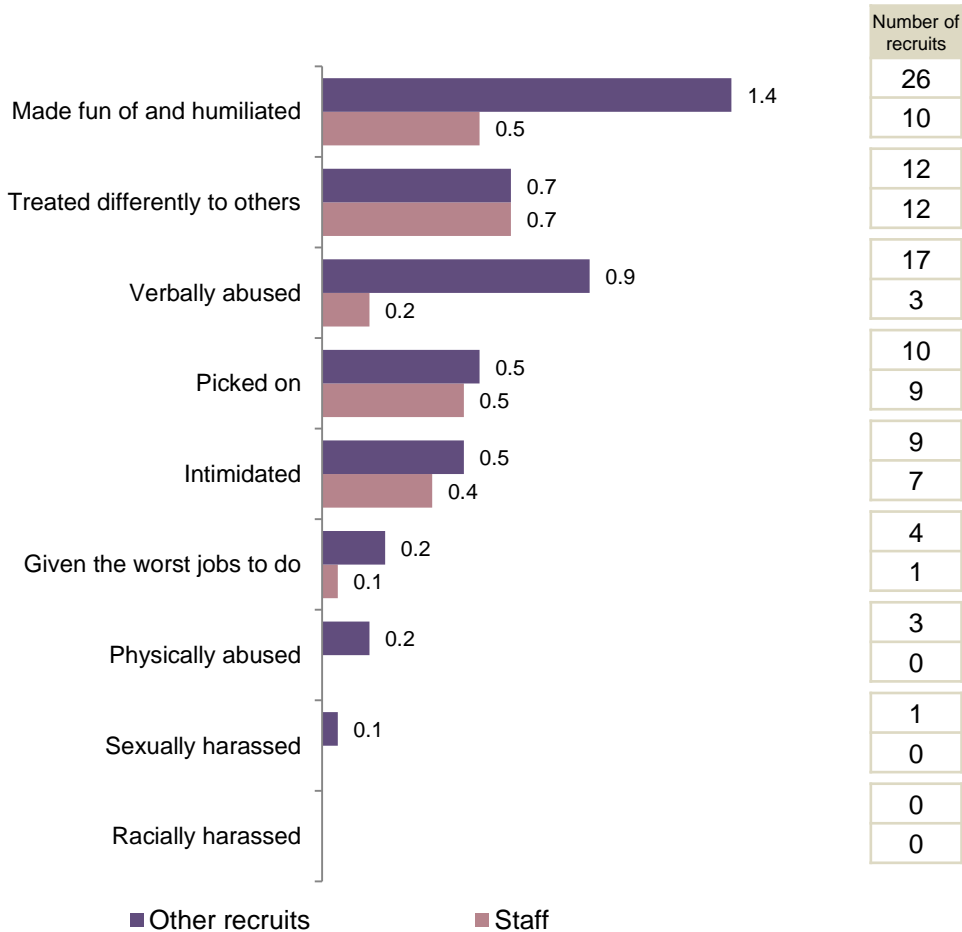


37a. Please read the list below and tick the boxes that apply to you. 37b. Who [insert treatment type] you?

All results recalculated on full base of Phase 1 RAF recruits (1,829)

Number of respondents asked the question (all Phase 1 respondents who were badly or unfairly treated): RAF (116)

Current year results – RAF (% all recruits)



Additional information

- Results are displayed as percentage of all recruits.
- The most common form of unfair treatment was being made fun of and humiliated with 26 saying this was done by other recruits and 10 by members of staff.
- This was also the most common reason last year.



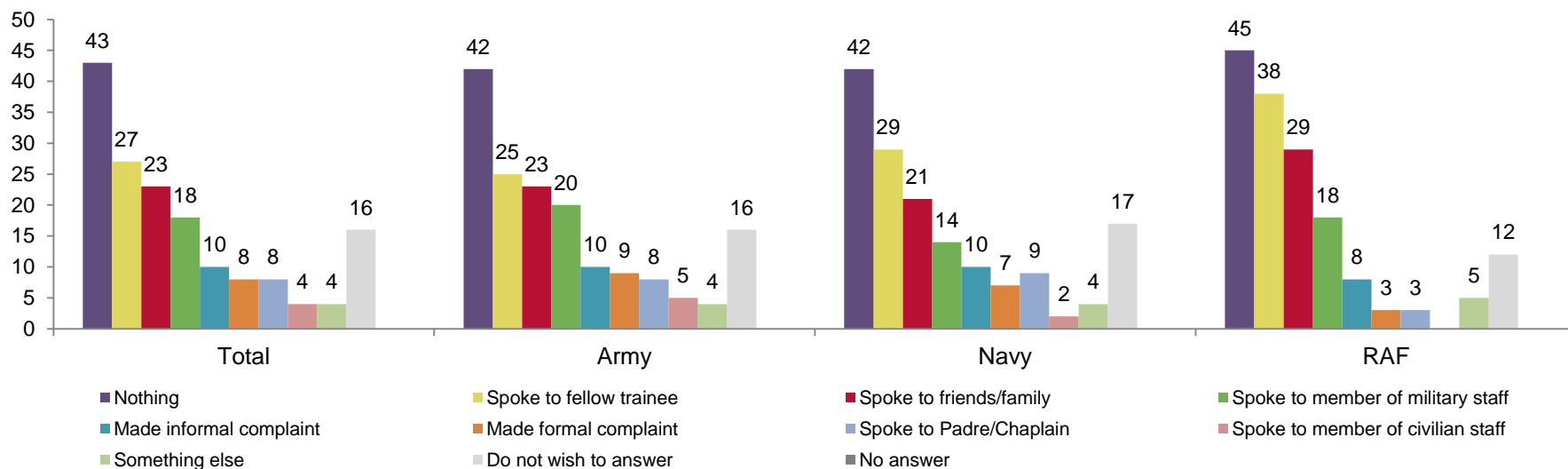
Action taken as a result of bad or unfair treatment



43. Which of the following did you do following the unfair treatment you experienced?

Number of respondents (all Phase 1 respondents who said they were badly or unfairly treated and mentioned the type of treatment experienced): Total (769), Army (540), Navy (163), RAF (66)

Current year results (%)



Additional information

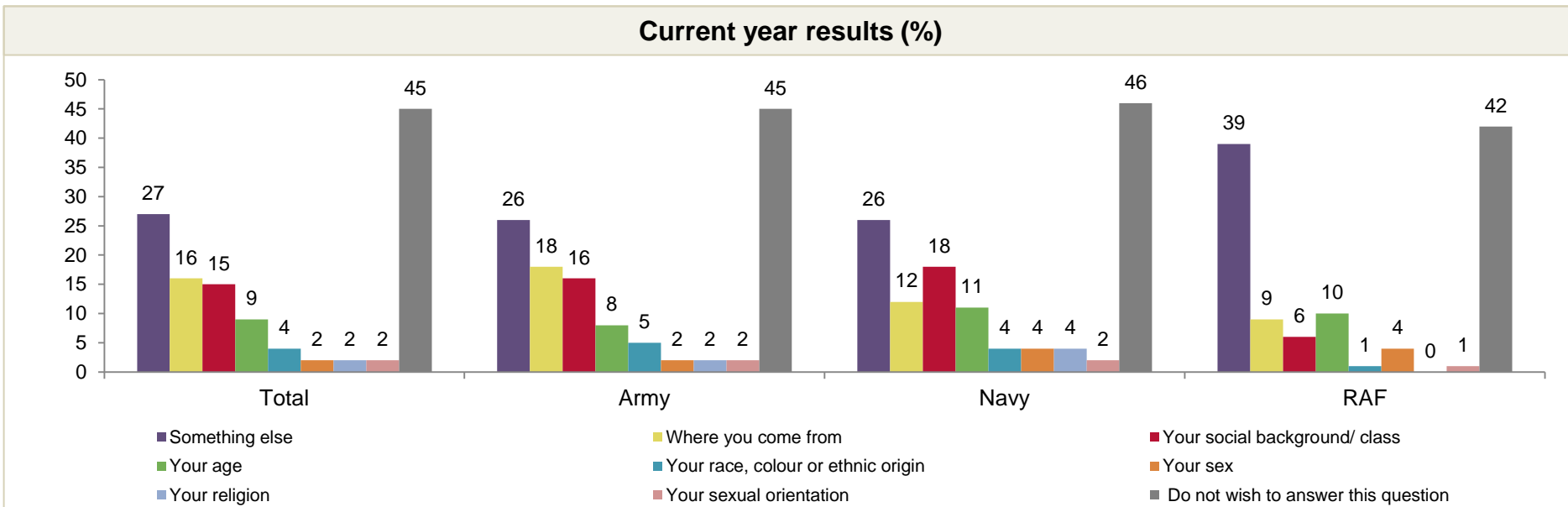
- The most common action taken by recruits who believed they experienced unfair treatment was to do nothing (43%), followed by speaking to a fellow trainee (27%) and speaking to friends and family (23%).
- Overall 16% of recruits made a formal and/or informal complaint following unfair treatment, and were more likely to do so than last year (11%). This increase is mostly driven by Royal Navy recruits (from 5% to 16%).
- Male recruits were more likely to do nothing (45% compared with 23% females) and female recruits were more likely to take action and make a formal and/or informal complaint (23% compared with 15% males).

Perceived reason for bad or unfair treatment



44. Why do you think you were badly or unfairly treated?

Number of respondents (all Phase 1 respondents who said they were badly or unfairly treated): Total (1,156), Army (790), Navy (250), RAF (116)



Additional information

- The most common reason given by recruits for why they felt they were unfairly treated was because of where they come from (16%), closely followed by their social background/class (15%). Please note that almost half (45%) chose not to answer.
- Females recruits were more likely to believe it was because of their gender (11% compared with 1%) and sexual orientation (4% compared with 1%) as a reason than male recruits. Males recruits were more likely to say they did not wish to answer the question (46% compared with 33%).
- BME recruits were more likely than white recruits to cite race, colour or ethnic origin as a reason (26% compared with 2%) and religion (6% compared with 2%).

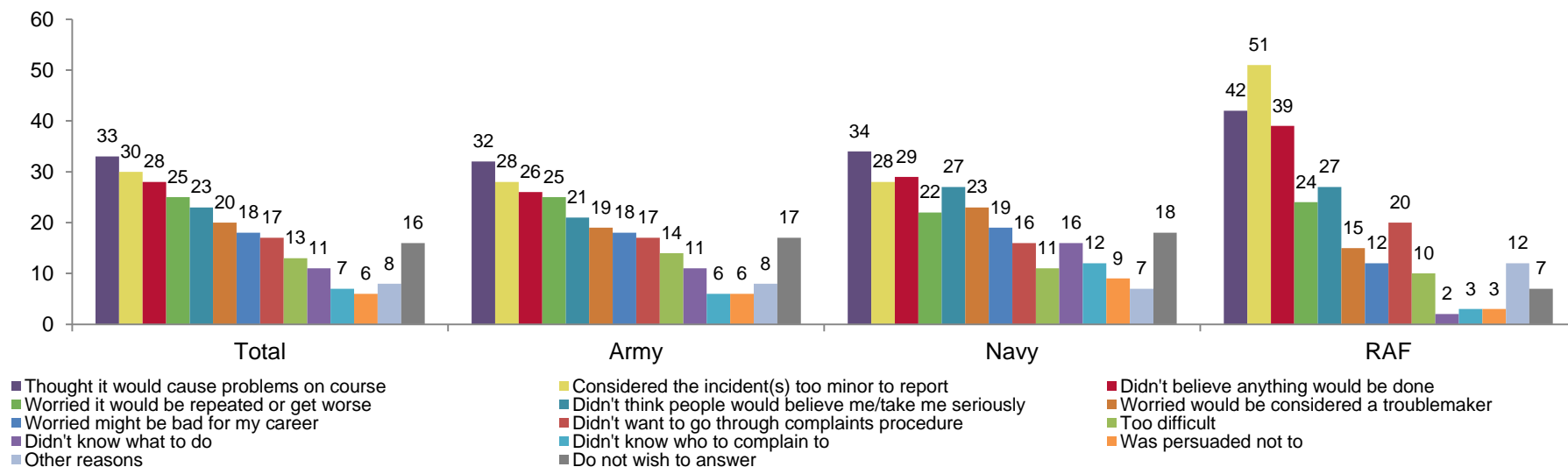
Reason for not complaining about bad or unfair treatment



45. If you did not complain about any incident of bad or unfair treatment, why was this?

Number of respondents (all Phase 1 respondents who said they were badly or unfairly treated, mentioned the type of treatment experienced and did not make a complaint): Total (648), Army (452), Navy (137), RAF (59)

Current year results (%)



Additional information

- The most common reasons given for not complaining about unfair treatment was a fear it would cause problems on the course (33%), considering the incident(s) too minor (30%) and that they didn't believe anything would be done (28%).
- Female recruits who did not complain were more likely to think that they would be considered a troublemaker than male recruits (32% compared with 19%).
- White recruits were more likely than BME recruits to say that they thought it would cause problems on the course (34% compared with 19%) or that they were worried that it would be repeated or get worse (26% compared with 9%).

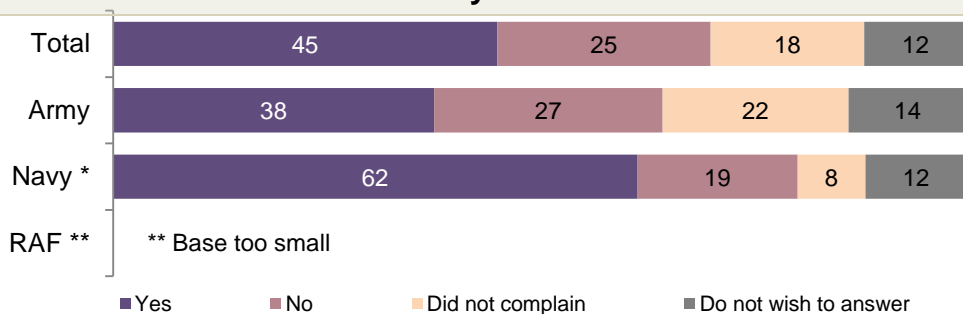
Whether complaint about bad or unfair treatment dealt with fairly



46. When you made a complaint about your treatment was it dealt with fairly?

Number of respondents (all Phase 1 respondents who said they were badly or unfairly treated and made a complaint): Total (121), Army (88), Navy (26*), RAF (7*). % positive equals the proportion who say 'yes' – comments and significant differences based on this

Current year results



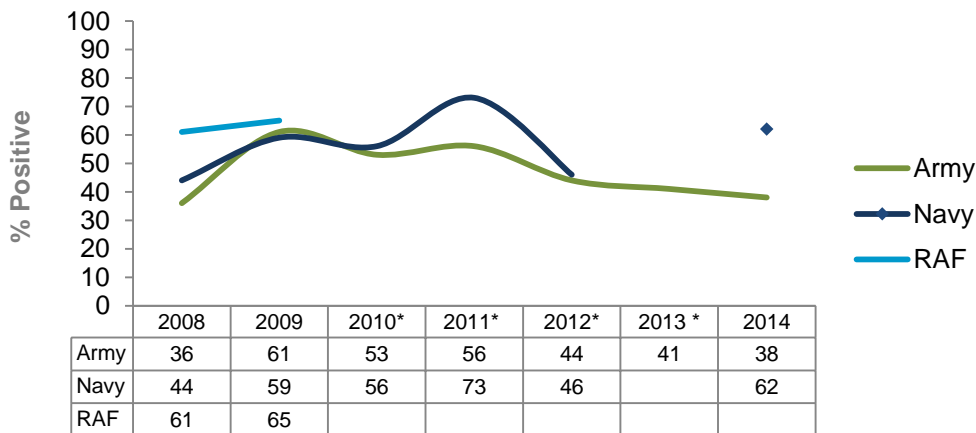
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Just under half of recruits who made a complaint (45%) felt their complaint was dealt with fairly and 12% chose to not answer the question.
- The number of recruits answering this question is very low so results should be viewed with some caution.

Trend



Please refer to notes page for base size of previous years

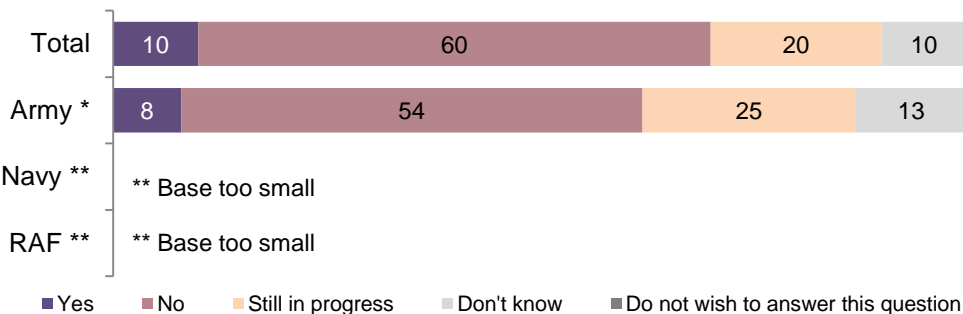
Whether complaint / problem resolved



47a. Was the problem resolved?

Number of respondents (all Phase 1 respondents who said that they were badly or unfairly treated, made a complaint and did not think their complaint was dealt with fairly): Total (30), Army (24*), Navy (5*), RAF (1*). % positive equals the proportion who say 'yes' – comments and significant differences based on this

Current year results



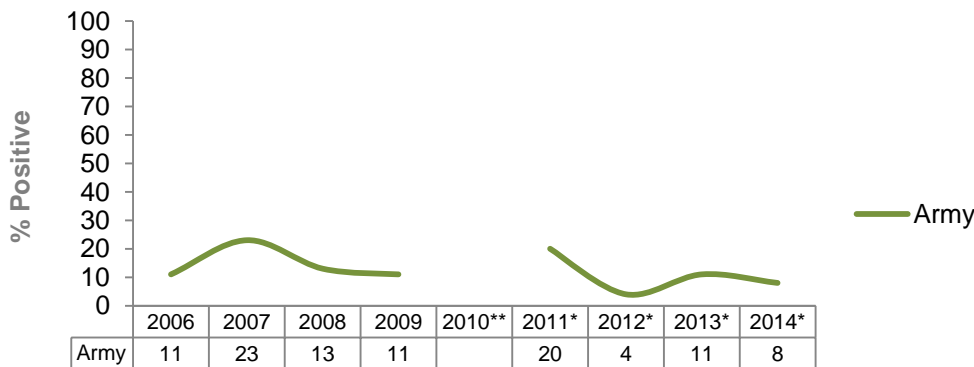
Differences

	Army	Navy	RAF
Current year Service comparisons	Base size too low to test significant differences		
Comparison with previous year			

Additional information

- Only one in ten recruits who complained and did not feel their complaint was treated fairly (10%) felt their problem had been resolved following their complaint. The same number did not wish to answer the question.
- The number of recruits answering this question is very low so results should be viewed with some caution.

Trend



Please refer to notes page for base size of previous years



Setbacks during training

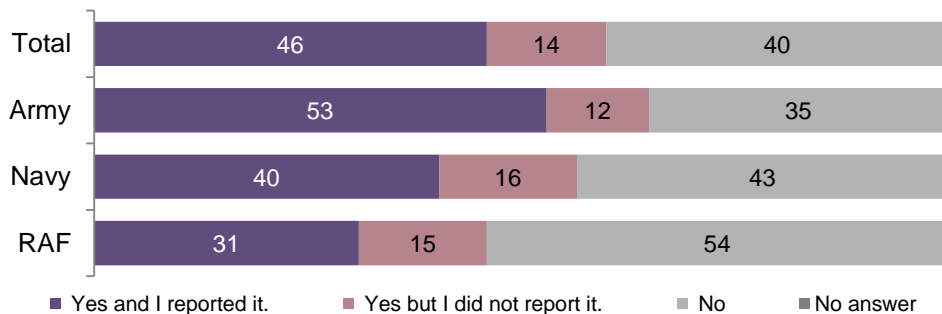
Illness or injury during training



49. Were you ever ill or injured during training?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)
 Comments and significant differences based on % saying 'yes and I reported it'

Current year results



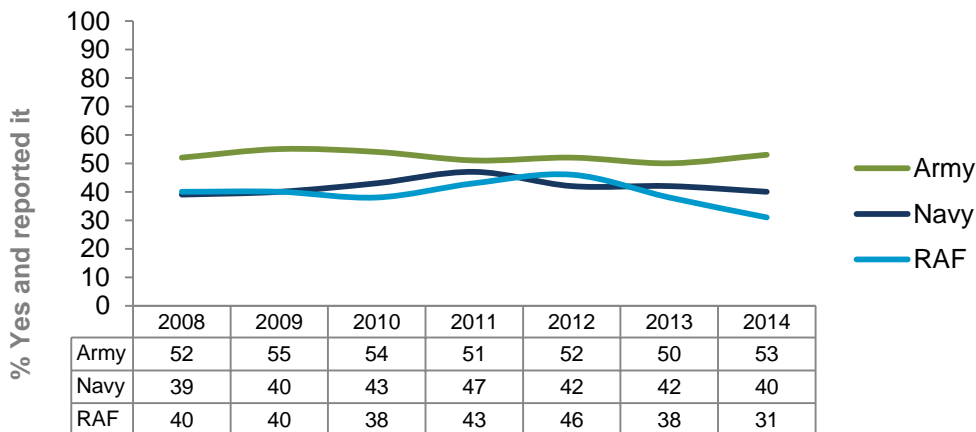
Differences

	Army	Navy	RAF
Current year Service comparisons	▲▲	▲△	△△
Comparison with previous year	▽	▽	▽

Additional information

- Just under half of all recruits (46%) reported ill or injured during training.
- Army recruits were more likely to report ill or injured than in 2013 (50% to 53%) and were more likely to do so than both Royal Navy and RAF recruits (40% and 31% respectively). Royal Navy recruits were also more likely to report ill or injured than RAF recruits.
- RAF recruits were less likely to report ill or injured than in 2013 (31%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

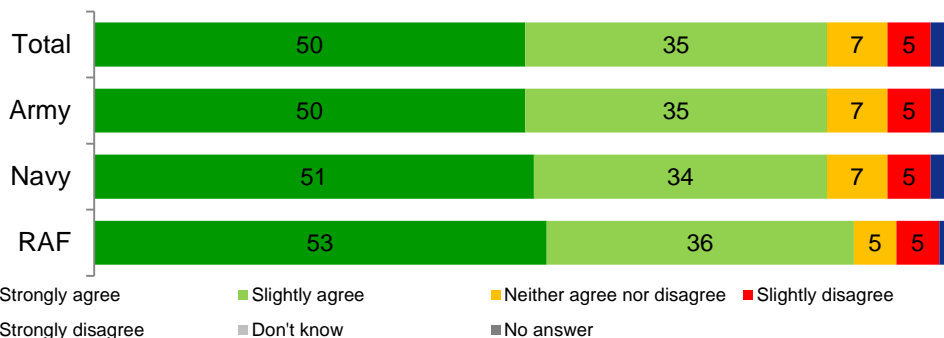
Whether illness/injury was properly dealt with



50. Please indicate how you feel about the following statements: My injury/illness was properly dealt with

Number of respondents (all Phase 1 respondents who were ill or injured and reported it): Total (5,026), Army (3,319), Navy (1,149), RAF (558)
 % positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results



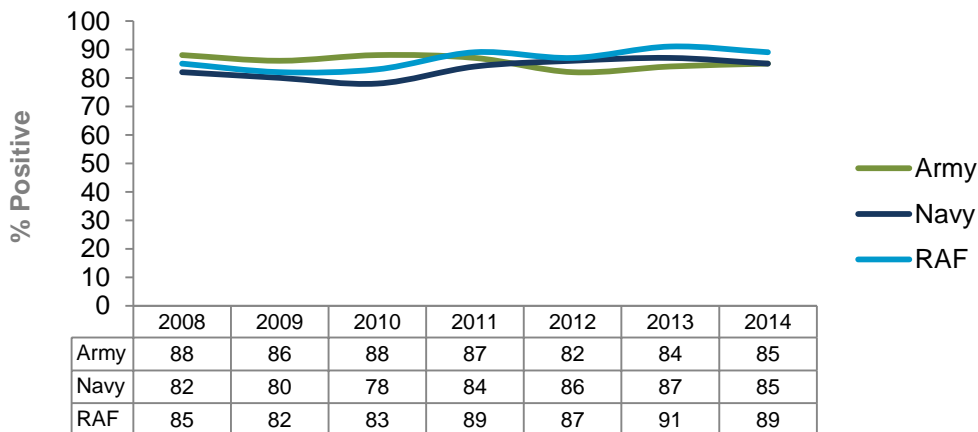
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ ▲
Comparison with previous year	▽	▽	▽

Additional information

- Of all recruits who reported ill or injured, the majority (85%) felt their injury or illness was properly dealt with.
- RAF recruits were more likely to respond positively to this question (89%) than Army and RAF recruits (both 85%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

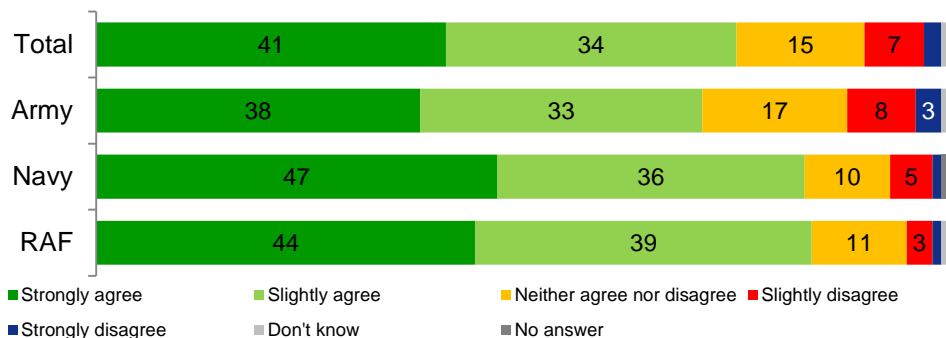
Staff help and support during illness/injury



50. Please indicate how you feel about the following statements: Staff helped and supported me when I was ill/injured

Number of respondents (all Phase 1 respondents who were ill or injured and reported it): Total (5,026), Army (3,319), Navy (1,149), RAF (558)
 % positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

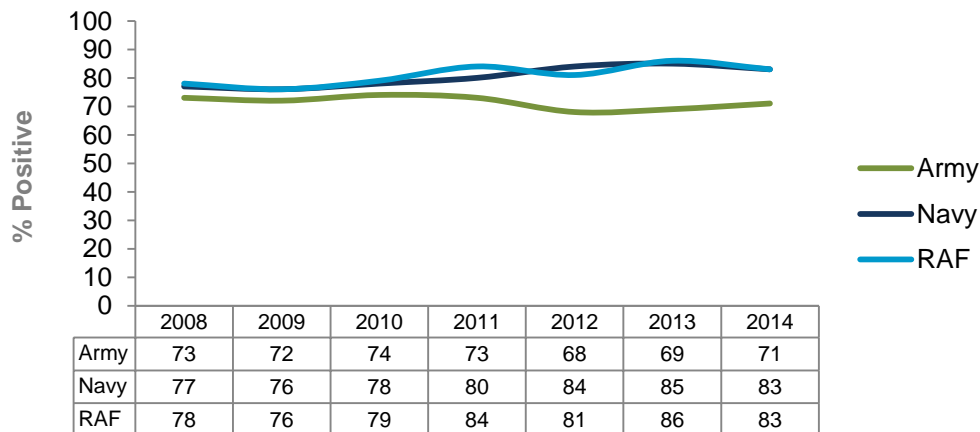
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ △
Comparison with previous year	△	△	△

Trend



Please refer to notes page for base size of previous years

Additional information

- Three quarters of recruits (75%) agreed that staff helped and supported them whilst they were ill or injured.
- Both Royal Navy and RAF recruits were more likely to respond positively to this question (both 83%) than Army recruits (71%).

Totals may not add up to 100% due to rounding

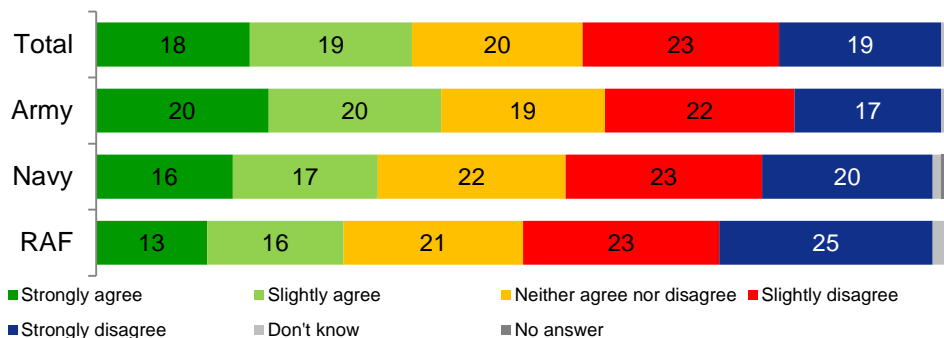
Advice for others on reporting sick



50. Please indicate how you feel about the following statements: I would advise others in a similar situation not to report sick if they can avoid it

Number of respondents (all Phase 1 respondents who were ill or injured and reported it): Total (5,026), Army (3,319), Navy (1,149), RAF (558)
 % positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

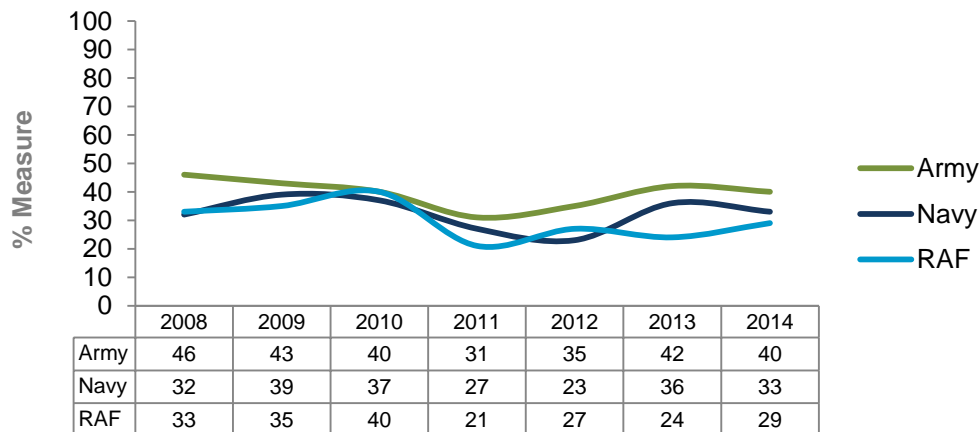
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	△ △	△ △
Comparison with previous year	△	△	△

Trend



Please refer to notes page for base size of previous years

Additional information

- Over a third of recruits (37%) agreed that they would advise others not to report sick if they can avoid it.
- Army recruits were more likely to say they would advise others not to do so (40%) than both Royal Navy and RAF recruits (33% and 29% respectively).
- However, there has been an increase in RAF recruits who agree with this statement since 2013 (24% to 29%).

Totals may not add up to 100% due to rounding

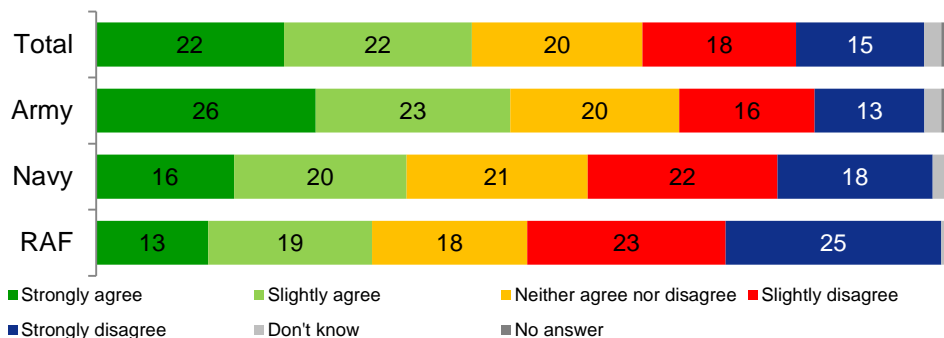
Whether others considered me weak because I reported sick



50. Please indicate how you feel about the following statements: I felt that people considered me weak because I reported sick

Number of respondents (all Phase 1 respondents who were ill or injured and reported it): Total (5,026), Army (3,319), Navy (1,149), RAF (558)
 % measure equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

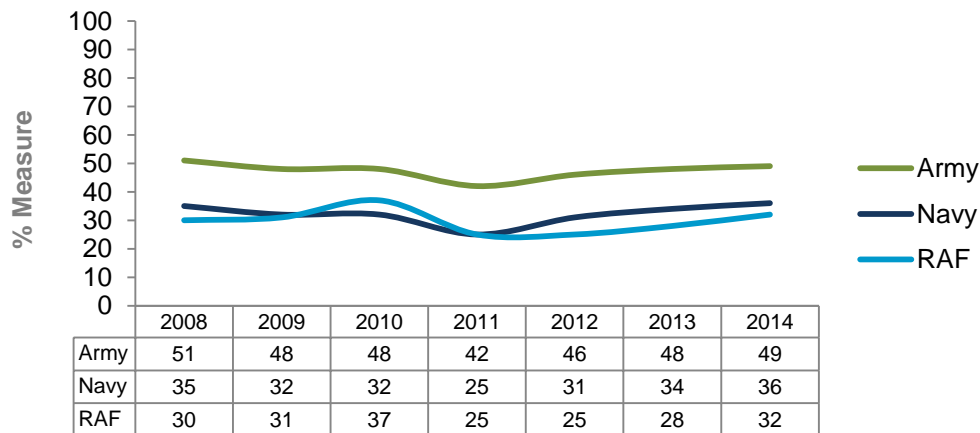
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	△ △	△ △
Comparison with previous year	△	△	△

Trend



Please refer to notes page for base size of previous years

Additional information

- Around every two out of five recruits (44%) agreed that they felt other people considered them weak for reporting sick.
- Army recruits were more likely to feel they were considered weak (49%) than both Royal Navy and RAF recruits (36% and 32% respectively).

Totals may not add up to 100% due to rounding

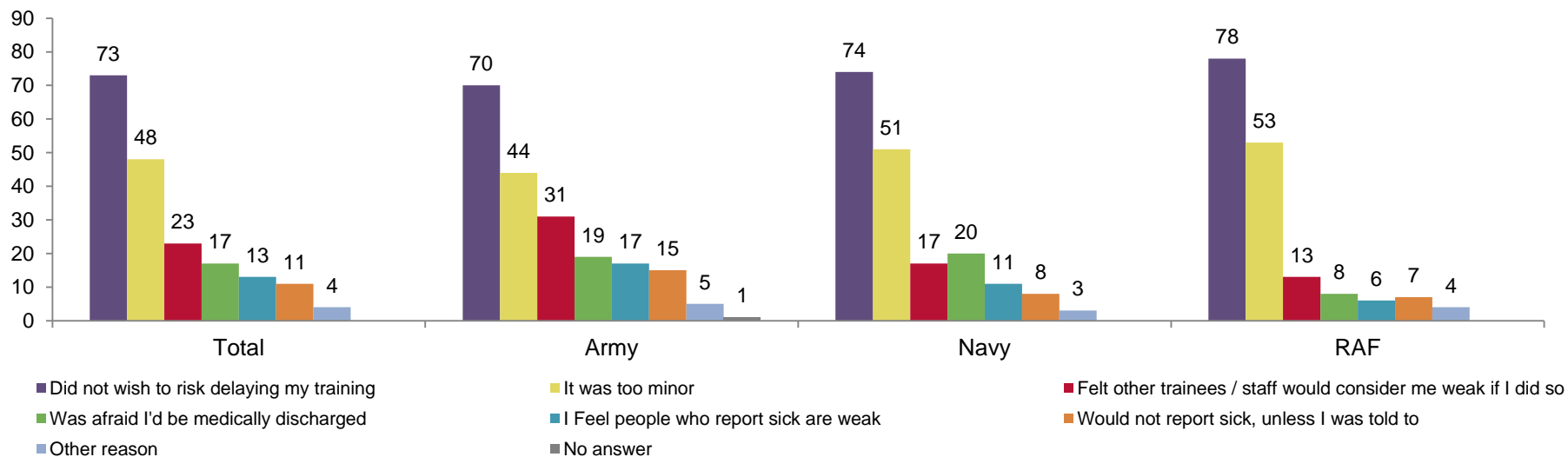
Reason for not reporting illness or injury



51. Why did you not report it?

Number of respondents (all Phase 1 respondents who were ill or injured and did not report it): Total (1,514), Army (767), Navy (464), RAF (283)

Current year results (%)



Additional information

- The most common reason for not reporting ill or injured was to avoid delaying training (73%), followed by it being too minor (48%).
- These top two reasons were ranked in the same order in the 2013 report.

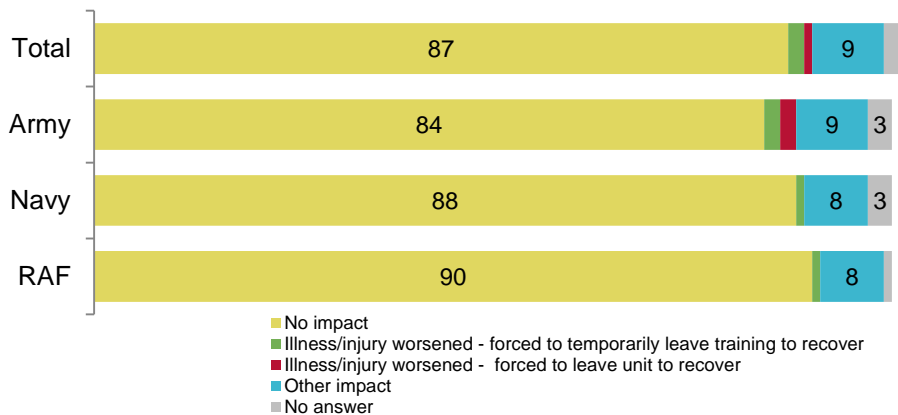
Result of not reporting sick



52. What was the result of not reporting sick?

Number of respondents (all Phase 1 respondents who were ill or injured and did not report it): Total (1,514), Army (767), Navy (464), RAF (283)
 Comments and significant differences based on % saying 'no impact'

Current year results



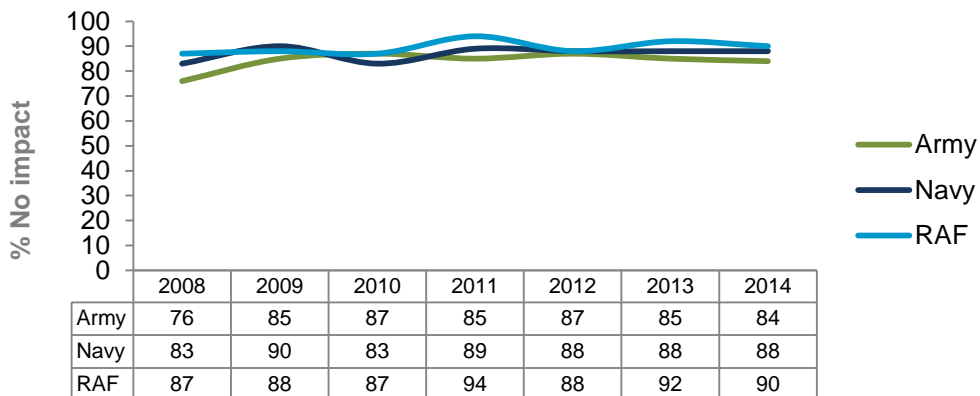
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- The majority of recruits (87%) who did not report sick felt that there was no impact.
- RAF recruits were more likely to believe it had no impact (90%) than Army recruits (84%).
- Only 3% recruits said the illness or injury worsened and they were forced to leave to recover.

Trend



Totals may not add up to 100% due to rounding

Repeating training

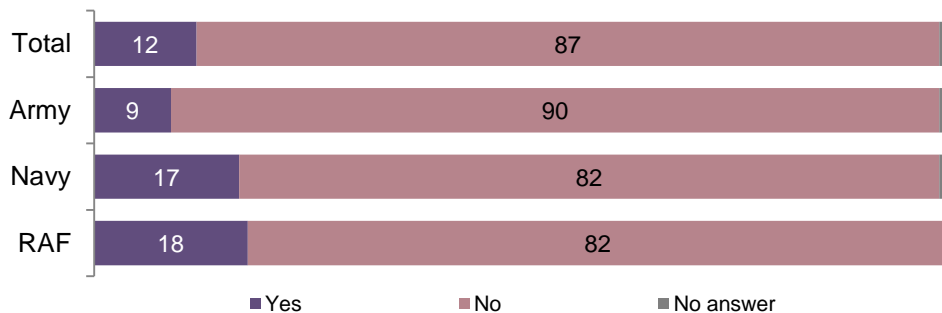


54. Were you back squadded?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

Comments and significant differences based on proportion who say 'yes'

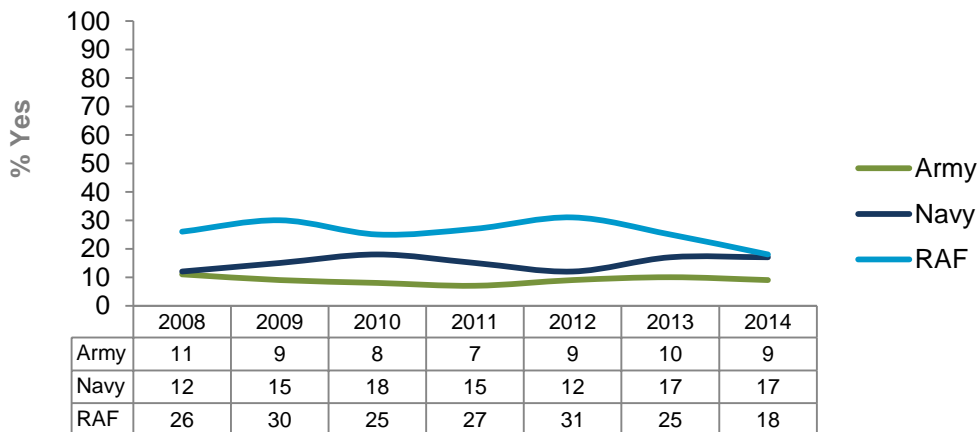
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Trend



Additional information

- Just over one in ten recruits (12%) had to repeat training.
- Royal Navy and RAF recruits were more likely to repeat training (17% and 18% respectively) than Army recruits (9%).
- In the questionnaire, respondents were asked whether they were back-squadded/back-classed/re-flighted according to their Service. In this report we have referred only to back-squadding for the sake of brevity.

Totals may not add up to 100% due to rounding

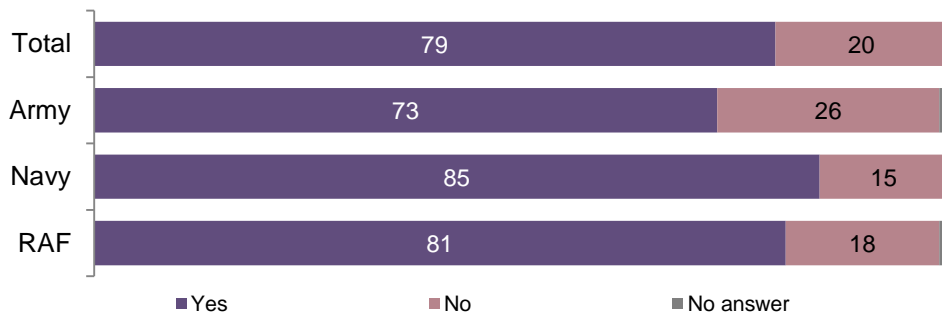
Personal warning of possibility of repeating training



55. Were you warned personally that there was a possibility that you would be back-squadded?

Number of respondents (all Phase 1 respondents who were back-squadded): Total (1,366), Army (547), Navy (493), RAF (326)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

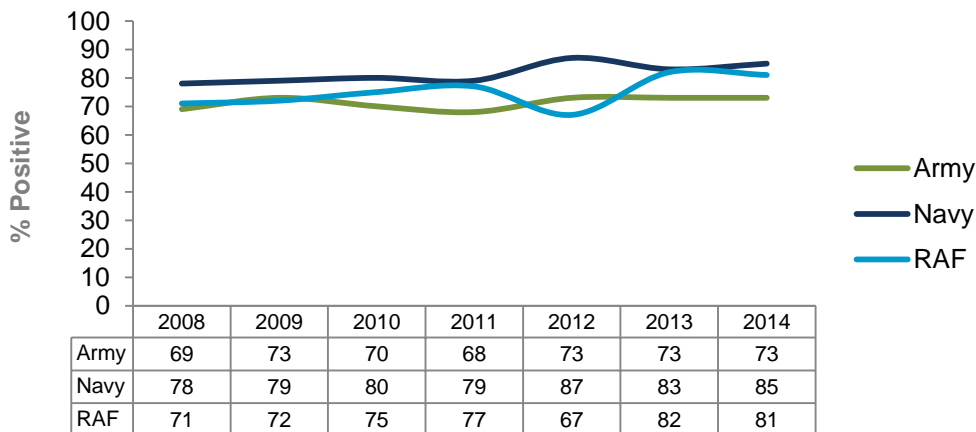
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Trend



Additional information

- Four out of five recruits (79%) who were back-squadded were warned personally that it was a possibility.
- Royal Navy and RAF recruits were more likely to have been warned (85% and 81% respectively) than Army recruits (73%).

Please refer to notes page for base size of previous years

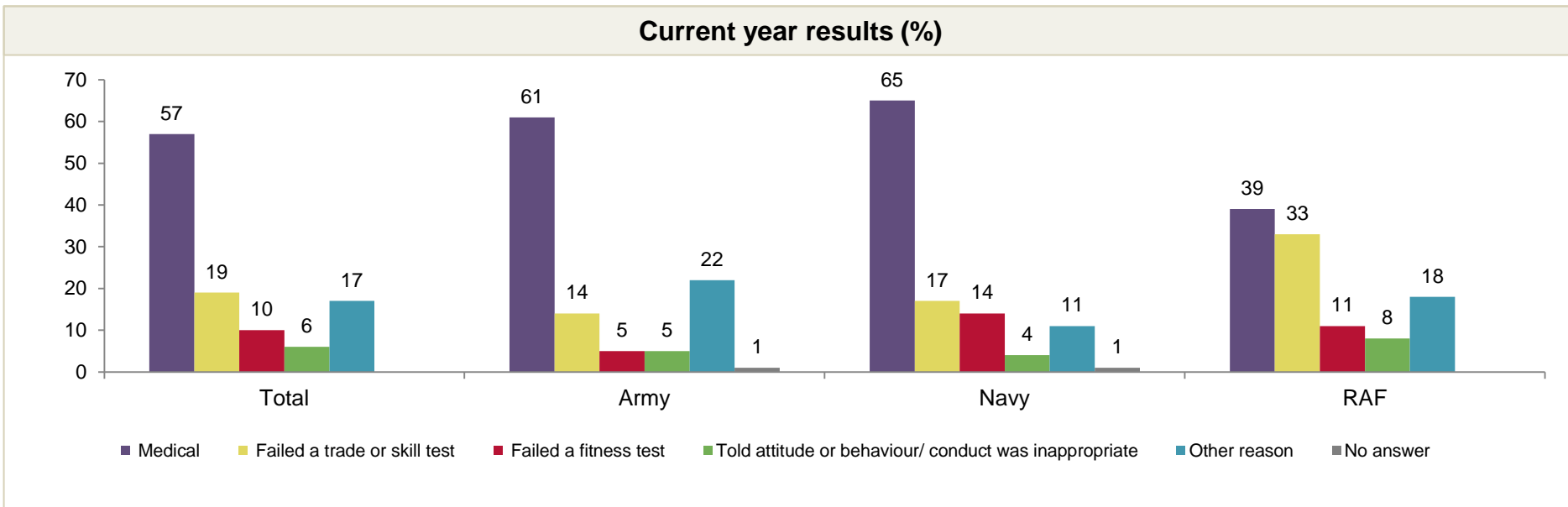
Totals may not add up to 100% due to rounding

Reason given for repeating training



56. What reasons were you given for being back-squadded?

Number of respondents (all Phase 1 respondents who were back-squadded): Total (1,366), Army (547), Navy (493), RAF (326)



Additional information

- The most common reason for being back-squadded across all Services was medical (57%) and this was also the top reason last year.
- For those who answered ‘other’ some common themes in their verbatim comments include failing a training exercise or inspection, and personal or compassionate reasons.



General

Regular feedback on performance

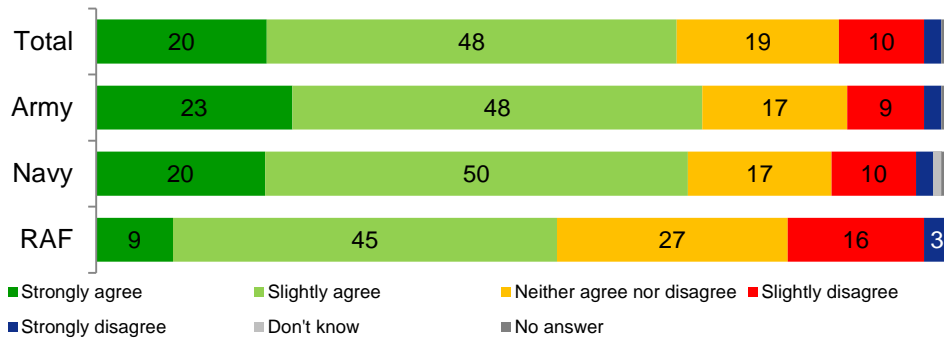


58. Below are some statements ... To what extent do you agree or disagree with each? I received regular feedback on my performance

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results



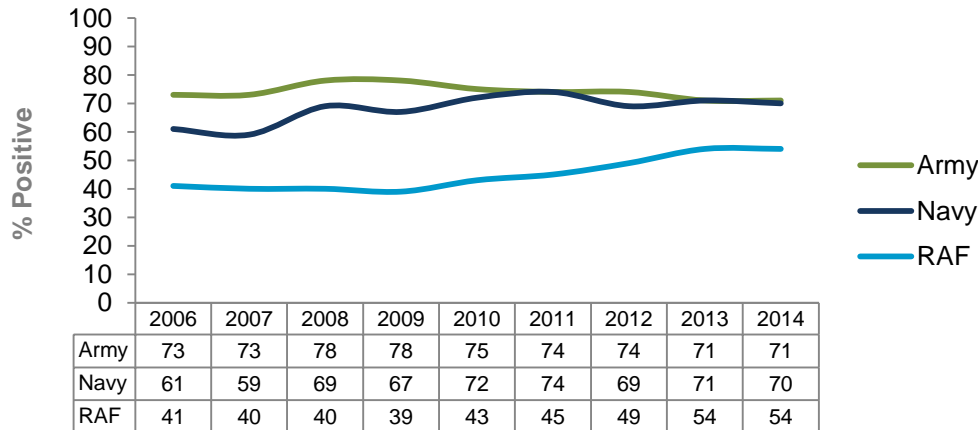
Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▲ ▼	▲ ▼	▲ ▼

Additional information

- Two thirds of recruits (68%) agreed that they received regular feedback on their performance.
- Both Army and Royal Navy recruits were more likely to agree that they received regular feedback (71% and 70% respectively) than RAF recruits (54%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Explanation of reasons for doing things

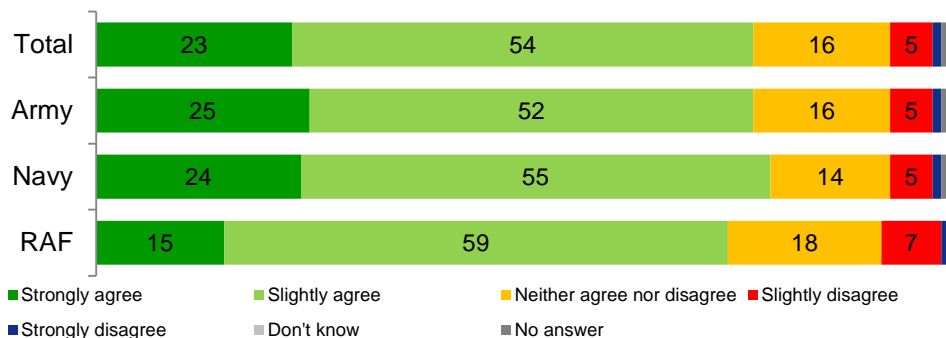


58. Below are some statements ... To what extent do you agree or disagree with each? The reasons for doing things were explained to me

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results



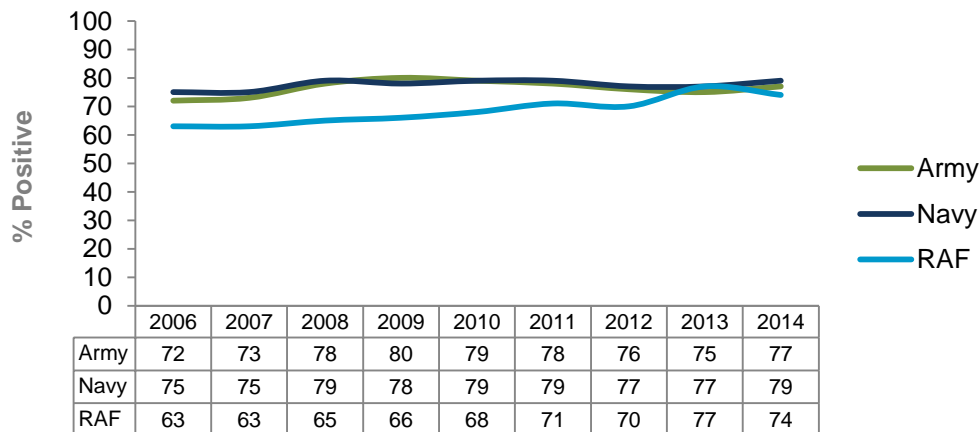
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ ▲	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Three quarters of recruits (77%) agreed that the reasons for doing things were explained to them.
- Royal Navy recruits were more likely to agree with this statement (79%) than both Army and RAF recruits (77% and 74% respectively).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Commitment of staff/instructors to support success

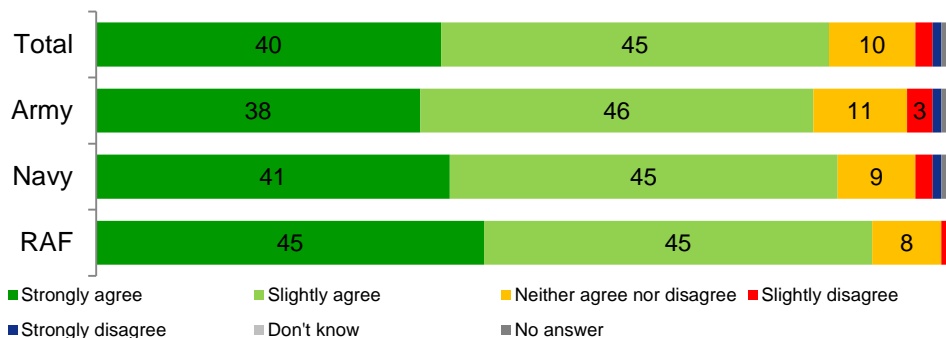


58. Below are some statements ... To what extent do you agree or disagree with each? The staff/instructors did all they could to help me succeed in training

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results



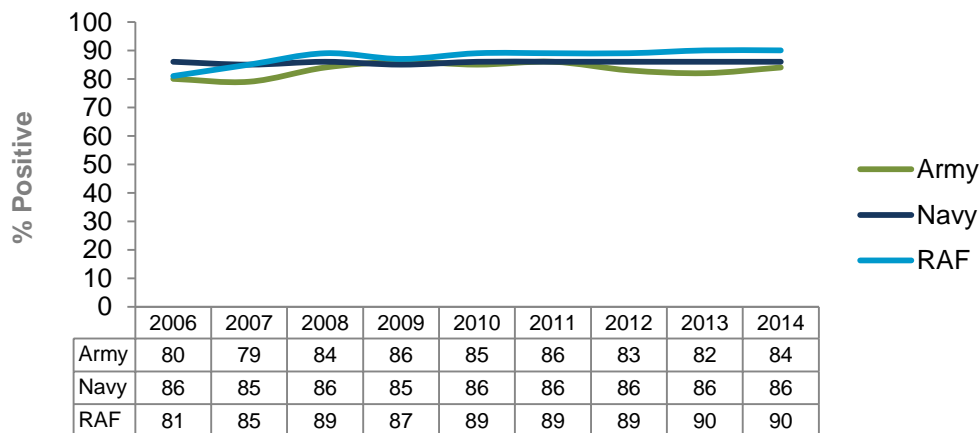
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	▽	▽	▽

Additional information

- Most recruits (86%) agreed that staff and instructors did all they could to help them succeed in their training.
- Army recruits were more likely to agree with this statement than they were in 2013 (84%, up from 82%).
- Despite this increase, Royal Navy and RAF recruits were more likely to agree that staff/instructors did all they could (86% and 90% respectively) than Army recruits (84%).
- RAF recruits were also more likely to agree than Royal Navy recruits.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Personal benefit from the course

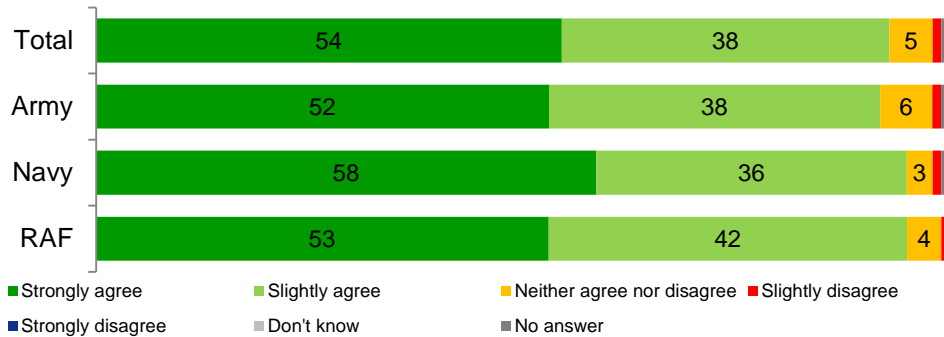


58. Below are some statements ... To what extent do you agree or disagree with each? I feel I personally benefited from the course

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results



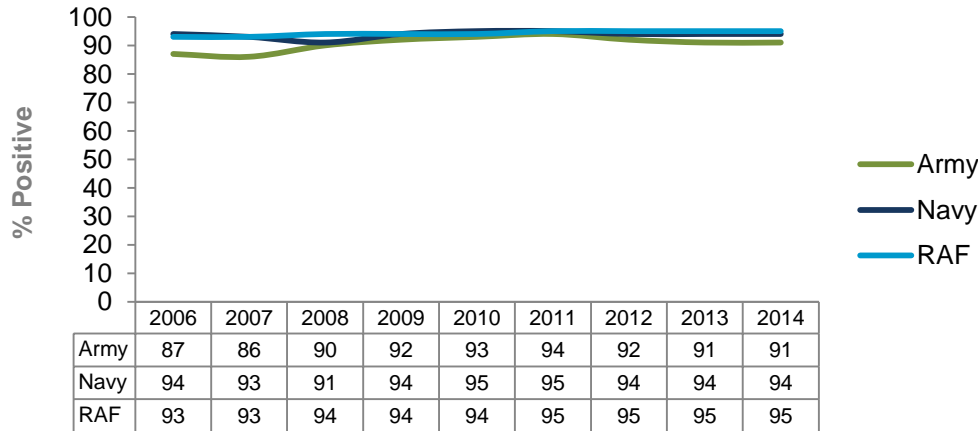
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Nine out of ten recruits (92%) agreed that they felt they personally benefitted from their Phase 1 training course.
- Royal Navy and RAF recruits were more likely to feel that they benefitted (94% and 95% respectively) than Army recruits (91%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Sense of achievement

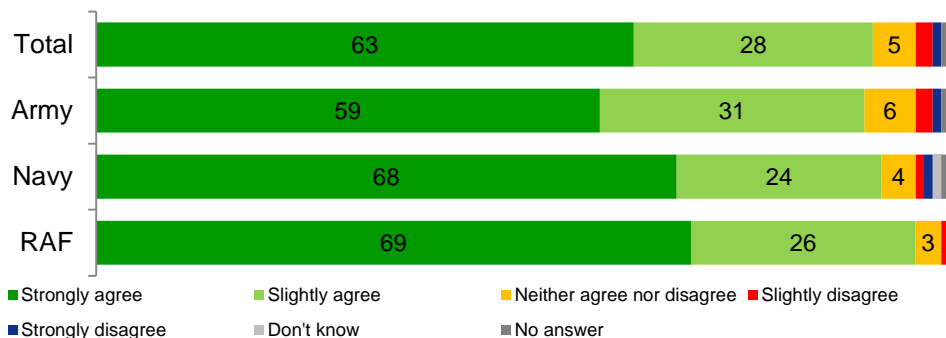


58. Below are some statements ... To what extent do you agree or disagree with each? I felt a sense of achievement

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results



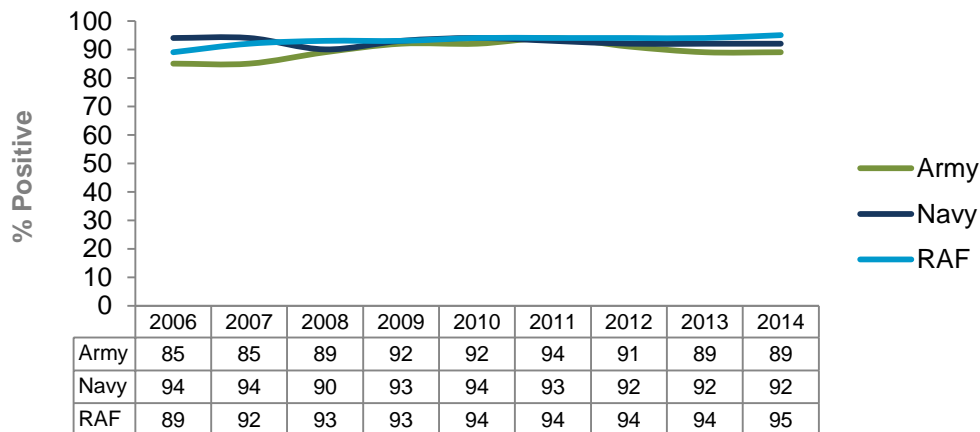
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- The majority of recruits (91%) felt a sense of achievement from their Phase 1 training course.
- Both Royal Navy and RAF recruits were more likely to say they felt a sense of achievement (92% and 95% respectively) than Army recruits (89%).
- RAF recruits were also more likely to feel a sense of achievement than Royal Navy recruits.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

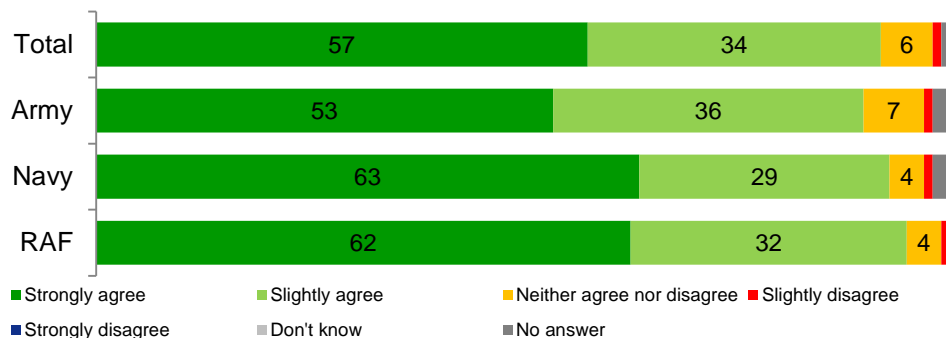


58. Below are some statements ... To what extent do you agree or disagree with each? I felt challenged

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results



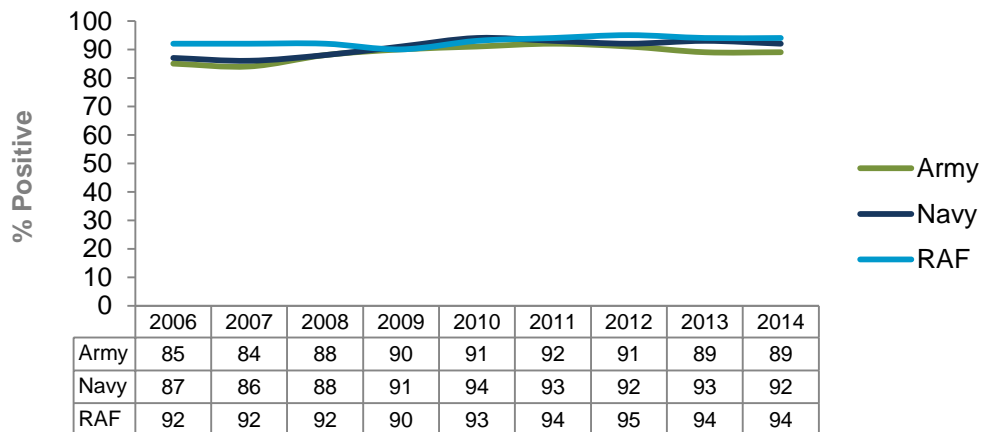
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- The majority of recruits (91%) felt challenged by their Phase 1 training course.
- Both Royal Navy and RAF recruits were more likely to feel challenged (92% and 94% respectively) than Army recruits (89%).
- RAF recruits were also more likely to feel challenged than Royal Navy recruits.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Training comparison to expectations

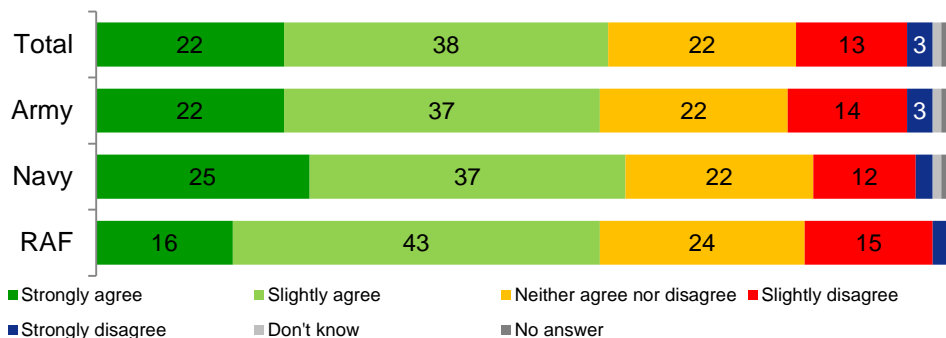


58. Below are some statements ... To what extent do you agree or disagree with each? The training was what I expected

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results



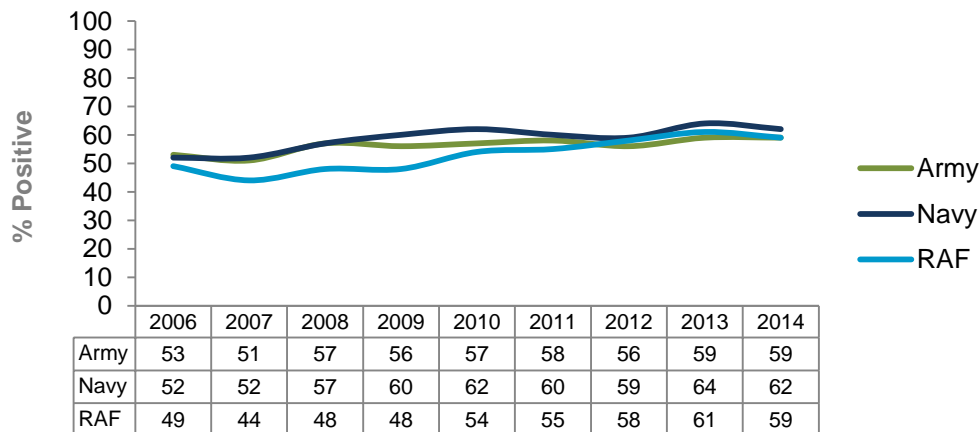
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ ▲	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Three out of five recruits (60%) agreed that the training was what they expected.
- Royal Navy recruits were more likely to agree with this statement (62%) than Army and RAF recruits (both 59%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

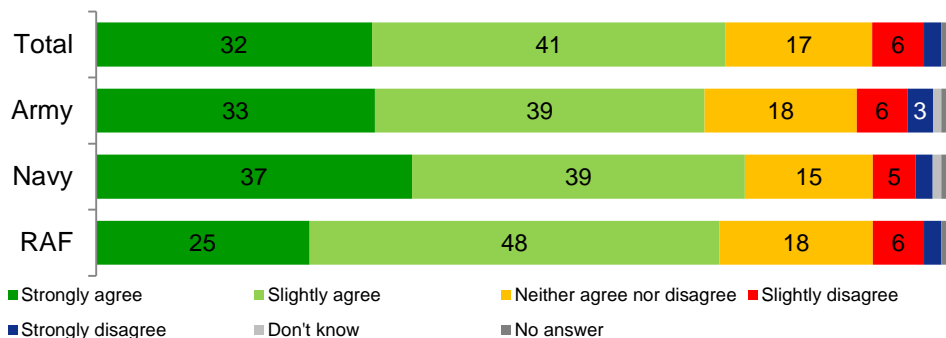


58. Below are some statements ... To what extent do you agree or disagree with each? I enjoyed this phase of training

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results



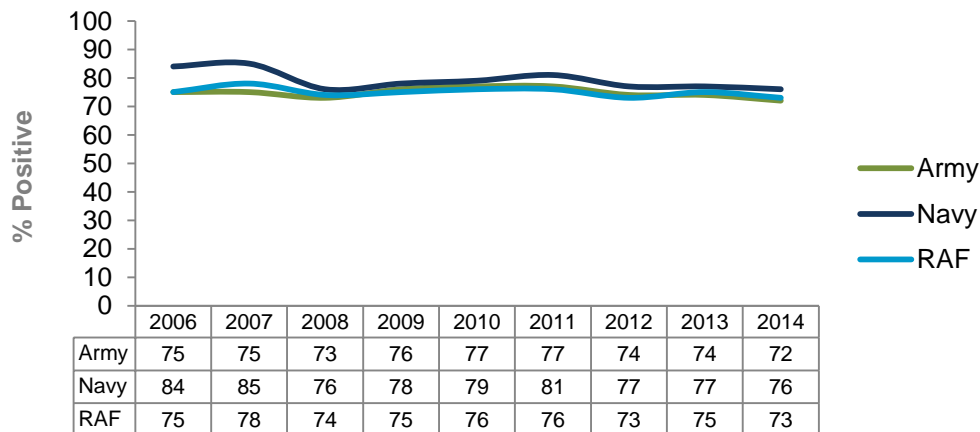
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ ▲	△ △
Comparison with previous year	▽	▽	▽

Additional information

- Just under three quarters of recruits (73%) enjoyed their Phase 1 training course.
- Royal Navy recruits were more likely to agree with this statement (76%) than Army and RAF recruits (72% and 73% respectively).
- Army recruits were less likely to enjoy their Phase 1 training than in 2013 (down from 74% to 72%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

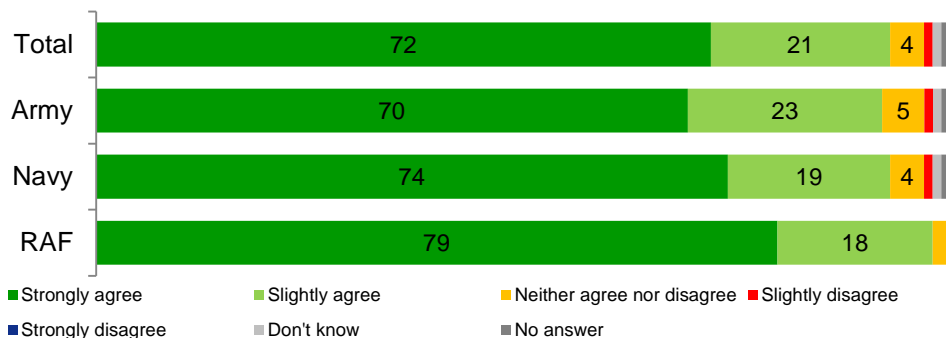


58. Below are some statements ... To what extent do you agree or disagree with each? I feel proud to be in the Navy/RM/Army/RAF

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results



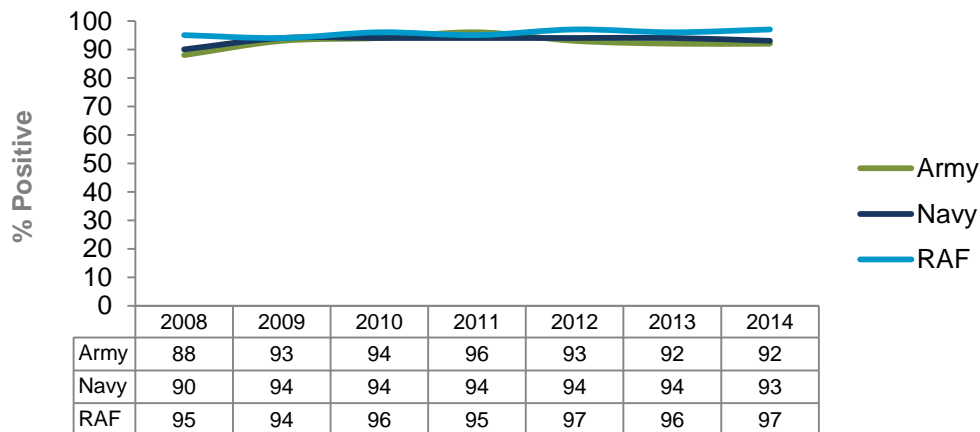
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- The majority of recruits (93%) felt proud to be in their Service.
- RAF recruits were more likely to feel proud to be in their Service (97%) than Army and Royal Navy recruits (92% and 93% respectively).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Understanding of core values

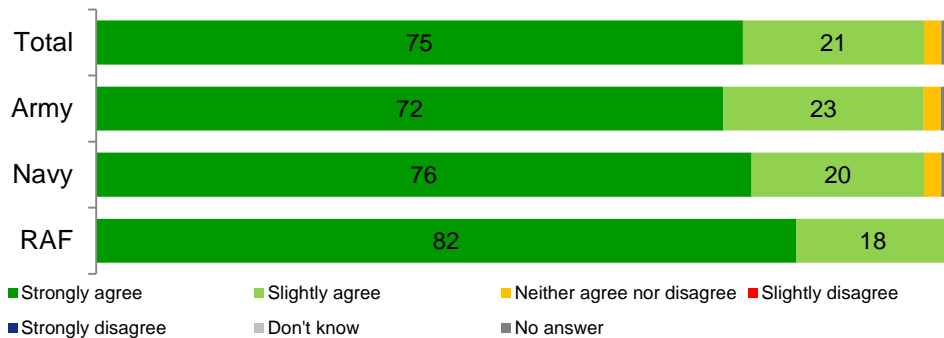


58. Below are some statements ... To what extent do you agree or disagree with each? I understand the core values of the Navy/RM/Army/RAF

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results



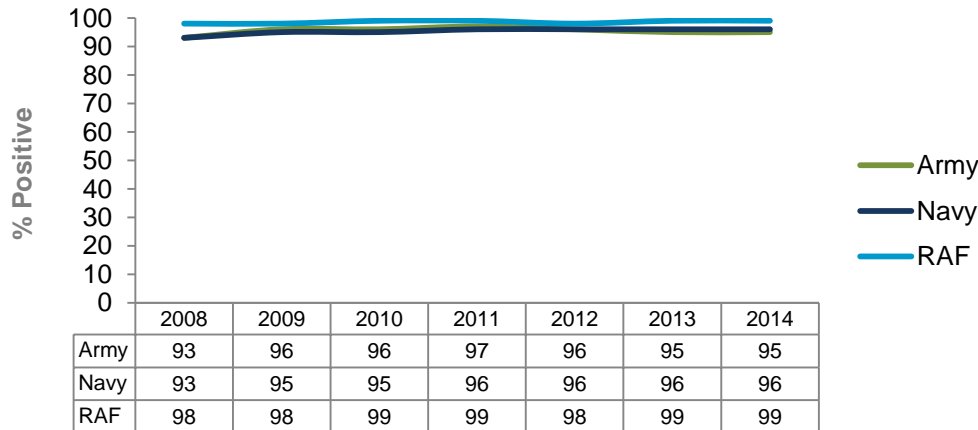
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Almost all recruits (96%) claimed to understand the core values of their Service.
- RAF recruits were more likely to claim to understand the core values of their Service (99%) than Army and Royal Navy recruits (95% and 96% respectively).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



Military personnel upholding core values

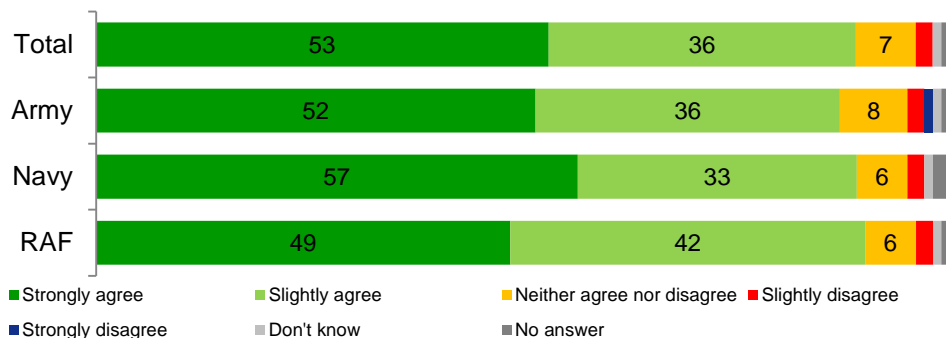


58. Below are some statements ... To what extent do you agree or disagree with each? Generally military personnel uphold the core values

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results



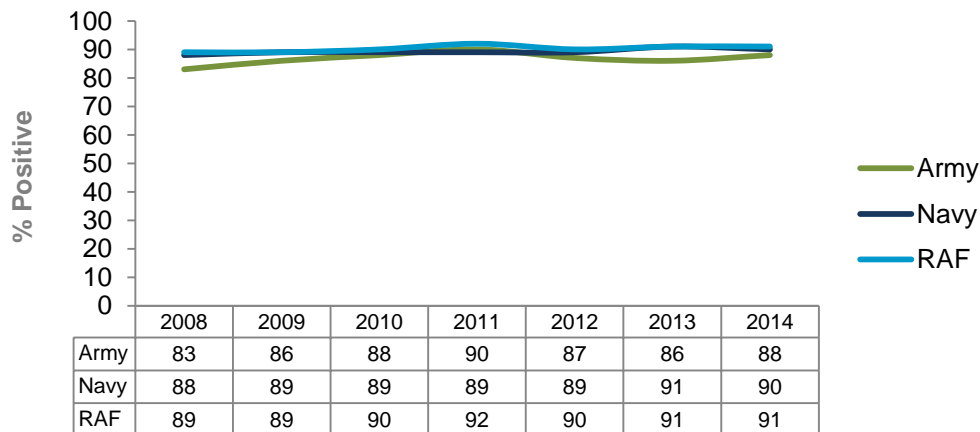
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ △
Comparison with previous year	△	△	△

Additional information

- Almost nine out of ten recruits (89%) believed that military personnel upheld the core values of their Service.
- Army recruits were more likely to agree with this statement than in 2013 (86% to 88%).
- Despite this increase, Royal Navy and RAF recruits were more likely to agree that military personnel upheld core values (90% and 91% respectively) than Army recruits (88%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

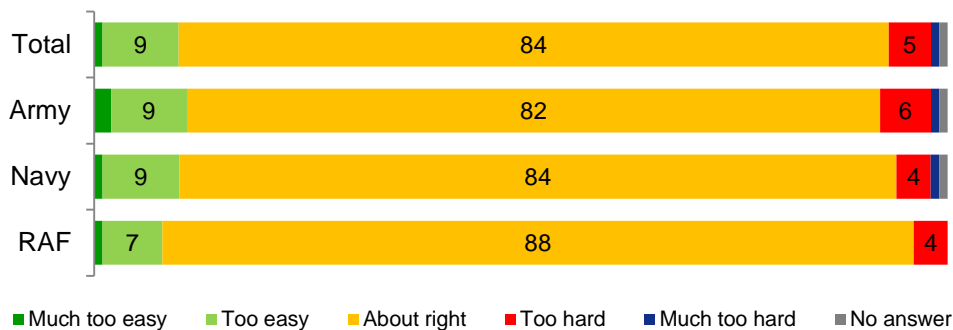
Course ease or difficulty



59a. Do you feel the course was..?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)
 % positive equals the proportion who say 'about right' – comments and significant differences based on this

Current year results



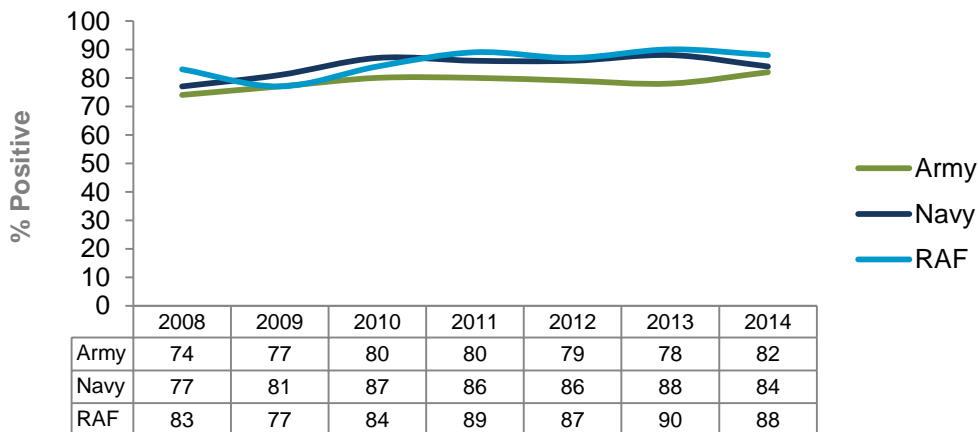
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	▽	▽	▽

Additional information

- Over four out of five recruits (84%) felt that the course was the right amount of ease/difficulty.
- Army recruits were more likely to believe the course was about right than in 2013 (78% to 82%), whilst Royal Navy and RAF recruits were less likely to agree than in 2013 (88% to 84%, and 90% to 88% respectively).
- Despite the decline since 2013, Royal Navy and RAF recruits were still more likely to believe the course was about right than Army recruits. RAF recruits were more likely to say so than Royal Navy recruits.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Life in Service in comparison to expectations

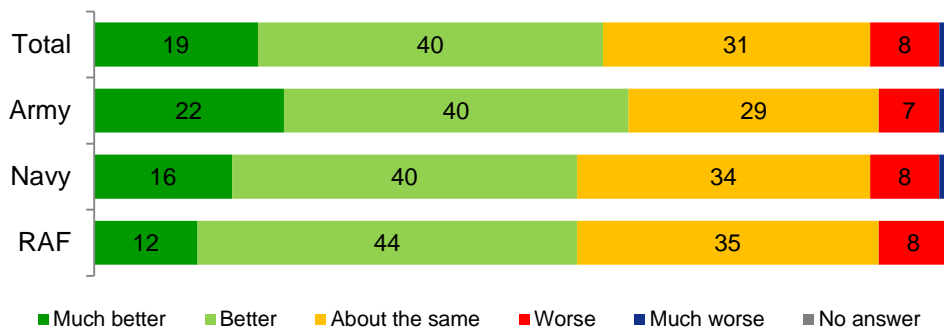


59b. Overall, how has life in the Service been, compared to what you expected when you joined?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'much better or better' – comments and significant differences based on this

Current year results



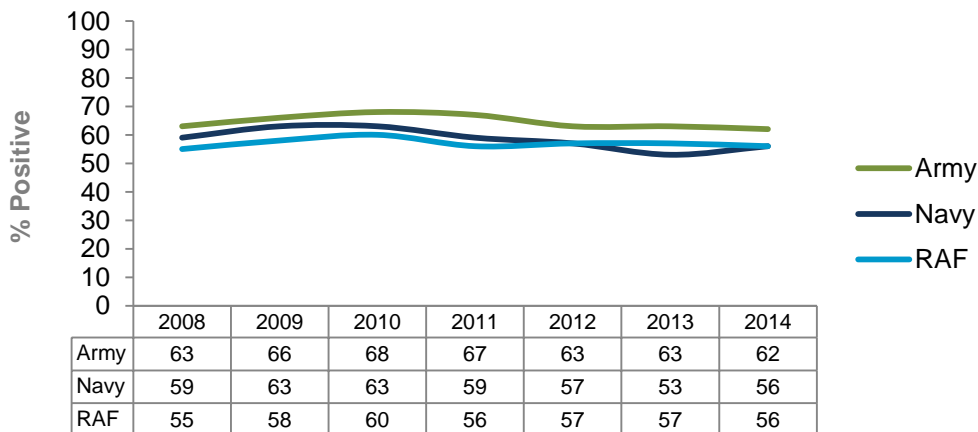
Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	△ △	△ △
Comparison with previous year	△	△	△

Additional information

- Just under three out of five recruits (59%) felt that life in the Service had been better or much better than they expected it to be. Conversely nearly one in ten (9%) felt it was worse or much worse.
- Royal Navy recruits were more likely to feel life in the Service was better than expected compared to last years results (53% to 56%).
- Despite this increase, Army recruits were more likely to feel life in the Service was better than expected (62%) than both Royal Navy and RAF recruits (both 56%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Perceptions of pay compared with non-military friends at home

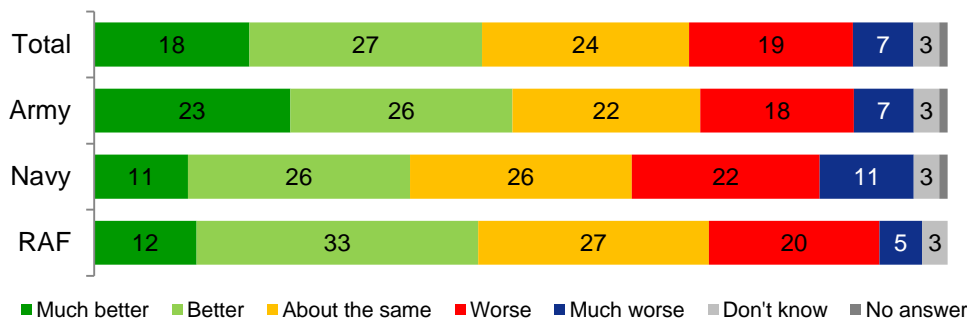


PAY2. How do you think your pay compares with your non-military friends at home?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'mine is much better or mine is better' – comments and significant differences based on this

Current year results



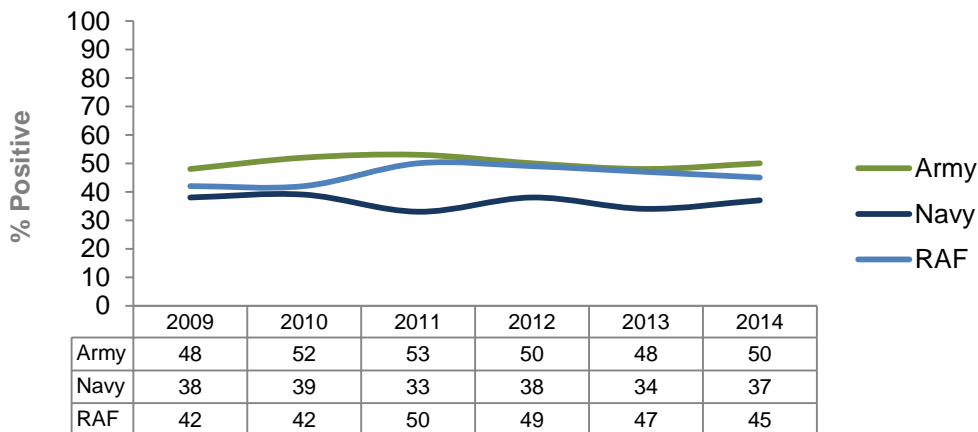
Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	△ △	▲ △
Comparison with previous year	▽	▽	▽

Additional information

- Just under half of recruits (46%) believed that their pay is better or much better than their non-military friends at home.
- Both Army and Royal Navy recruits were more likely to perceive their pay as better than friends than they were last year (48% to 50% and 34% to 37% respectively).
- Army recruits were also more likely to think it is better (50%) than both Royal Navy and RAF recruits (37% and 45% respectively). RAF recruits were also more likely to say so than Royal Navy recruits.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



Hopes for the future

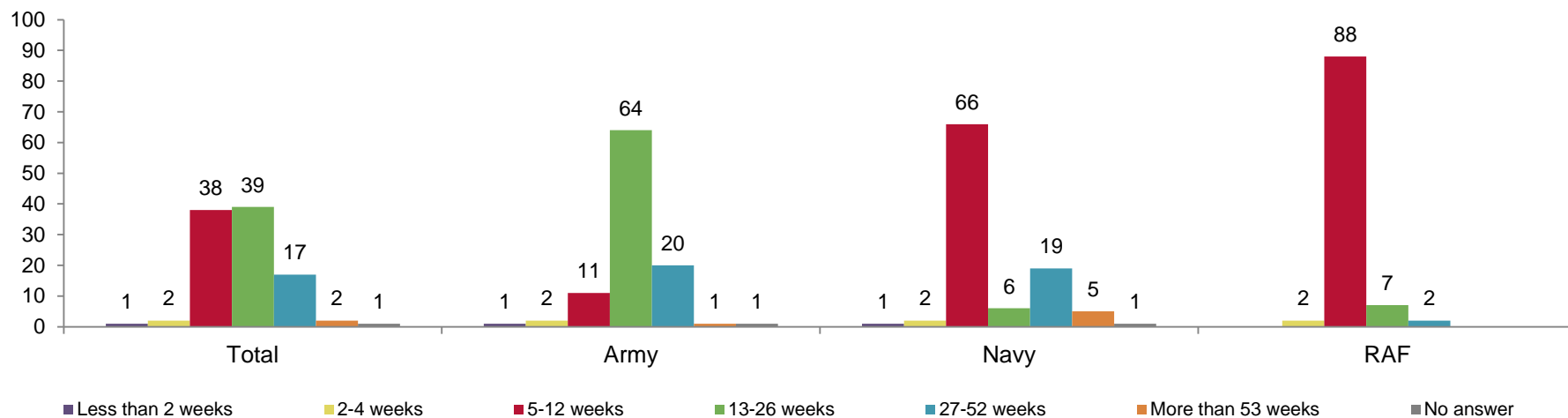
Length of time at unit for training course



65. How long have you been at unit for this training course?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

Current year results (%)



Additional information

- The most common length of time spent on Phase 1 training courses across all the Services was 5-12 weeks (38%) and 13-26 weeks (39%).
- Almost two thirds (64%) of Army recruits spent 13–26 weeks in training for Phase 1; two thirds (66%) of Royal Navy and 88% of RAF recruits spent 5–12 weeks on their training course.

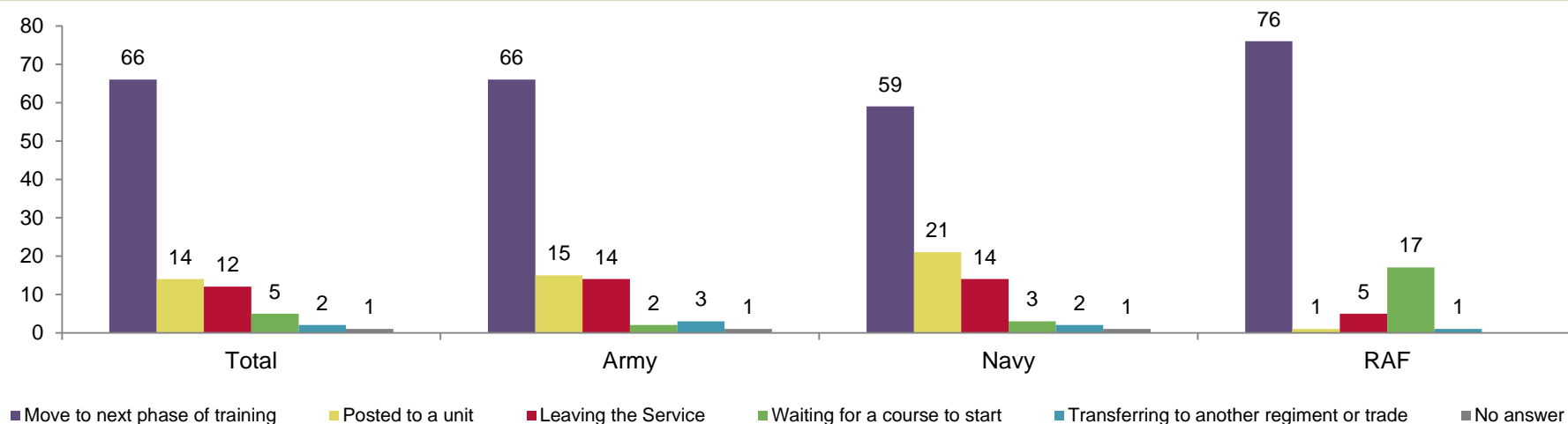
Totals may not add up to 100% due to rounding



67. What are you doing next?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

Current year results (%)



Additional information

- Having completed their Phase 1 training course, two out of three recruits (66%) were moving onto their next phase of training.
- Army and Royal Navy recruits were more likely to be leaving the Service (both 14%) than RAF recruits (5%).
- Army and Royal Navy recruits were also more likely to be posted to a unit (15% and 21% respectively) than RAF recruits (1%).
- Instead, RAF recruits were more likely to be waiting for a course to start (17%).

Totals may not add up to 100% due to rounding

Hopes for the future

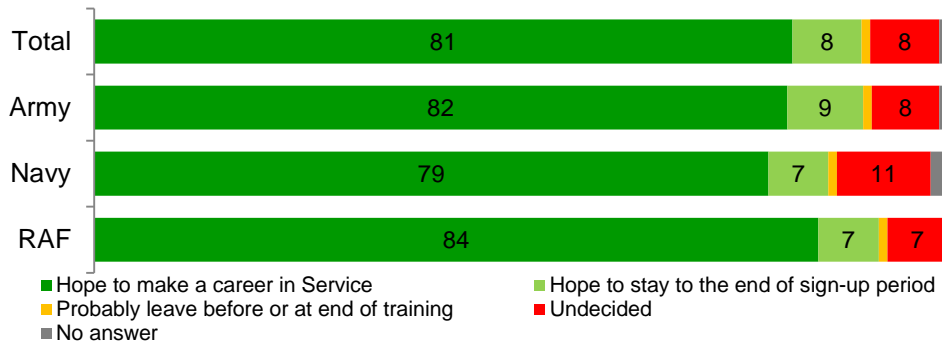


68a. What are your hopes for the future?

Number of respondents (all Phase 1 respondents): Total (9,583), Army (5,399), Navy (2,445), RAF (1,739)

% positive equals the proportion who say 'hope to make a career in Service' – comments and significant differences based on this

Current year results



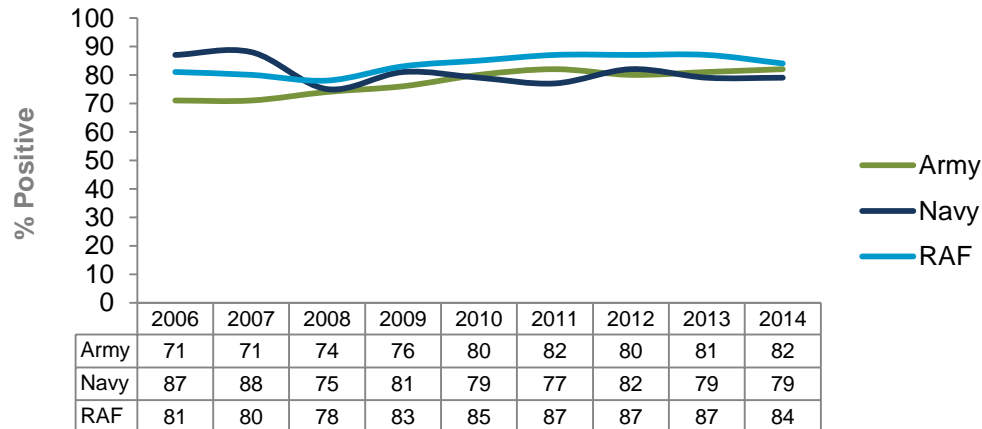
Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▲ ▼	▲ ▼	▲ ▼

Additional information

- Eight in ten recruits (81%) hope to make a career in their Service.
- RAF recruits were less likely to hope to make a career in the Service than in 2013 (down from 87% to 84%).
- Despite this decrease, RAF recruits were still more likely to hope to make a career in the Service (84%) than both Army and Royal Navy recruits (82% and 79% respectively). Army recruits were also more likely to say so than Royal Navy recruits.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



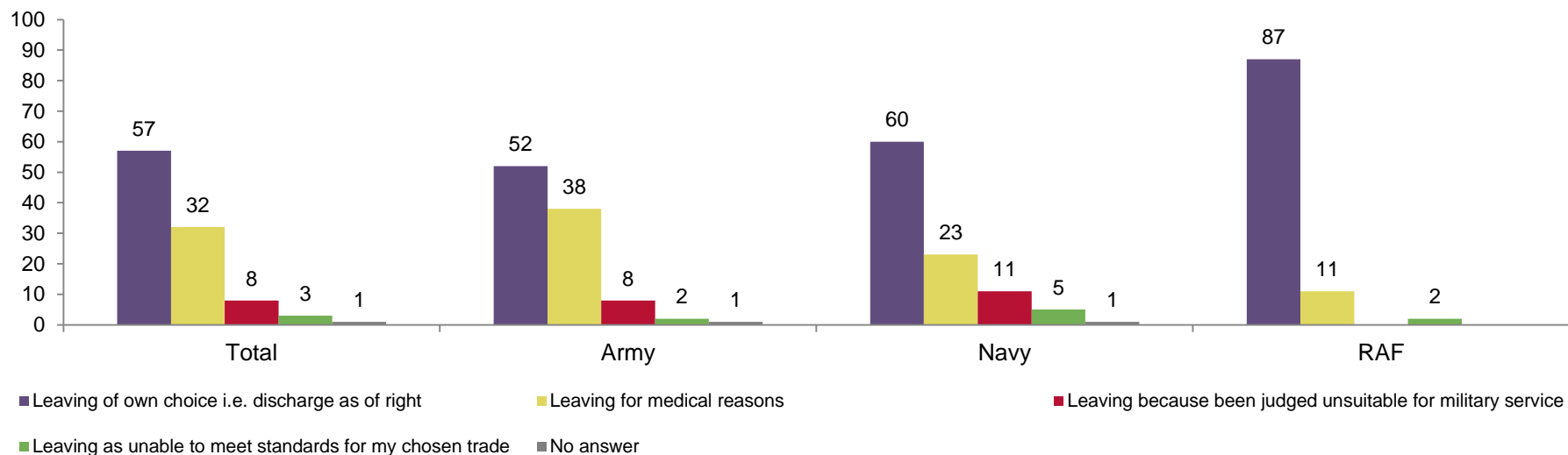
Reasons for leaving the Service



69. Why are you leaving the Service?

Number of respondents (all Phase 1 respondents who are leaving the Service): Total (1,368), Army (880), Navy (398), RAF (90)

Current year results (%)



Additional information

- The main reason given by recruits for leaving their Service was discharge of right (57%). RAF recruits were more likely to be leaving of their own choice (87%) than both Army and Royal Navy recruits (52% and 60% respectively).
- Army recruits were more likely to be leaving due to medical reasons (38%) than both Royal Navy and RAF recruits (23% and 11% respectively).
- The reasons given for leaving were similar to 2013 for each of the Services.

Totals may not add up to 100% due to rounding

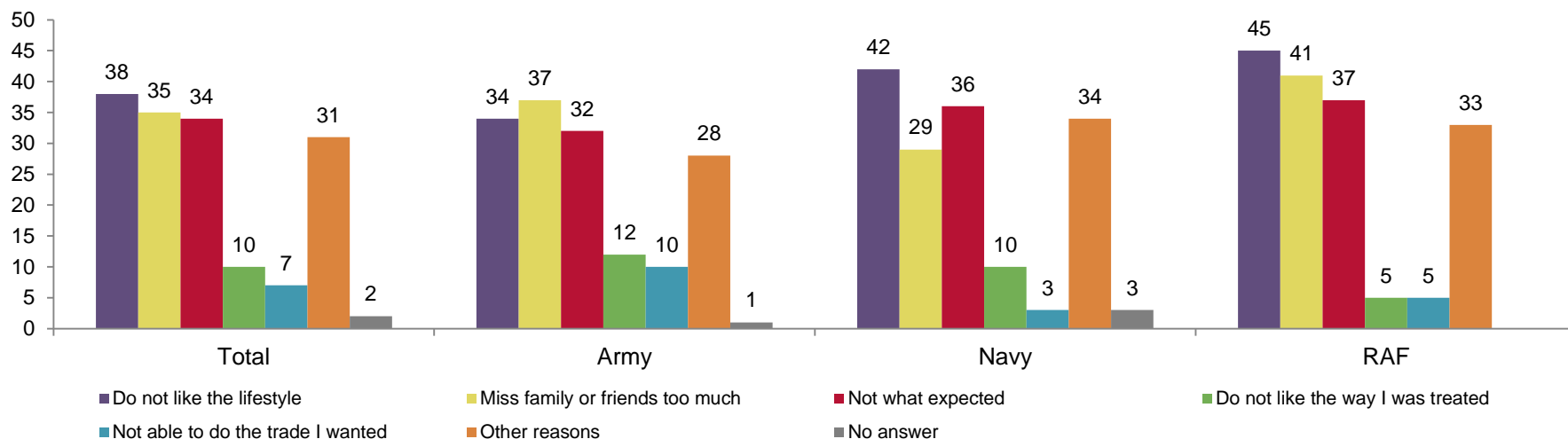
Reasons for leaving the Service by own choice



71. Why are you leaving the Service by your own choice?

Number of respondents (all Phase 1 respondents who are leaving the Service by own choice): Total (773), Army (455), Navy (240), RAF (78)

Current year results (%)



Additional information

- The most common reasons given by recruits for leaving the Service of their own choice were that they did not like the lifestyle (38%), they missed their family and friends too much (35%) and it was not what they expected (34%).
- For recruits choosing 'other', some of the most common reasons given in verbatim comments were family or personal problems, or a desire to join another Service or trade.

Preparedness to go onto the next stage of career

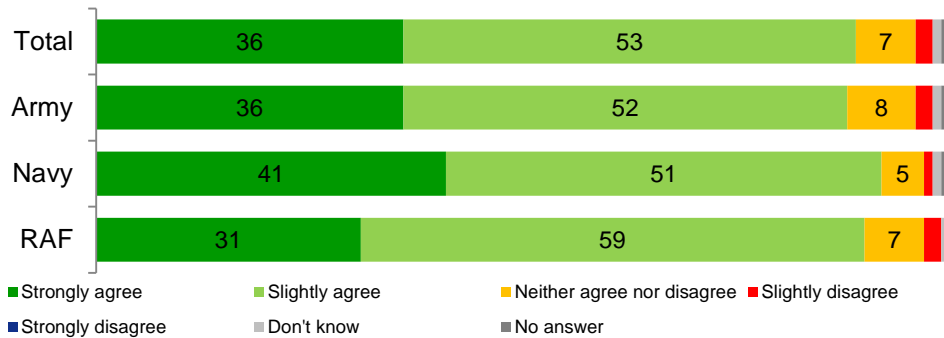


72c. To what extent do you agree or disagree with the following statement about the training you received at unit? I feel prepared to go onto the next stage of my career

Number of respondents (all Phase 1 respondents who are not leaving the Service): Total (9,583), Army (5,399), Navy (2,445), RAF (1,739)

% positive equals the proportion who say 'strongly or slightly agree' – comments and significant differences based on this

Current year results



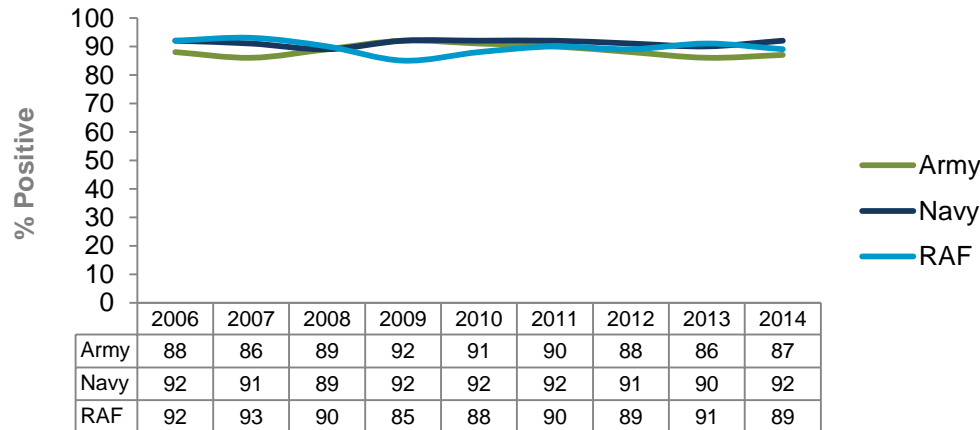
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ ▲	▲ △
Comparison with previous year	▽	▽	▽

Additional information

- Most recruits (89%) felt prepared to go onto the next stage of their career.
- Army recruits were more likely to feel prepared than they were in 2013 (86% to 87%).
- Despite this increase, both Royal Navy and RAF recruits were more likely to feel prepared (92% and 89% respectively) than Army recruits (87%). Royal Navy recruits were also more likely to feel prepared than RAF recruits.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



Recommendation of joining Service

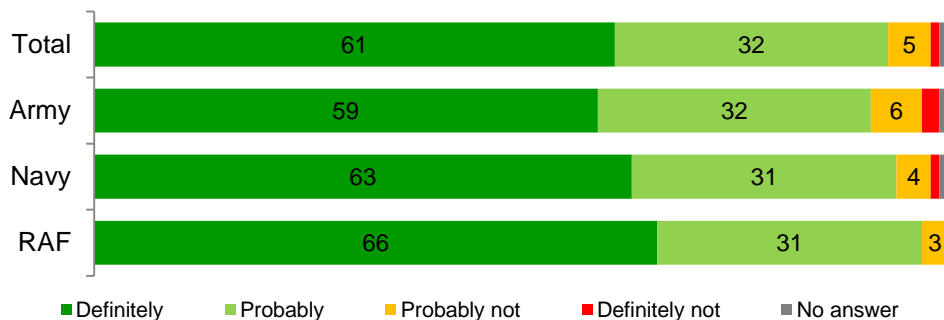


73. Would you recommend joining your Service to others?

Number of respondents (all Phase 1 respondents): Total (10,951), Army (6,279), Navy (2,843), RAF (1,829)

% positive equals the proportion who say 'definitely or probably' – comments and significant differences based on this

Current year results



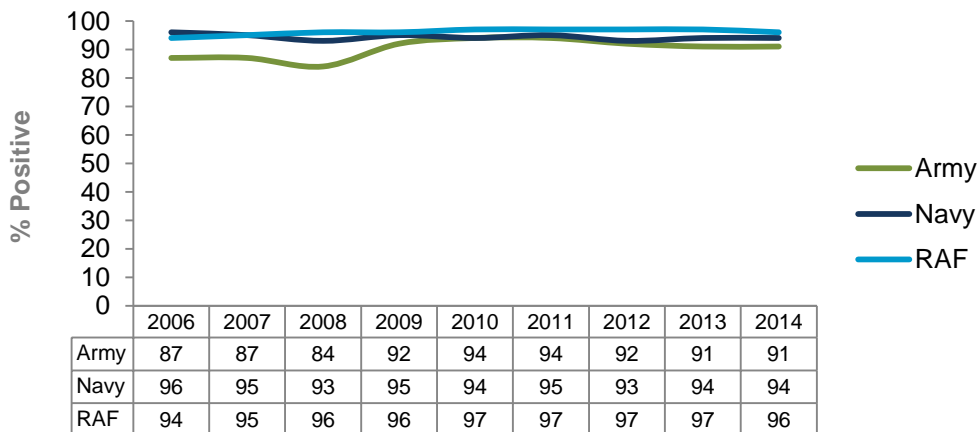
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Almost all recruits (93%) would recommend joining their Service to others.
- Royal Navy recruits were more likely to be advocates than RAF recruits (94% compared with 91%) and RAF recruits were more likely to be advocates than both (96%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



Phase 1 Respondent profiles

Sample Profile: where from, background, religion



8a. Where are you from?, 9. What is your background?, 10. Are you...? [religion]

Where are you from?



- England
- Ireland
- Northern Ireland
- Scotland
- Wales
- Something different from above

Background



- Any white background
- Asian
- Black
- Mixed ethnic background
- Something different from above
- I'd rather not say

Religion



- Christian
- No religion
- Other

Number of respondents (all respondents): Army (6,279)

Totals may not add up to 100% due to rounding

Sample Profile: gender, age, marital status, sexual orientation



Demog1. What gender are you?, Demog2. Age, Demog3. Which of the following applies to you [marital status], Demog4. Are you...? [sexual orientation]



Gender



■ Male ■ Female

Age



■ 16-17 ■ 18-19 ■ 20-25 ■ 26-30 ■ 31+

Marital Status



■ Single ■ Married/Civil Partnership ■ Long term relationship (not living together) ■ Don't Know ■ Prefer not to say

Sexual Orientation



■ Heterosexual / Straight ■ Gay man ■ Gay woman / Lesbian ■ Bisexual ■ Don't know ■ Prefer not to say

Number of respondents (all respondents): Army (6,279)

Totals may not add up to 100% due to rounding

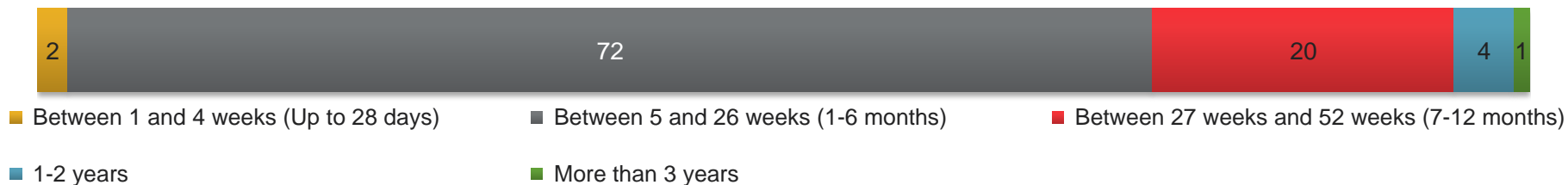
Sample Profile: length of service, membership of other organisations



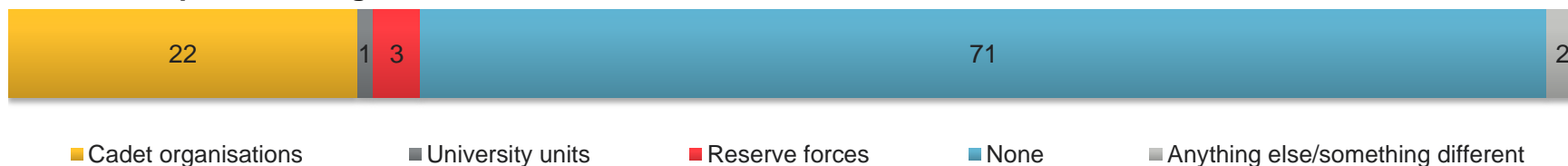
4. How long have you been in the [Service]?

5. Prior to joining have you been a member of any of the following organisations for longer than 6 months?

Length of service



Membership of other organisations



Number of respondents (all respondents): Army (6,279)

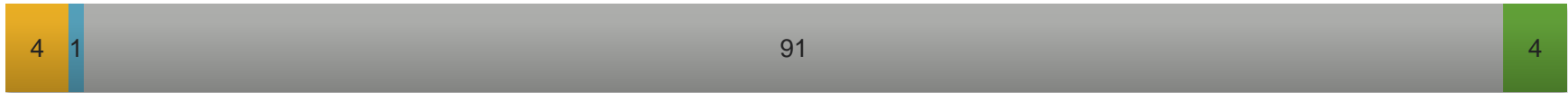
Totals may not add up to 100% due to rounding

Sample Profile: previous service



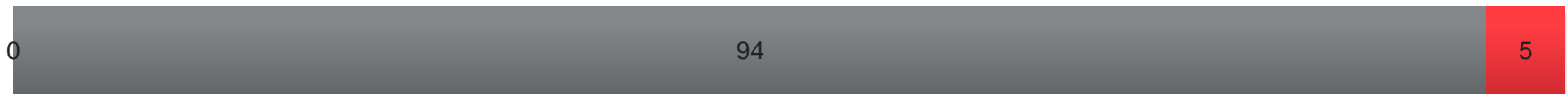
- 6a. Have you previously served in the Regular Armed Forces?
- 6b. Have you previously been a member of another country's Armed Forces?

Previous service in Armed Forces



- Army
- Navy
- RAF
- Royal Marines
- I have not previously served in the Regular Armed Forces
- No answer

Previous service in another country's Armed Forces



- Yes
- No
- No answer

Number of respondents (all respondents): Army (6,279)



Sample Profile: where from, background, religion

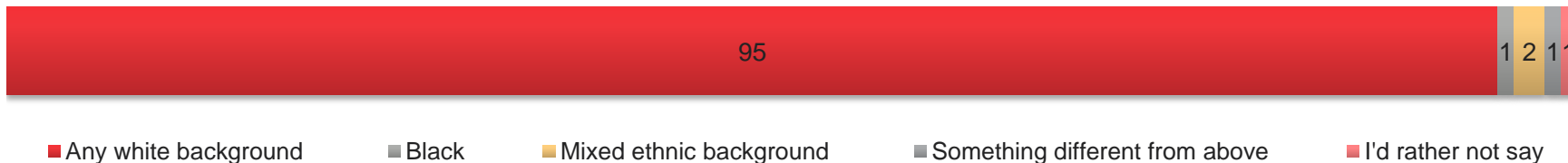


8a. Where are you from?, 9. What is your background?, 10. Are you...? [religion]

Where are you from?



Background



Religion



Number of respondents (all respondents): Navy (2,843)

Totals may not add up to 100% due to rounding

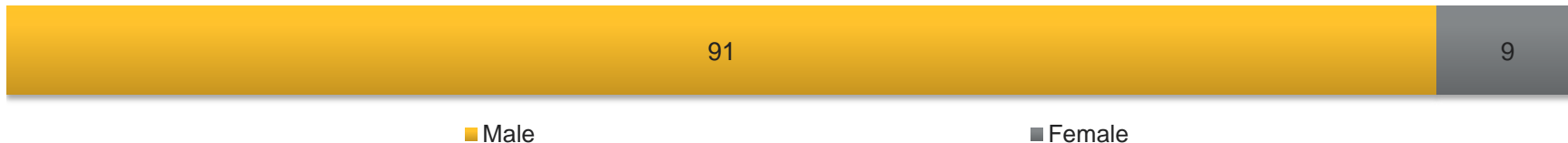
Sample Profile: gender, age, marital status, sexual orientation



Demog1. What gender are you?, Demog2. Age, Demog3. Which of the following applies to you [marital status], Demog4. Are you...? [sexual orientation]



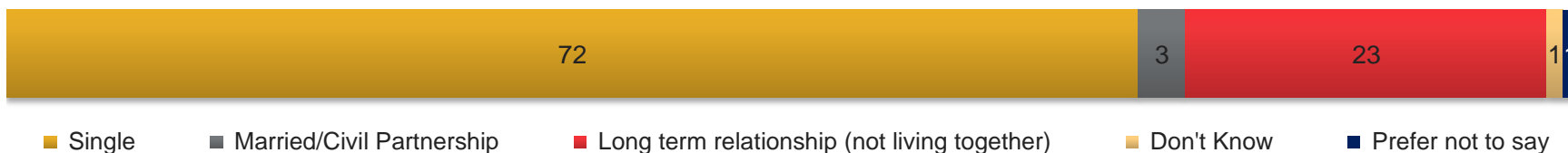
Gender



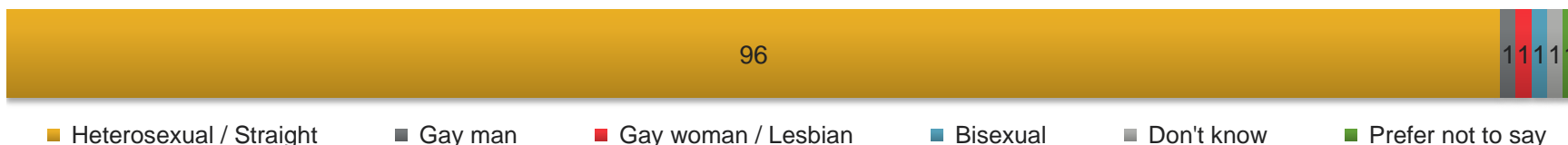
Age



Marital Status



Sexual Orientation



Number of respondents (all respondents): Navy (2,843)

Totals may not add up to 100% due to rounding

Sample Profile: length of service, membership of other organisations



4. How long have you been in the [Service]?

5. Prior to joining have you been a member of any of the following organisations for longer than 6 months?

Length of service



■ Between 1 and 4 weeks (Up to 28 days) ■ Between 5 and 26 weeks (1-6 months) ■ Between 27 weeks and 52 weeks (7-12 months) ■ 1-2 years

Membership of other organisations



■ Cadet organisations

■ University units

■ Reserve forces

■ None

■ No answer

Number of respondents (all respondents): Navy (2,843)

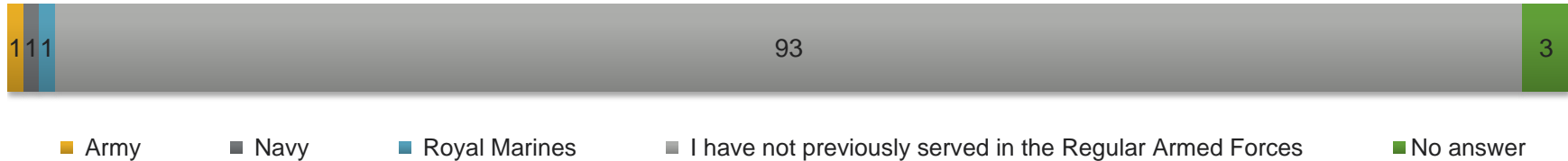
Totals may not add up to 100% due to rounding



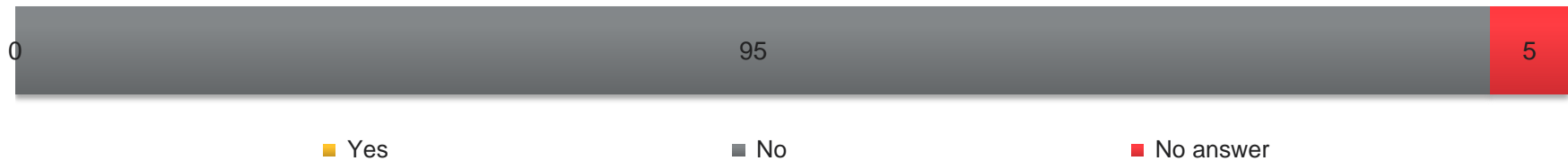


6a. Have you previously served in the Regular Armed Forces?
6b. Have you previously been a member of another country's Armed Forces?

Previous service in Armed Forces



Previous service in another country's Armed Forces



Number of respondents (all respondents): Navy (2,843)



Sample Profile: where from, background, religion

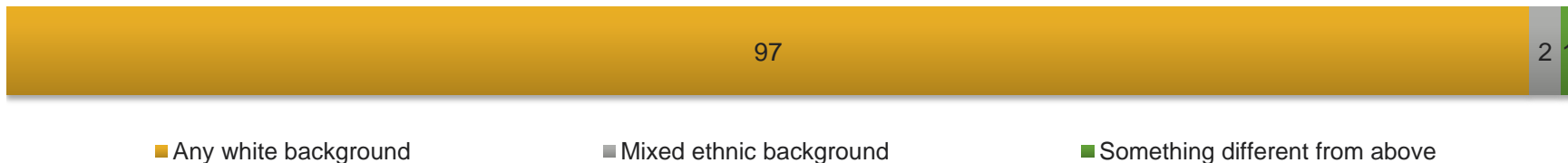


8a. Where are you from?, 9. What is your background?, 10. Are you...? [religion]

Where are you from?



Background



Religion



Number of respondents (all respondents): RAF (1,829)

Totals may not add up to 100% due to rounding

Sample Profile: gender, age, marital status, sexual orientation



Demog1. What gender are you?, Demog2. Age, Demog3. Which of the following applies to you [marital status], Demog4. Are you...? [sexual orientation]



Gender



■ Male ■ Female

Age



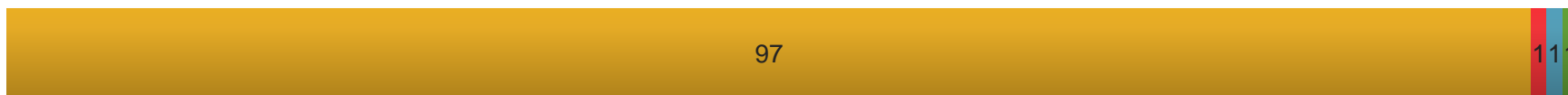
■ 16-17 ■ 18-19 ■ 20-25 ■ 26-30 ■ 31+

Marital Status



■ Single ■ Married/Civil Partnership ■ Long term relationship (not living together) ■ Don't Know ■ Prefer not to say

Sexual Orientation



■ Heterosexual / Straight ■ Gay woman / Lesbian ■ Bisexual ■ Prefer not to say

Number of respondents (all respondents): RAF (1,829)

Totals may not add up to 100% due to rounding

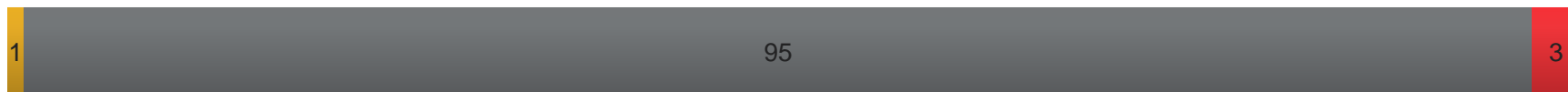
Sample Profile: length of service, membership of other organisations



4. How long have you been in the [Service]?

5. Prior to joining have you been a member of any of the following organisations for longer than 6 months?

Length of service



■ Between 1 and 4 weeks (Up to 28 days) ■ Between 5 and 26 weeks (1-6 months) ■ Between 27 weeks and 52 weeks (7-12 months)

Membership of other organisations



■ Cadet organisations ■ University units ■ Reserve forces ■ None ■ No answer

Number of respondents (all respondents): RAF (1,829)

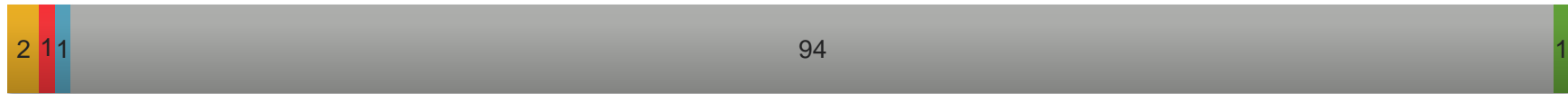
Totals may not add up to 100% due to rounding

Sample Profile: previous service



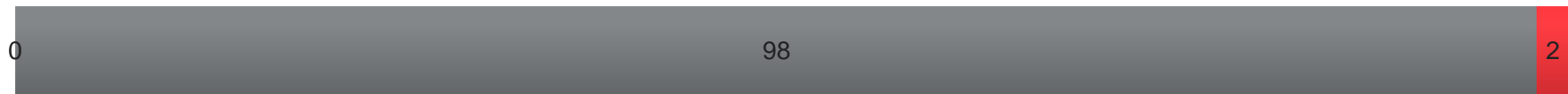
- 6a. Have you previously served in the Regular Armed Forces?
- 6b. Have you previously been a member of another country's Armed Forces?

Previous service in Armed Forces



- Army
- Navy
- RAF
- Royal Marines
- I have not previously served in the Regular Armed Forces
- No answer

Previous service in another country's Armed Forces



- Yes
- No
- No answer

Number of respondents (all respondents): RAF (1,829)





Phase 2

Detailed findings



Recruitment and preparing for training

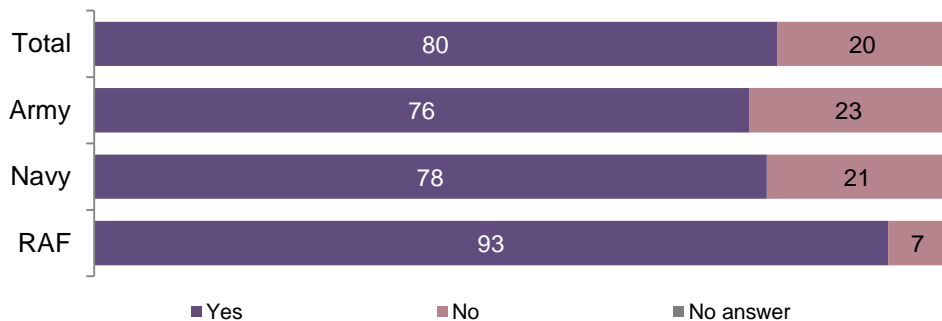
First Phase 2 training course



17. Is this your first Phase 2 training course?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

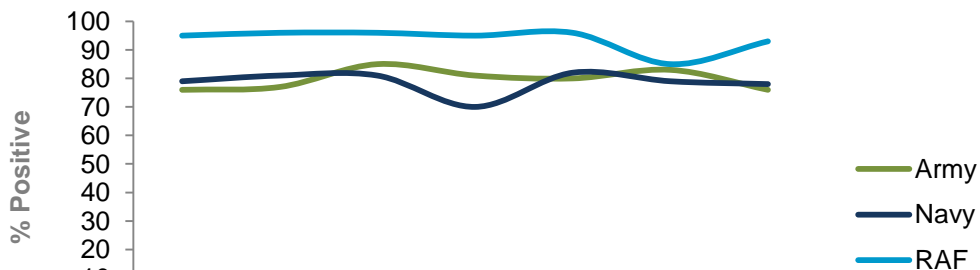
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ ▲
Comparison with previous year	▽	▽	▽

Trend



	2008	2009	2010	2011	2012	2013	2014
Army	76	77	85	81	80	83	76
Navy	79	81	81	70	82	79	78
RAF	95	96	96	95	96	85	93

Additional information

- Four out of every five trainees (80%) stated they were on their first Phase 2 training course.
- Within the sample, the proportion of Army trainees on their first Phase 2 training course was lower than 2013 (76%, previously 83%).
- In contrast, the proportion of RAF trainees on their first Phase 2 training course was higher than 2013 (93%, previously 85%), and was higher than Army and Royal Navy trainees (76% and 78% respectively).

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

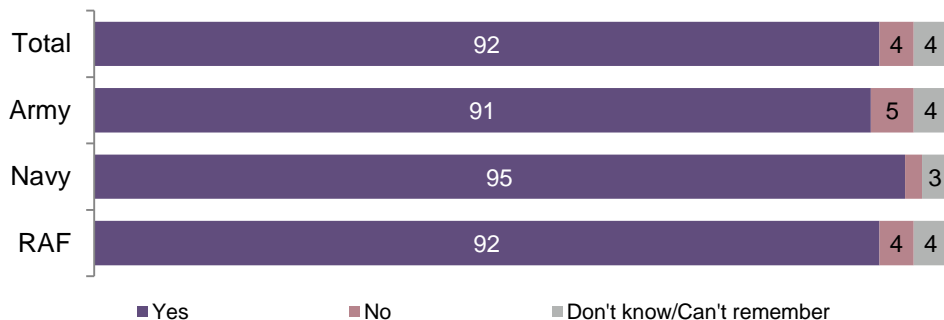
Briefed on joining Phase 2 during Phase 1



18. Did you receive a brief on joining your Phase 2 establishment during Phase 1 ?

Number of respondents (all Phase 2 respondents on their first Phase 2 training course): Total (5,714), Army (3,116), Navy (1,286), RAF (1,310)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

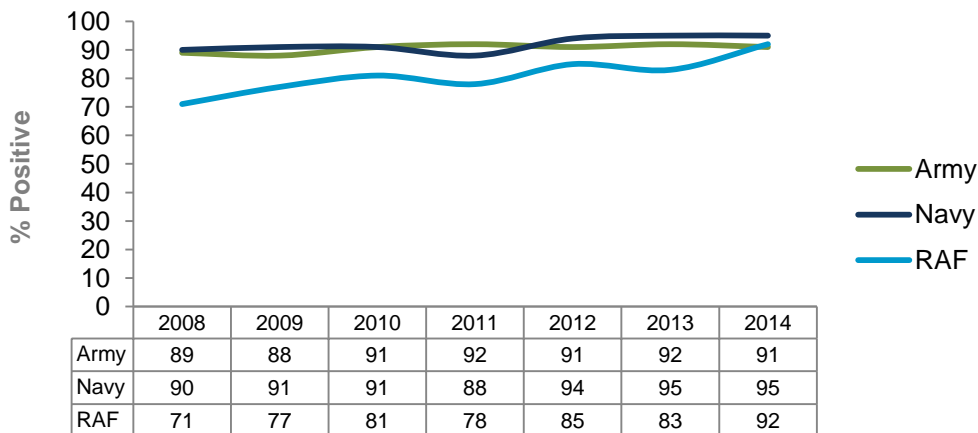
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ ▲	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Trend



Additional information

- 92% of trainees received a brief on their Phase 2 establishment during their Phase 1 training course.
- Royal Navy trainees were more likely to have received a brief on their Phase 2 establishment (95%) than Army and RAF trainees (91% and 92% respectively).
- However, more RAF trainees received their Phase 2 briefing this year (92%) than in 2013 (83%).

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

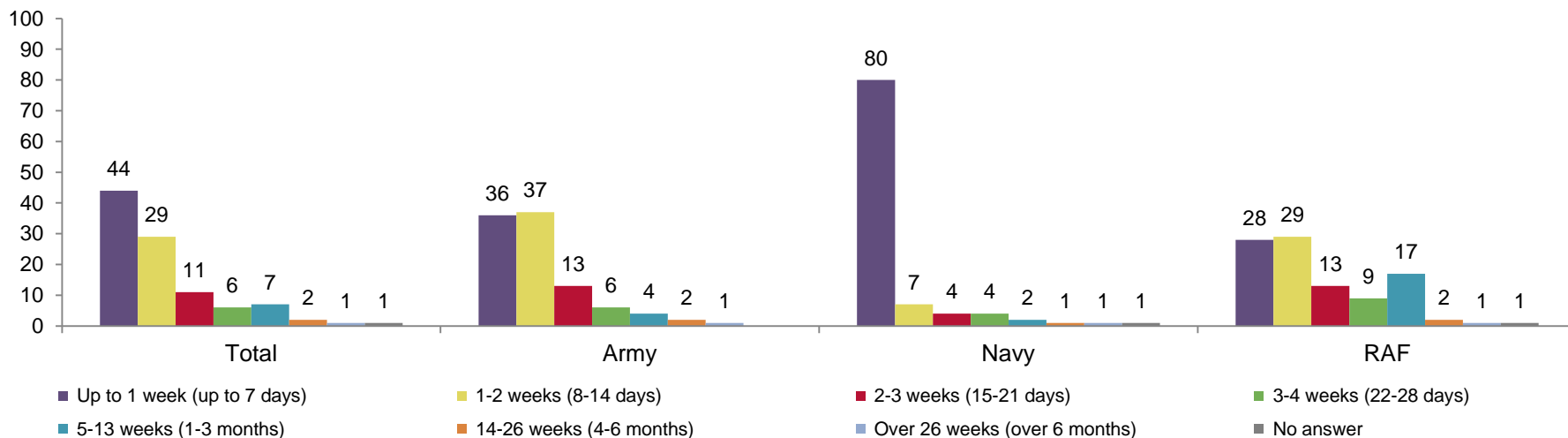
Gap length between Phase 2 and Phase 1



19a. How long was the gap between your Phase 1 and Phase 2 training course ? Please note that the gap does not include weekends or annual leave.

Number of respondents (all Phase 2 respondents on their first Phase 2 training course): Total (5,714), Army (3,116), Navy (1,286), RAF (1,310)

Current year results (%)



Additional information

- Almost half of all trainees (44%) had a gap of just one week between their Phase 1 and Phase 2 training courses, and almost three quarters (73%) had a gap of up to two weeks.
- Royal Navy trainees were more than twice as likely to have a gap of up to one week (80%), than Army or RAF trainees (36% and 28% respectively).
- RAF trainees were the most likely to have a longer break between their Phase 1 and Phase 2 training courses, with 42% saying they had a gap of two weeks or longer.

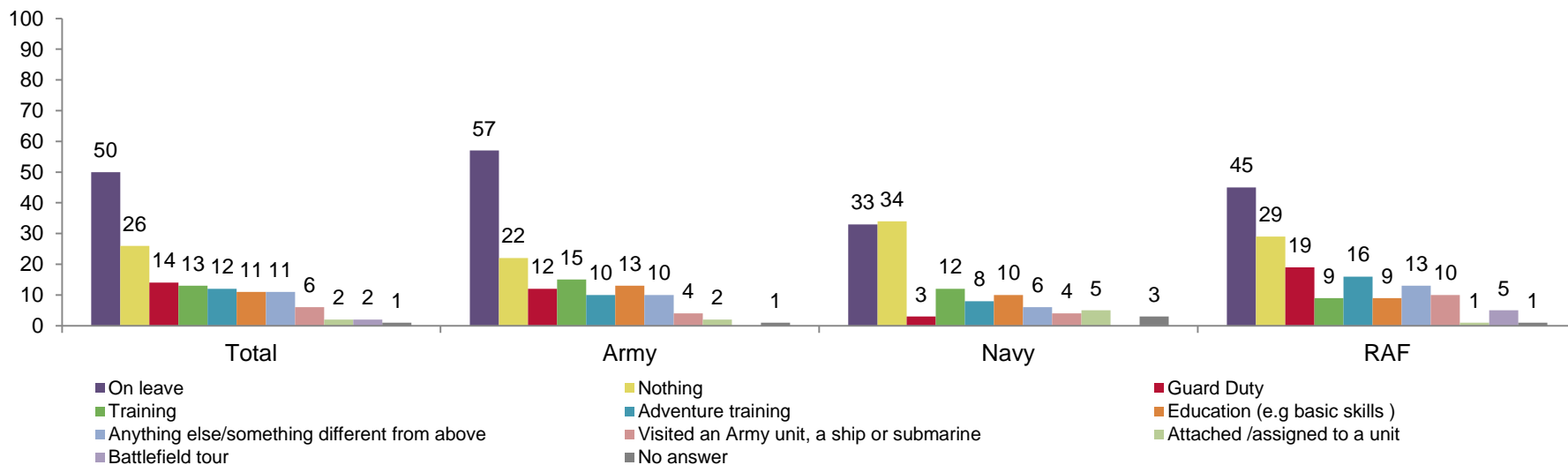
Activity during gap



20a. Which of the following did you do in this gap/these gaps ?

Number of respondents (all Phase 2 respondents who have had a gap of more than 2-3 weeks): Total (1,531), Army (823), Navy (157), RAF (550)

Current year results (%)



Additional information

- In total, half of all trainees spent the time during their gaps on leave. However, Army trainees were more likely to be on leave (57%) than Royal Navy or RAF trainees (33% and 45% respectively).
- Just over a quarter of trainees (26%) stated they did nothing in their gap, with Royal Navy trainees the most likely to have had nothing to fill their time (34%) compared to Army and RAF trainees (22% and 29% respectively).
- Of the trainees who selected 'anything else/something different', verbatim comments suggest the main occupations were either working for the Satisfied Soldier scheme, or being assigned to regimental tasks or holdover jobs. Some others were injured or in rehabilitation.

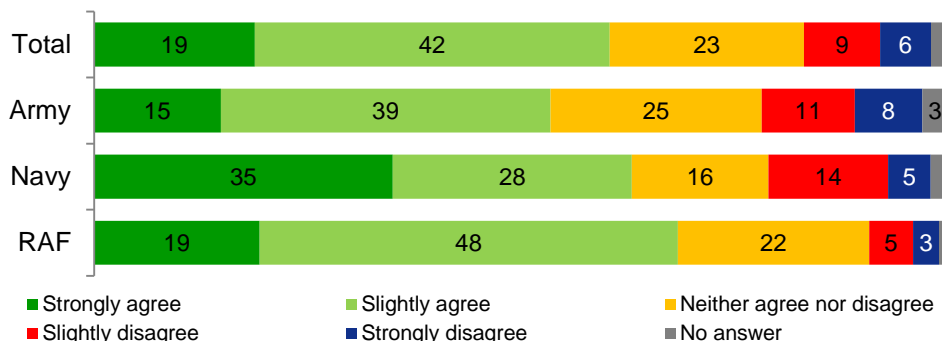
Usefulness of gaps: Understanding military life



21. Please indicate your agreement with the following statements: The tasks I was given during this gaps helped me understand military life better

Number of respondents (all respondents who had a gap of 2-3 weeks or more and weren't on leave or doing nothing): Total (635), Army (319), Navy (57), RAF (258). % positive equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



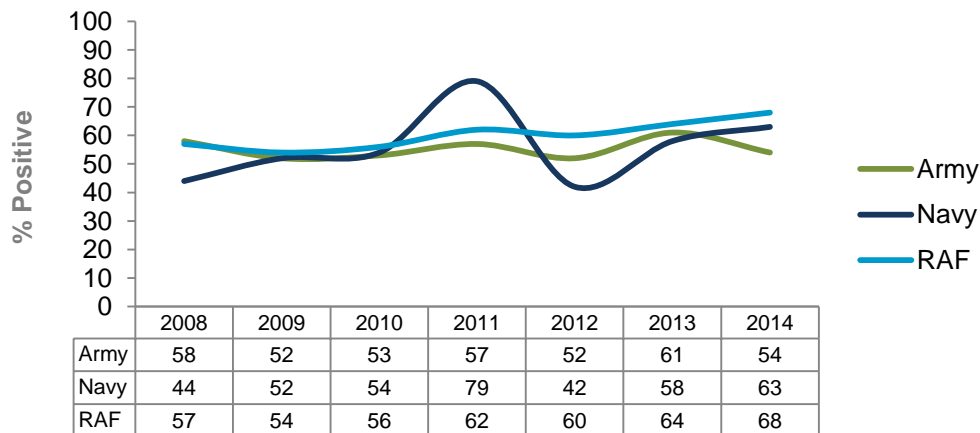
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Six in every ten trainees (60%) felt the tasks they undertook in the gap between Phase 1 and Phase 2 training gave them a better understanding of military life.
- A greater proportion of RAF trainees felt the tasks they undertook in this gap improved their understanding of military life (68%) than Army trainees (54%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

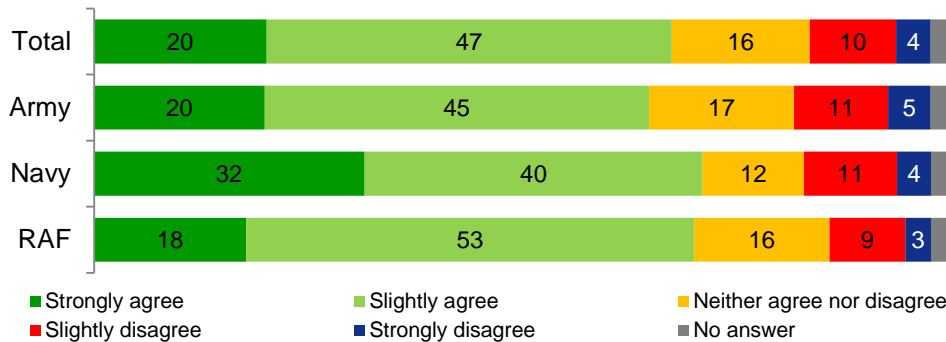
Usefulness of gaps: Skills and knowledge



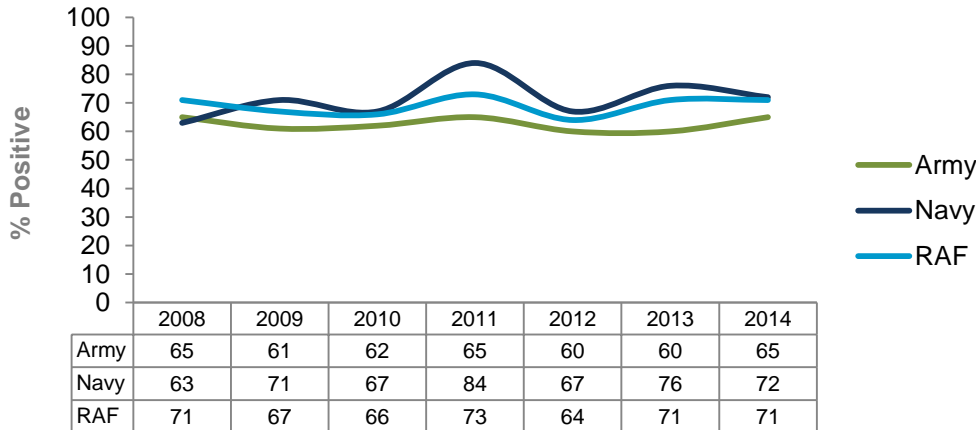
21. Please indicate your agreement with the following statements: The tasks I was given during this gap taught me extra skills/improved my knowledge.

Number of respondents (all respondents who had a gap of 2-3 weeks or more and weren't on leave or doing nothing): Total (635), Army (319), Navy (57), RAF (258). % positive equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Of the trainees given a specific task between their Phase 1 and Phase 2 training courses, two thirds (68%) felt that the task gave them extra skills and/or improved their knowledge.



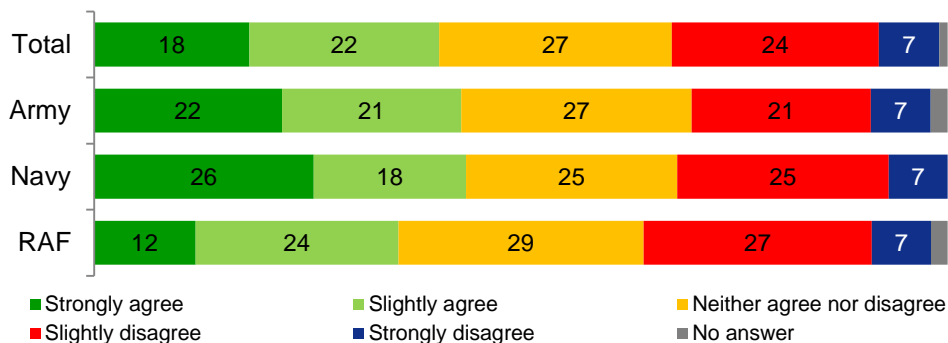
Usefulness of gaps: Boredom



21. Please indicate your agreement with the following statements: The tasks I was given during this gap made me feel bored

Number of respondents (all respondents who had a gap of 2-3 weeks or more and weren't on leave): Total (635), Army (319), Navy (57), RAF (258)
 % measure equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



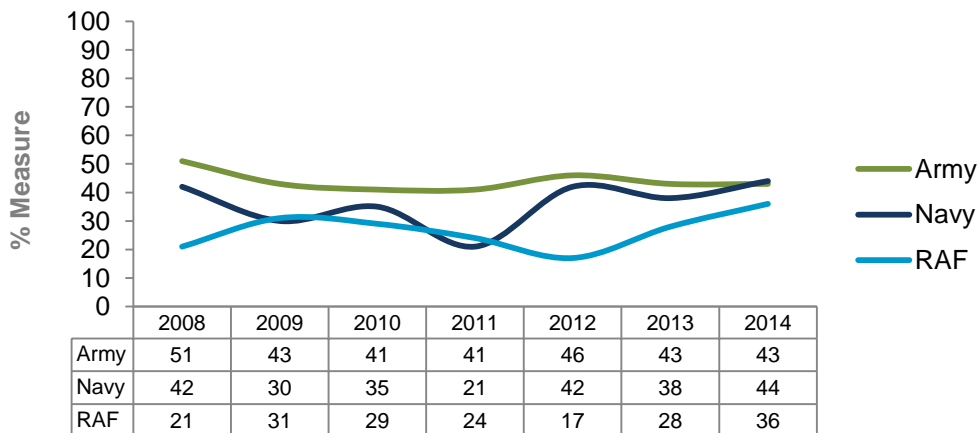
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Based on those trainees who had a gap of two or more weeks between Phase 1 and Phase 2 training and weren't on leave, four in every ten (40%) felt bored by the tasks they were given to do.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



Facilities and food

Rating: Standard of living accommodation

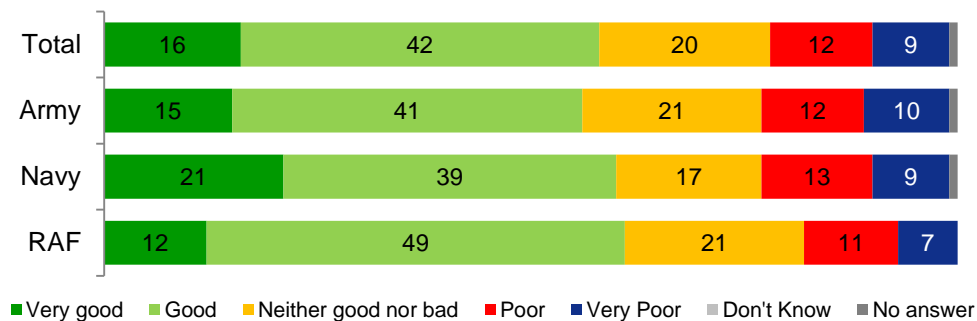


23. How would you rate each of the following: Standard of living accommodation

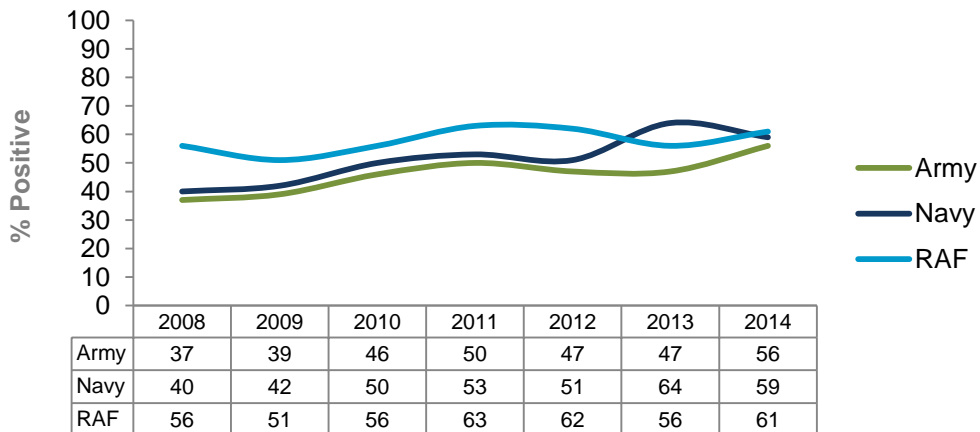
Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ △
Comparison with previous year	▽	▽	▽

Additional information

- More than half of all trainees (58%) felt that the standard of living accommodation was good.
- There has been an increase in the number of Army and RAF trainees rating the standard of living accommodation as good since 2013 (47% to 56%, and 56% to 61% respectively). However, the number of Royal Navy trainees rating it as good has fallen since 2013 (64% to 59%).
- Despite the fall in scores of Royal Navy trainees since 2013, both they and RAF trainees rated their standard of living accommodation as higher than Army trainees.

Totals may not add up to 100% due to rounding

Rating: Things to do when off duty on site

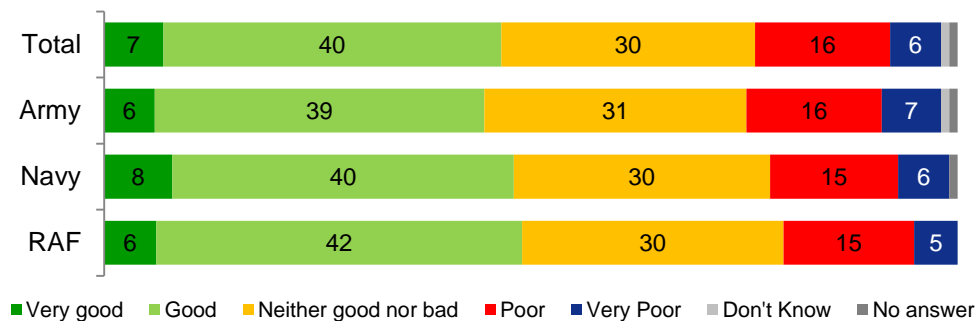


23. How would you rate each of the following: Things to do when off duty on site

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

Current year results (%)



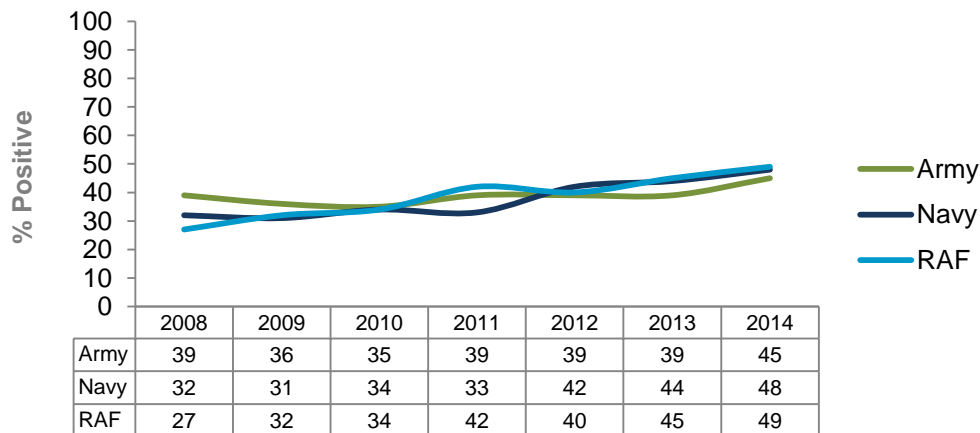
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ △
Comparison with previous year	▽	▽	▽

Additional information

- Almost half (46%) of trainees gave the 'things to do when off duty on site' a positive rating.
- There was an increase in the proportion of Army trainees who rated the things to do when off duty on site as good compared to 2013 (39% to 45%).
- Despite this uplift, both Royal Navy and RAF trainees gave higher ratings about the things to do on site than Army trainees (48% and 49% respectively).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Rating: Things to do when off duty off site/locally

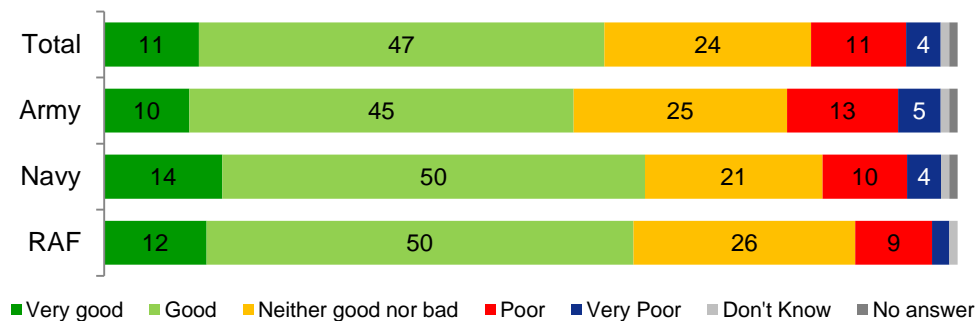


23. How would you rate each of the following: Things to do when off duty on site/locally

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

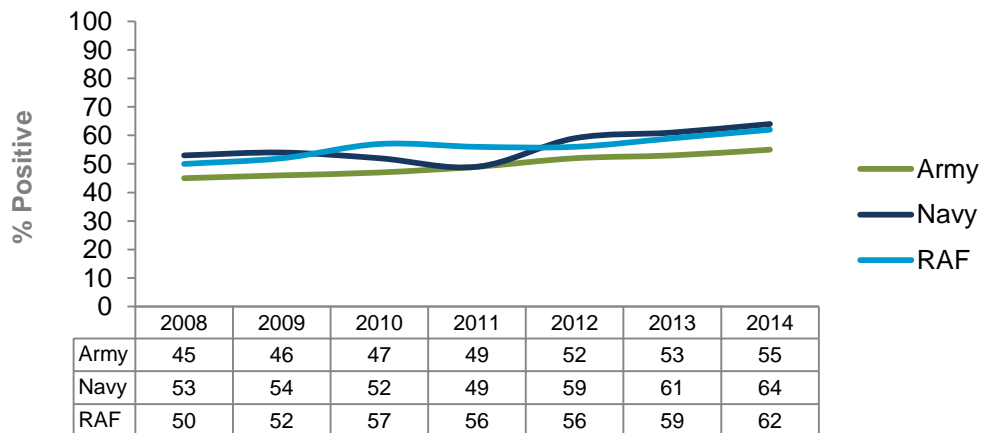
Current year results (%)



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Trend



Please refer to notes page for base size of previous years

Additional information

- Over half of all trainees (58%) rated things to do when off duty off site as good.
- As with the things to do on site when off duty, both Royal Navy and RAF trainees had more positive opinions about things to do off site (64% and 62% respectively) than Army trainees (55%).

Totals may not add up to 100% due to rounding

Rating: Sports facilities

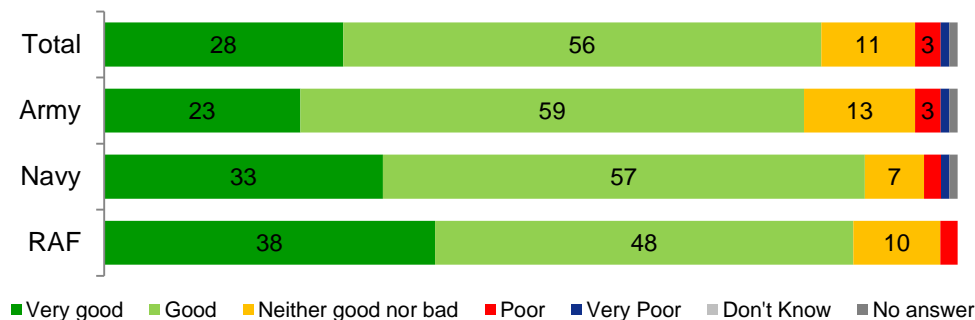


23. How would you rate each of the following: Sports facilities

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

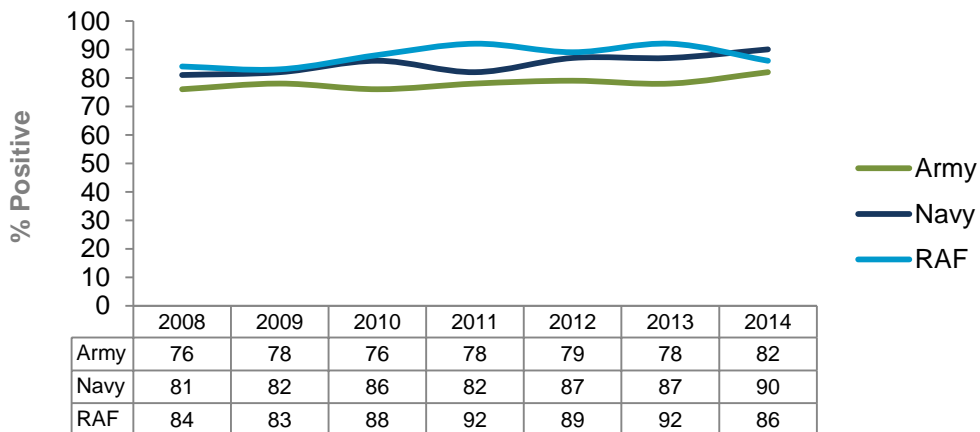
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ ▲	▲ △
Comparison with previous year	▽	▽	▽

Trend



Please refer to notes page for base size of previous years

Additional information

- More than 4 out of 5 trainees (85%) rated the sports facilities available to them as good.
- Both Army and Royal Navy trainees gave higher ratings of sports facilities than in 2013 (78% to 82%, and 87% to 90% respectively). Royal Navy trainees were also more likely to rate their sports facilities as good than both Army and RAF trainees.
- Despite an overall decline in positive views of RAF trainees about their sports facilities (from 92% to 86%), they were still more likely to give good ratings than Army trainees.

Totals may not add up to 100% due to rounding

Rating: Medical care

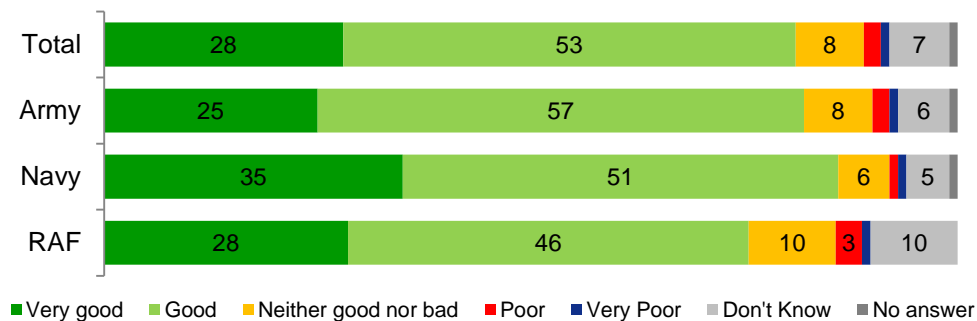


23. How would you rate each of the following: Medical care

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

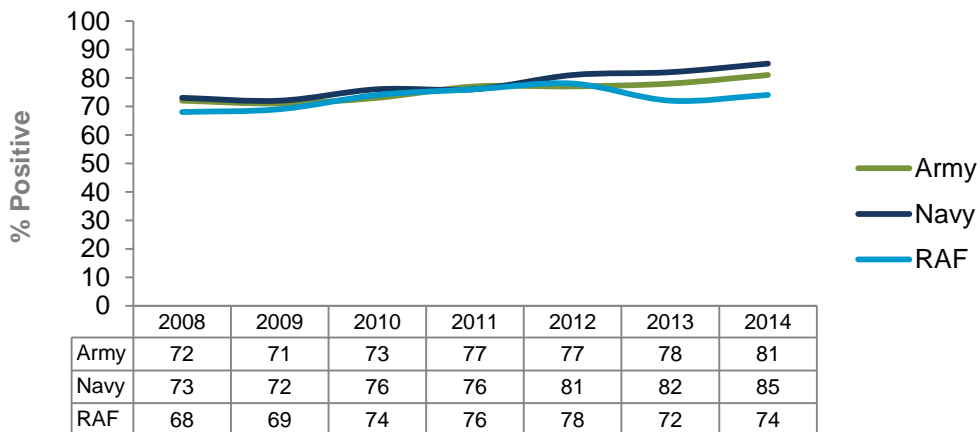
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▼	▼	▼

Trend



Please refer to notes page for base size of previous years

Additional information

- The quality of medical care for trainees was generally seen as positive, with the majority of trainees (81%) rating it as good.
- Trainees from both the Army and the Royal Navy were more likely to say the standard of medical care was good since 2013, and both groups were more positive than RAF trainees.
- Overall, Royal Navy trainees were the most positive about the medical care they received (85% positive), rating it higher than both Army trainees (81%) and RAF trainees (74%).

Totals may not add up to 100% due to rounding

Rating: Dental care

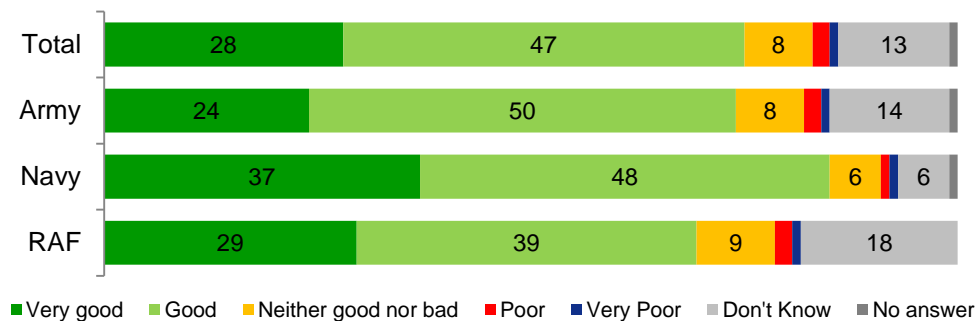


23. How would you rate each of the following: Dental care

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

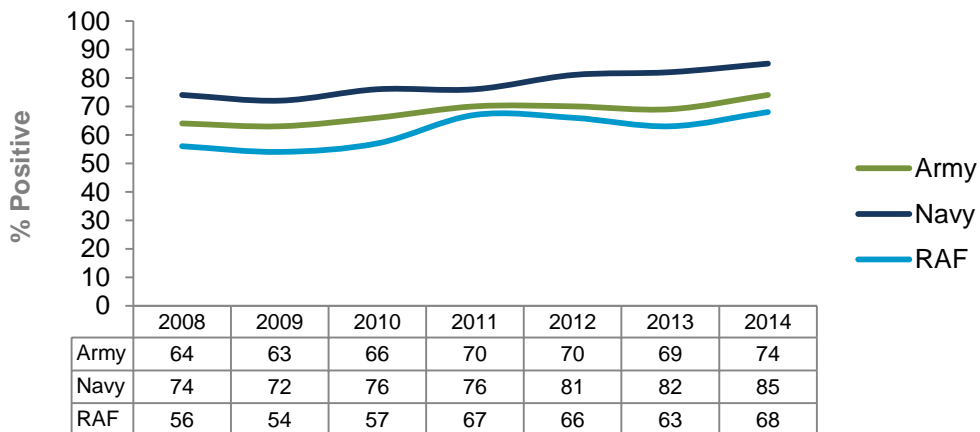
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▼	▼	▼

Trend



Please refer to notes page for base size of previous years

Additional information

- Three quarters (75%) of trainees rated the dental care on offer as good.
- All Services saw an increase in positive ratings since 2013. However there was variation across the Services, with Royal Navy trainees more likely to give positive ratings (85%) than Army (74%) and RAF trainees (68%). Army trainees were also more likely to give higher ratings than RAF trainees.

Totals may not add up to 100% due to rounding

Rating: Time for essential personal administration

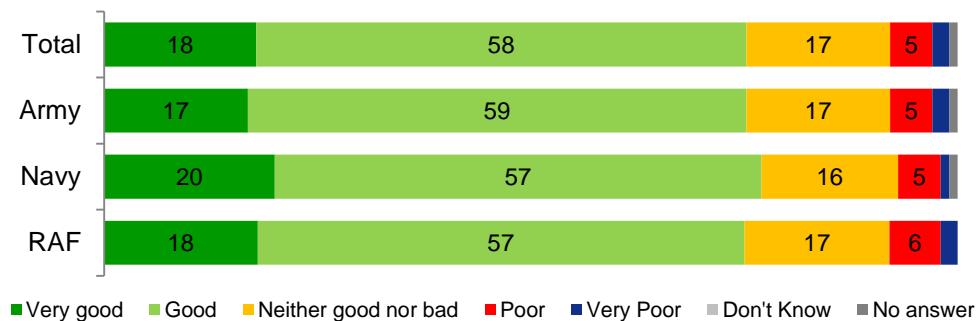


23. How would you rate each of the following: Time for essential personal administration

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

Current year results



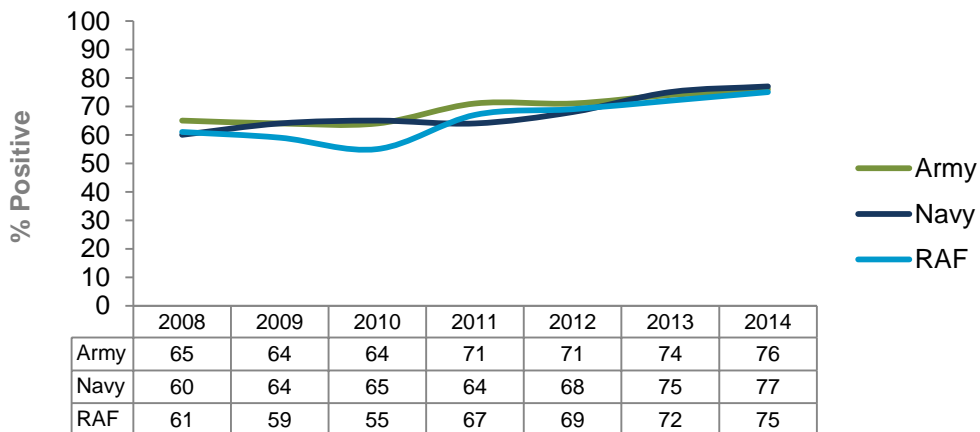
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Just over three quarters of trainees (76%) rated the time available to them for essential personal administration as good.
- There were no changes since the last data collection year, but trends indicate that time available for personal administration has slowly increased since 2008 for all Services.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Rating: Access to IT for personal use

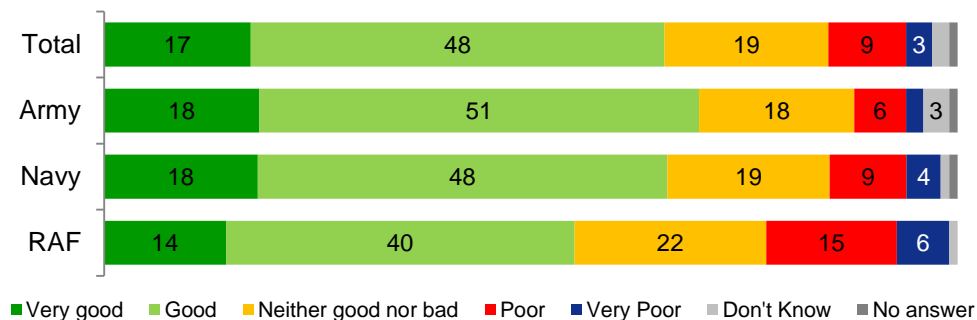


23. How would you rate each of the following: Access to IT for personal use

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

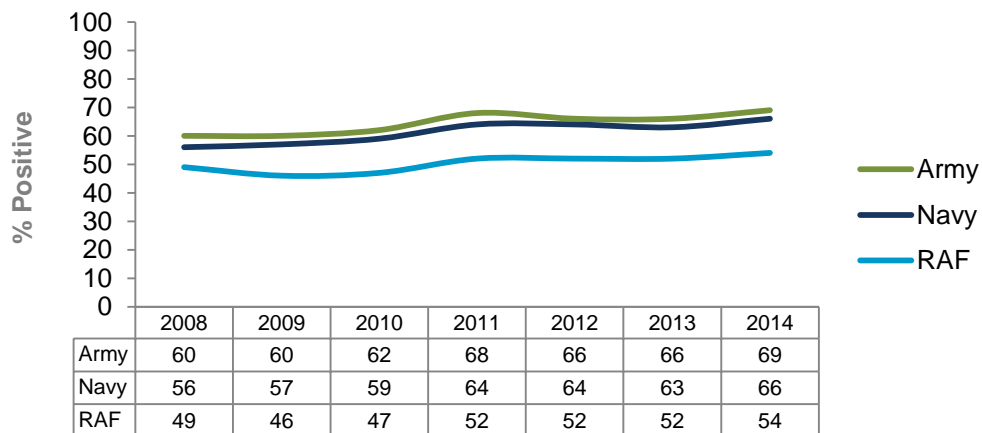
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ △	△ △
Comparison with previous year	▽	▽	▽

Trend



Please refer to notes page for base size of previous years

Additional information

- Two thirds of all trainees (66%) said access to IT for personal use was good.
- Army trainees were more likely to rate the access as good than they were in 2013 (66% to 69%) and than both Royal Navy (66%) and RAF trainees (54%)
- Royal Navy trainees were more likely to rate access to IT for personal use as good than RAF trainees.

Totals may not add up to 100% due to rounding

Rating: Internet access

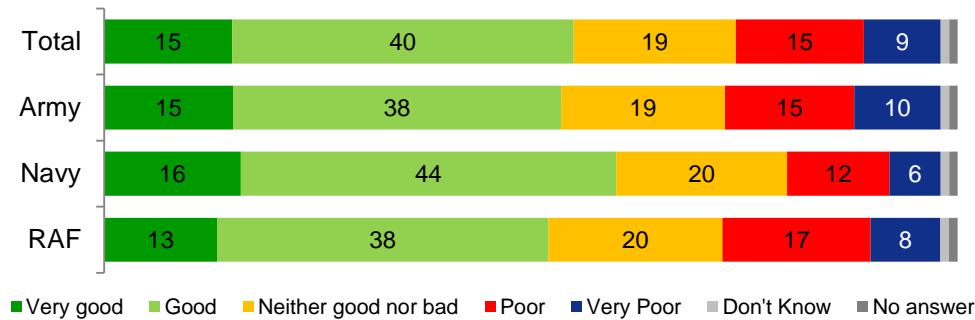


23. How would you rate each of the following: Internet Access

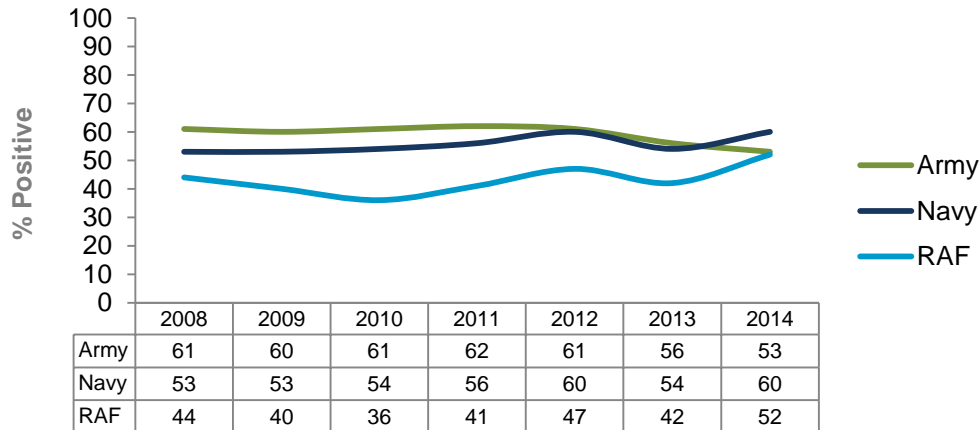
Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

Current year results



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ ▲	△ △
Comparison with previous year	▽	▽	▽

Additional information

- Just over half of all trainees (54%) rated the internet access available to them as good.
- There has been an increase in the proportion of both Royal Navy and RAF trainees rating internet access as good, with Royal Navy trainees giving higher ratings than both Army and RAF trainees.
- Army trainees were less likely to rate their internet access as good than they were in 2013 (53%, previously 56%).

Totals may not add up to 100% due to rounding



Rating: Learning Centre to study after hours

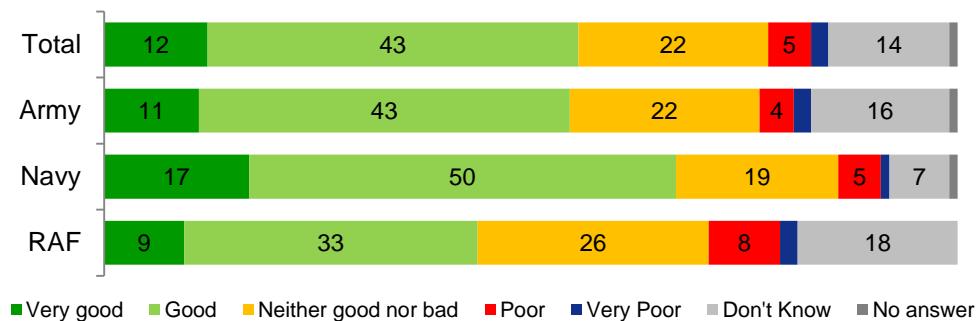


23. How would you rate each of the following: Learning Centre to study after hours

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

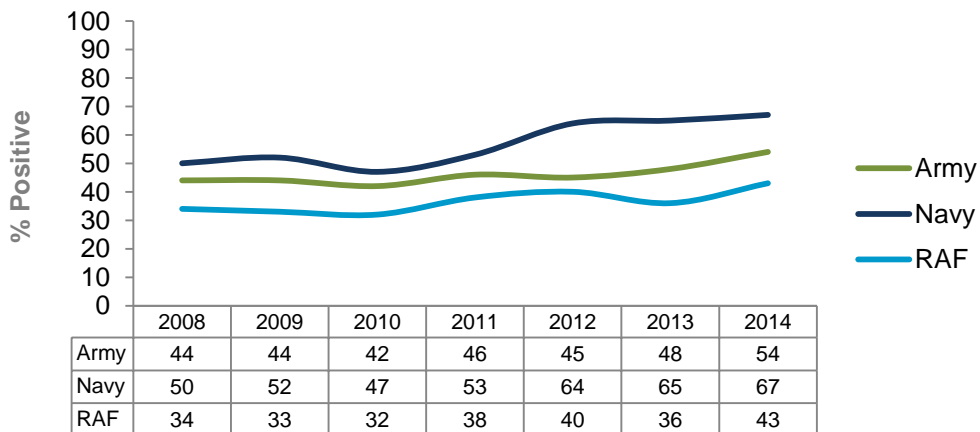
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▼	▼	▼

Trend



Please refer to notes page for base size of previous years

Additional information

- Although in total 14% of trainees don't know how they feel about access to the learning centre to study after hours, 55% still rated their access as good.
- The proportion of trainees giving positive responses about their access after hours has increased for both Army and RAF trainees since 2013. Despite this, the Royal Navy trainees continue to give higher ratings than either of the other Services about their access.

Totals may not add up to 100% due to rounding

Rating: Variety of eating and drinking areas

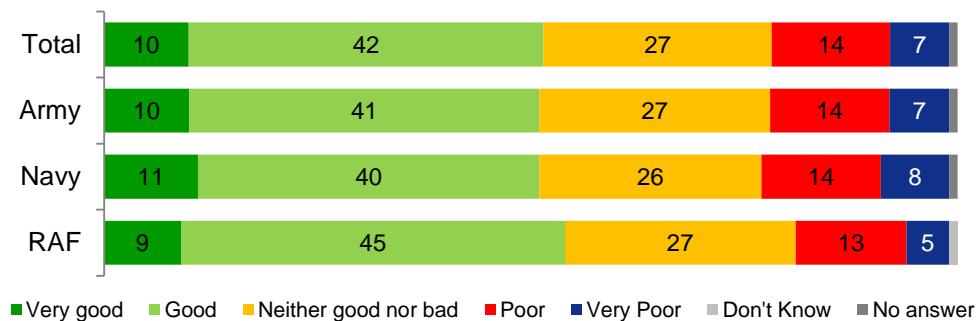


23. How would you rate each of the following: Variety of eating and drinking areas

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

Current year results



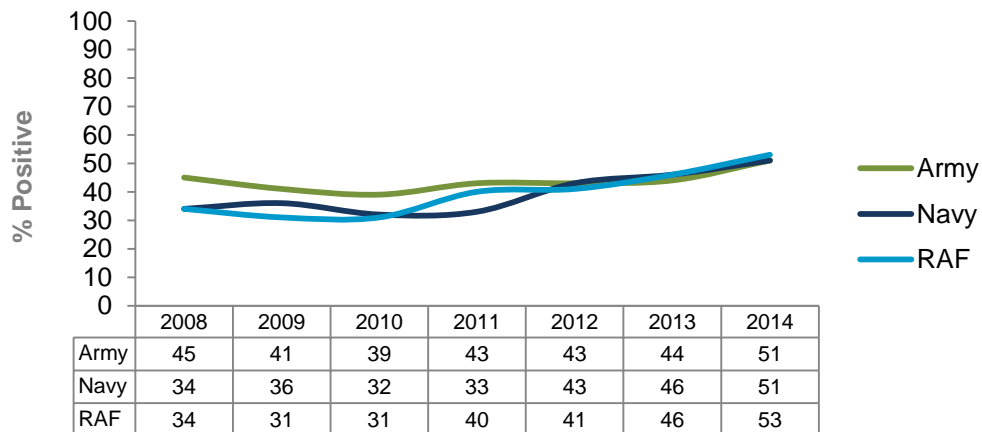
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ △
Comparison with previous year	▽	▽	▽

Additional information

- Just over half of all trainees (52%) rated the variety of eating and drinking areas available to them as good.
- Ratings have increased across all Services since 2013.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Satisfaction with food

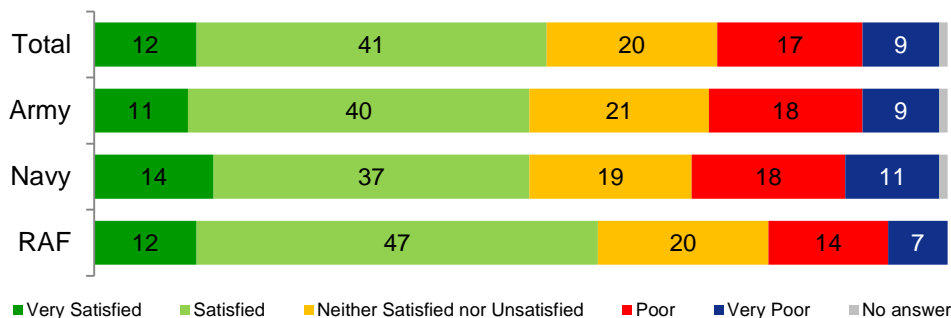


25. Overall how satisfied were you with the food at unit?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very satisfied' or 'satisfied' – comments and significant differences based on this

Current year results



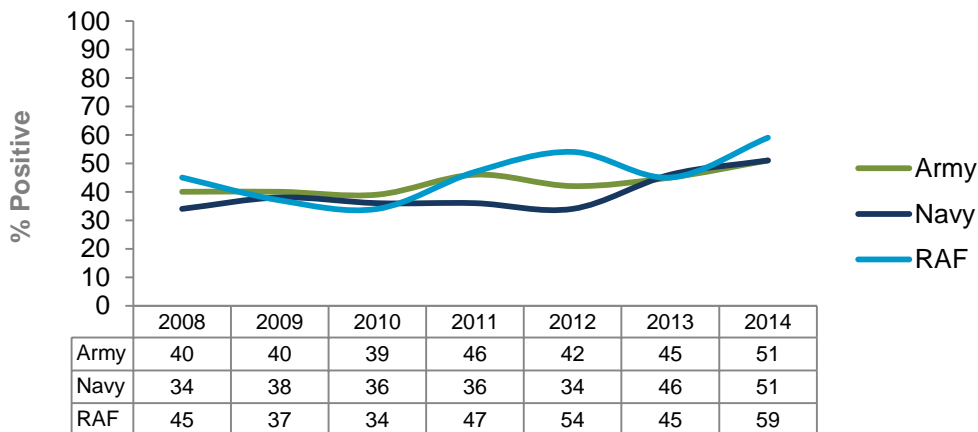
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ ▲
Comparison with previous year	▽	▽	▽

Additional information

- Just over half (53%) of all trainees were satisfied with the food they were given at their unit.
- Since 2013, there has been an increase in satisfaction across all Services.
- RAF trainees were more likely to be satisfied with the food (59%) than both Army and Royal Navy trainees (both 51%).

Trend



Please refer to notes page for base size of previous years

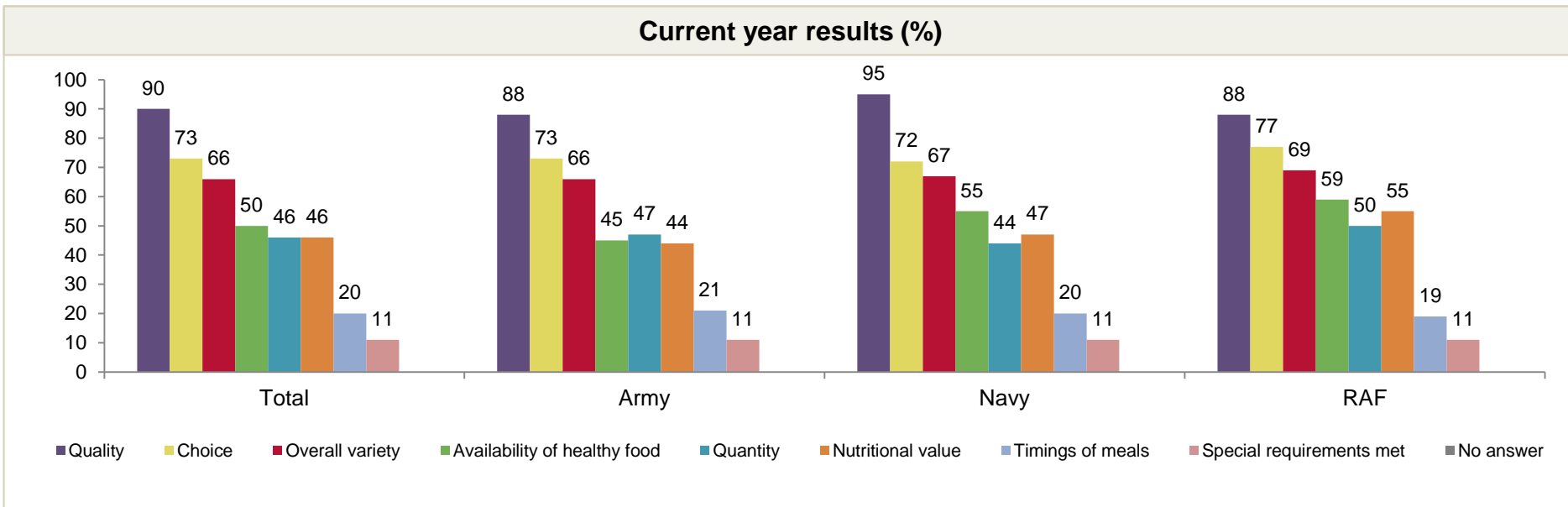
Totals may not add up to 100% due to rounding

Aspects of food dissatisfied with



26. Please indicate which aspects of the food you were dissatisfied with?

Number of respondents (all Phase 2 respondents who were dissatisfied with food): Total (1,878), Army (1,118), Navy (474), RAF (285)



Additional information

- Of the trainees who were dissatisfied with the food at their unit, the biggest complaint was the quality (90%), followed by the lack of choice (73%) and overall variety of food (66%).
- The availability of healthy food, the quantity of food and the nutritional value of food were all problems for around half of dissatisfied trainees (50%, 46% and 46% respectively).
- The aspects with which trainees were dissatisfied were broadly similar across all services, apart from the nutritional value of food which was a bigger issue for RAF trainees (55%) than Army and Royal Navy trainees (44% and 47% respectively).

Whether given enough time to eat meals

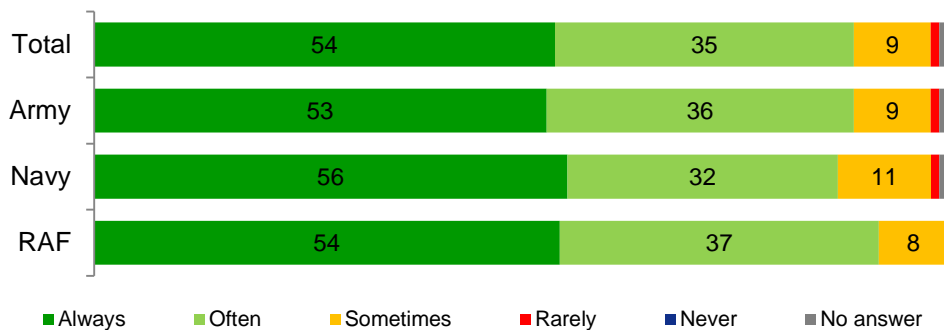


27. Were you given enough time to eat your meals?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'always' or 'often' – comments and significant differences based on this

Current year results



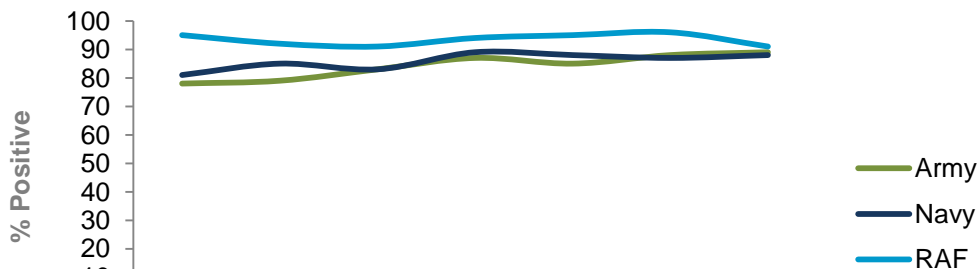
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Almost all trainees (89%) felt they were given enough time to eat their meals always or often.
- RAF trainees were slightly more likely to say that they felt they had enough time to eat (91%) than both Army and Royal Navy trainees (89% and 88% respectively).

Trend



	2008	2009	2010	2011	2012	2013	2014
Army	78	79	83	87	85	88	89
Navy	81	85	83	89	88	87	88
RAF	95	92	91	94	95	96	91

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

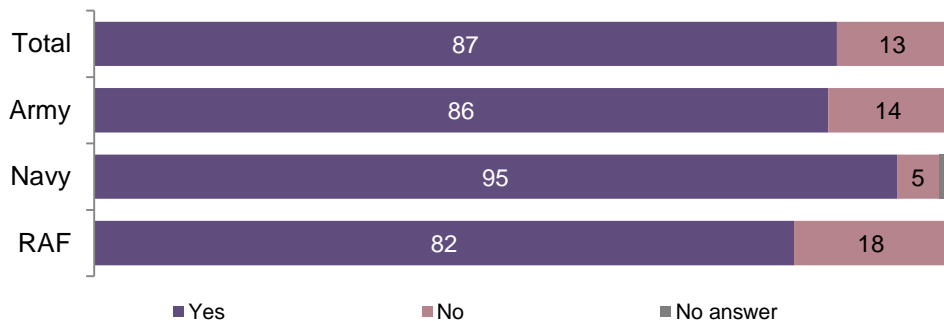
Use of Pay As You Dine



28a. Are you on Pay As You Dine?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

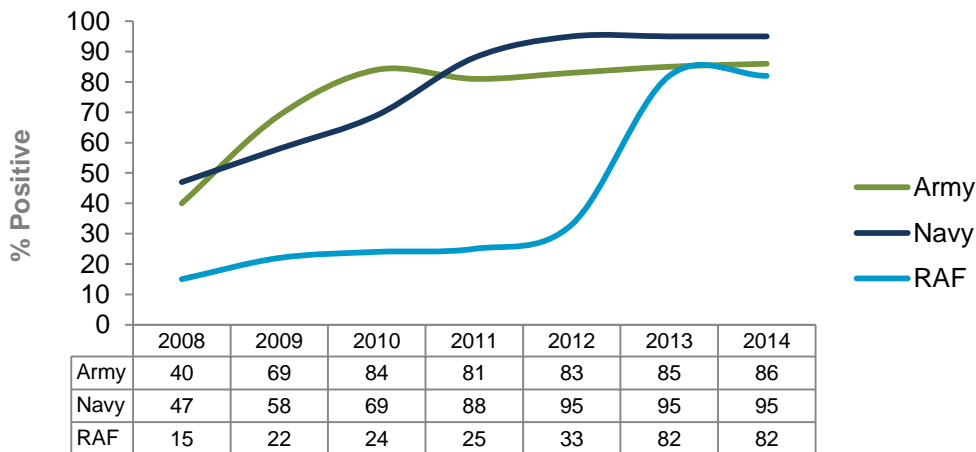
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▲ ▼	▲ ▼	▲ ▼

Trend



Please refer to notes page for base size of previous years

Additional information

- Most trainees (87%) are now on the Pay As You Dine (PAYD) scheme.
- Royal Navy trainees (95%) were more likely to be part of the PAYD scheme than the other Services, and Army trainees (86%) were more likely than RAF trainees (82%).

Totals may not add up to 100% due to rounding

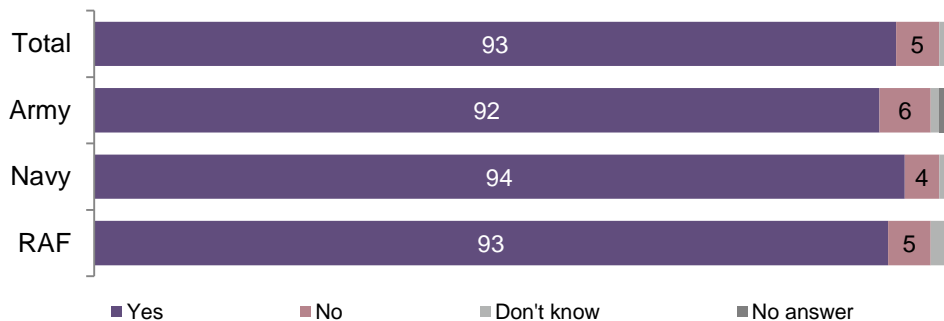
PAYD: Affordability to keep going during training



28b. Can you afford to eat enough to keep you going during training?

Number of respondents (all Phase 2 respondents who use Pay As You Dine): Total (6,199), Army (3,494), Navy (1,553), RAF (1,151)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

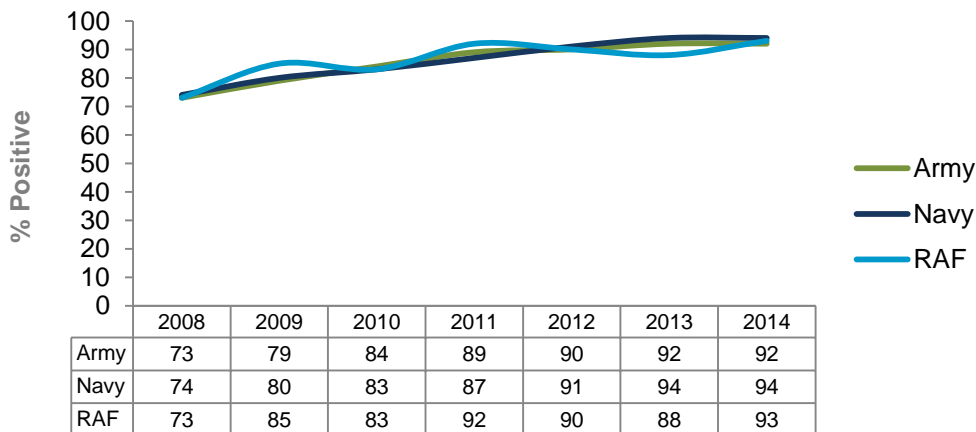
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Trend



Additional information

- Almost all trainees (93%) using PAYD felt they could afford to eat enough to keep them going during their training.
- The proportion of RAF trainees who felt they could afford enough to keep them going has increased from 2013 (88% to 93%).
- Royal Navy trainees were more likely to feel they can afford enough to eat (94%) than Army trainees (92%).

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

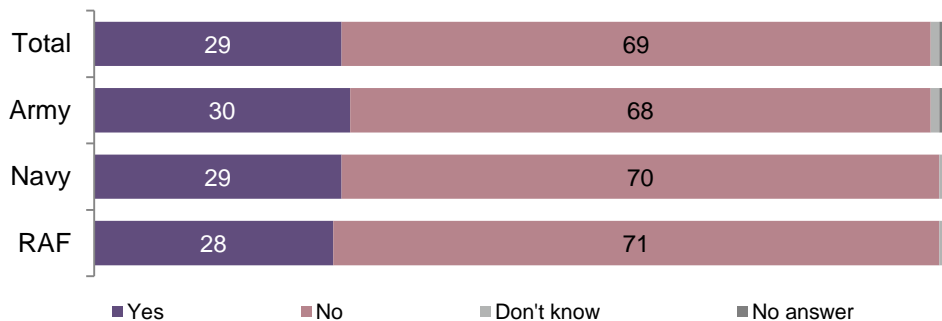
PAYD: Skipping meals to save money



28b. Do you sometimes skip meals (or eat less) to save money?

Number of respondents (all Phase 2 respondents who use Pay As You Dine): Total (6,199), Army (3,494), Navy (1,553), RAF (1,151)
 % measure equals the proportion who say 'yes' – comments and significant differences based on this

Current year results



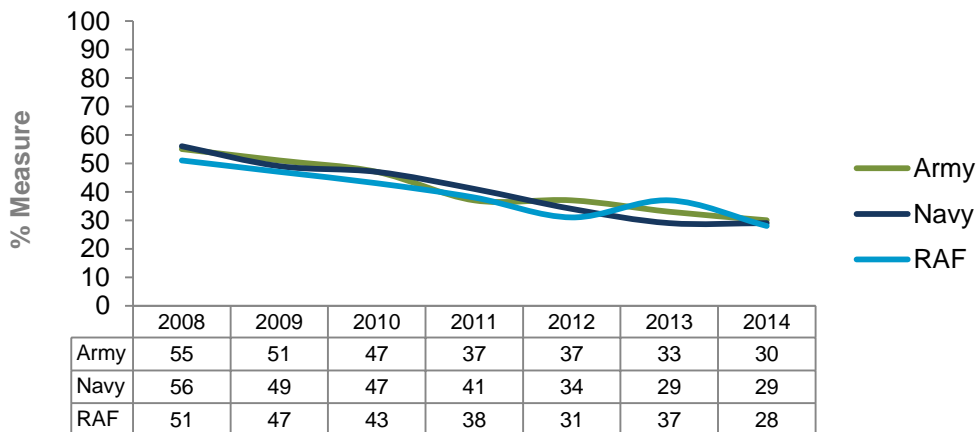
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ △
Comparison with previous year	▽	▽	▽

Additional information

- Seven in every ten trainees (69%) using PAYD did not skip meals to save money. Conversely around three in every ten (29%) claimed to sometimes skip meals or eat less to save money.
- Positively, the proportion of both Army and RAF trainees who skipped meals has fallen since 2013 (33% to 30%, and 37% to 28% respectively).
- There has been a steady decline in the proportion who skip meals to save money since the start of the survey across all Services.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

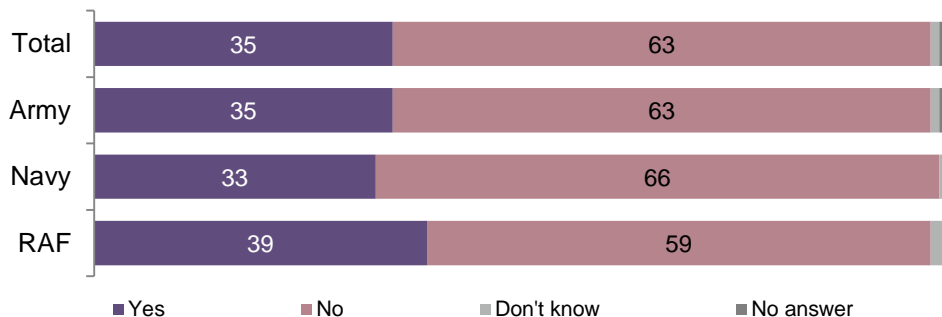
PAYD: Eating elsewhere to save money



28b. Do you eat elsewhere to save money?

Number of respondents (all Phase 2 respondents who use Pay As You Dine): Total (6,199), Army (3,494), Navy (1,553), RAF (1,151)
 % measure equals the proportion who say 'yes' – comments and significant differences based on this

Current year results



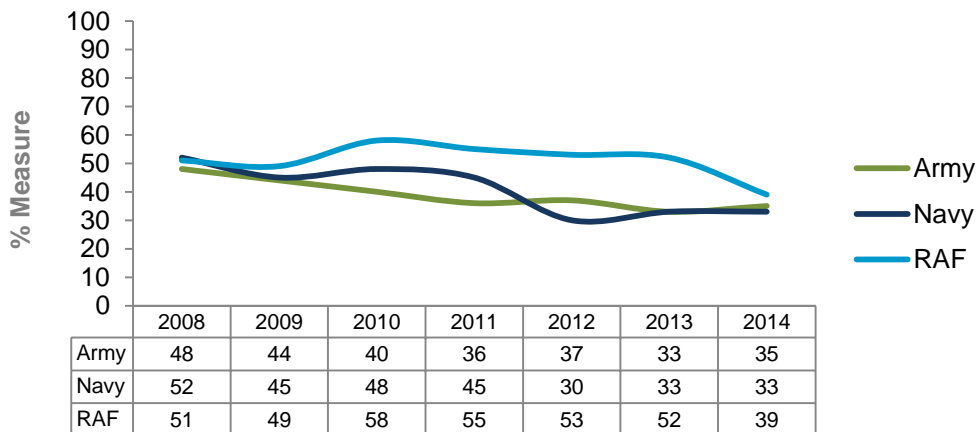
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Almost two thirds (63%) of trainees using PAYD said they did not eat elsewhere to save money.
- Despite a fall in the proportion of trainees who ate elsewhere to save money since 2013, RAF trainees were still more likely to do so than Army and Royal Navy trainees.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

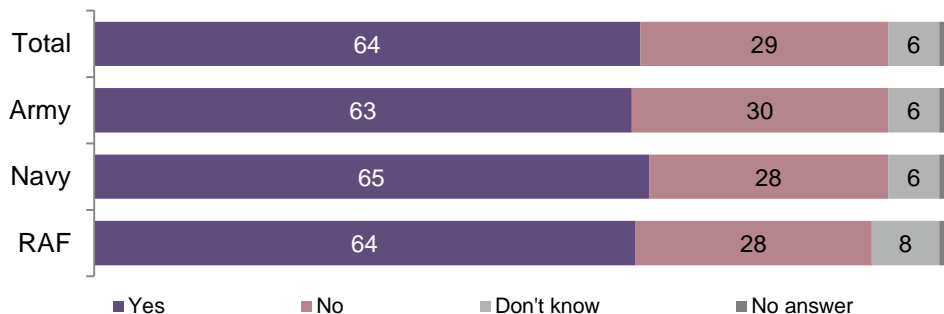
PAYD: Choice to eat elsewhere



28b. Do you have more choice to eat elsewhere?

Number of respondents (all Phase 2 respondents who use Pay As You Dine): Total (6,199), Army (3,494), Navy (1,553), RAF (1,151)
 % measure equals the proportion who say 'yes' – comments and significant differences based on this

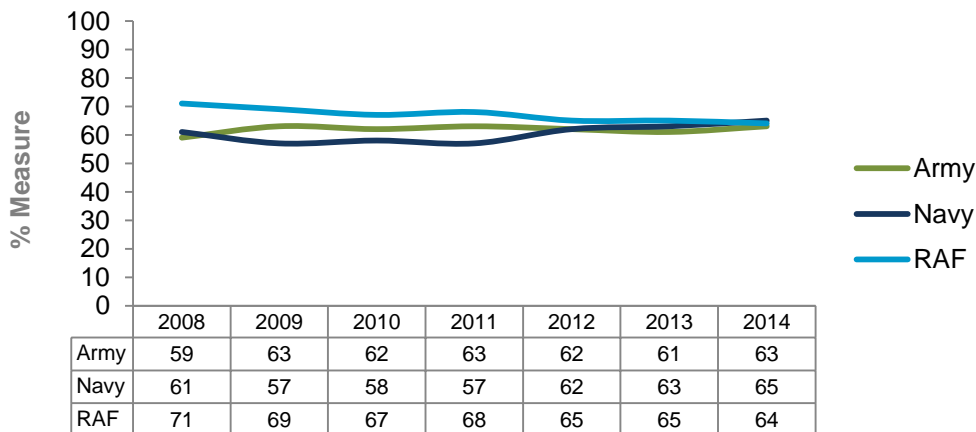
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Trend



Additional information

- Almost two thirds (64%) of all trainees who use PAYD felt they had more choice to eat elsewhere.

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

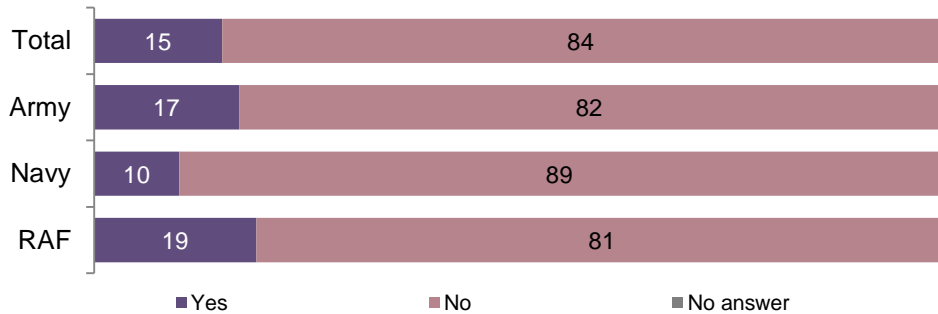
Whether paying cash presents a problem



28c. Is paying in cash a problem for you?

Number of respondents (all Phase 2 respondents who use Pay As You Dine): Total (6,199), Army (3,494), Navy (1,553), RAF (1,151)
 % measure equals the proportion who say 'yes' – comments and significant differences based on this

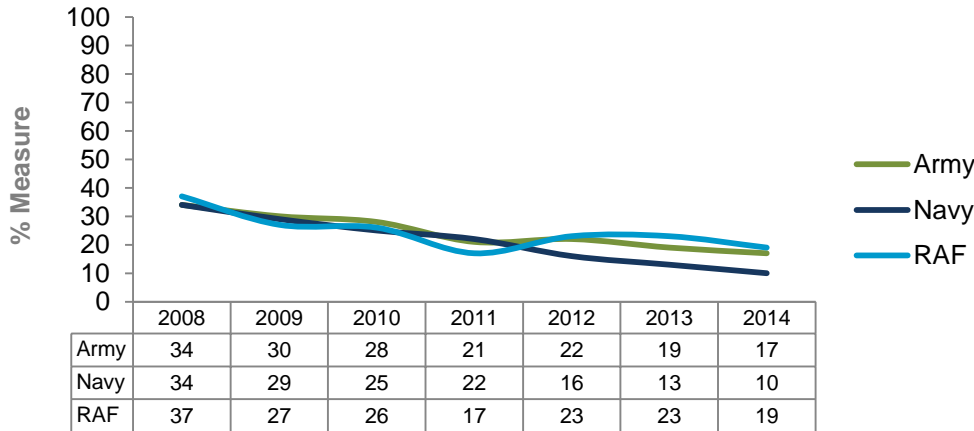
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▼	▼	▼

Trend



Please refer to notes page for base size of previous years

Additional information

- The majority of trainees (84%) using PAYD have no problem with paying in cash for their meals.
- All Services saw a fall in the proportion of trainees who find paying for meals in cash a problem.
- Overall, Royal Navy trainees were the least likely to have a problem paying in cash (10% had a problem) and both Army and RAF trainees were more likely to have a problem paying cash (17% and 19% respectively).

Totals may not add up to 100% due to rounding



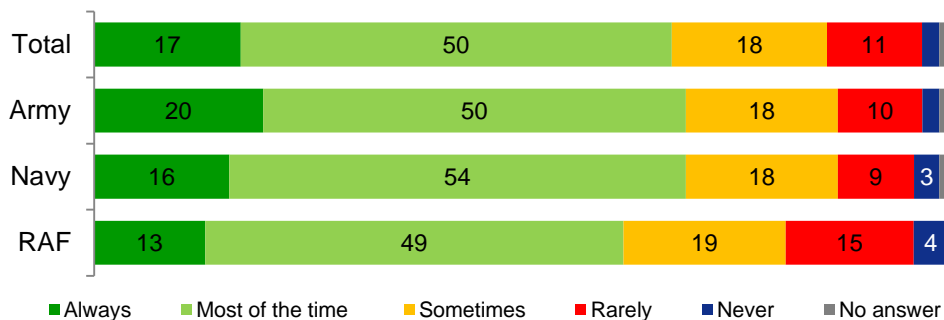
Frequency of using Pay As You Dine



29d. How often do you eat at unit using pay as you dine?

Number of respondents (all Phase 2 respondents who use Pay As You Dine): Total (6,199), Army (3,494), Navy (1,553), RAF (1,151)
 % positive equals the proportion who say 'always' or 'most of the time' – comments and significant differences based on this

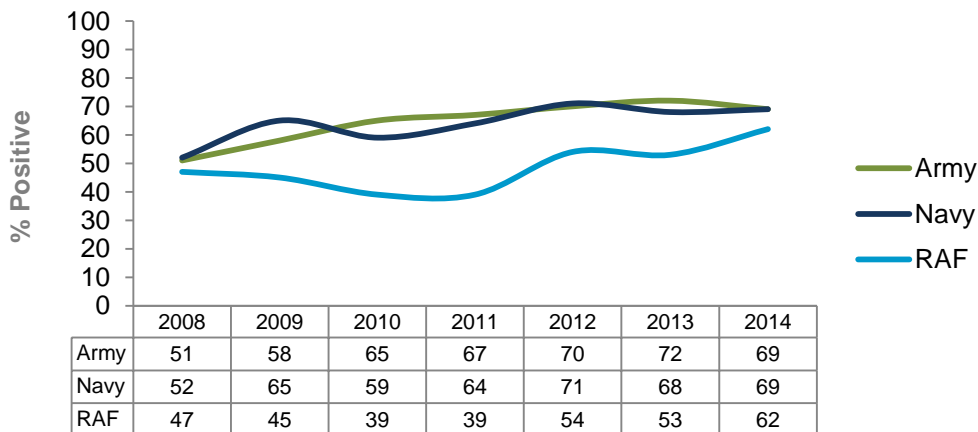
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▼	▼	▼

Trend

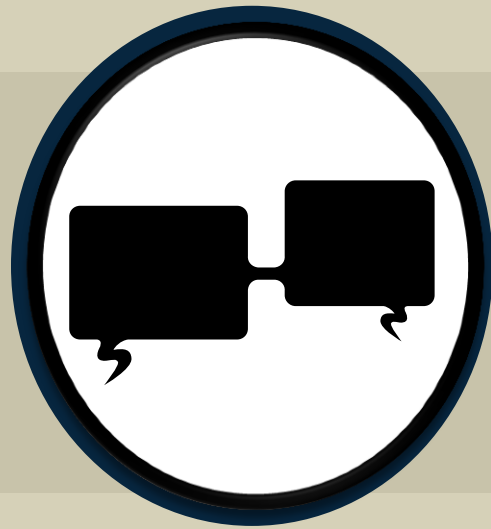


Please refer to notes page for base size of previous years

Additional information

- Just over two thirds of all trainees (68%) use PAYD for all or most of their meals.
- The number of RAF trainees eating most or all of their meals on PAYD has increased since 2013 (53% to 62%).
- Despite the overall increase seen amongst RAF trainees, Army and Royal Navy trainees were more likely to eat all or most of their meals on PAYD (both 69%).
- Even though they were more likely to eat on PAYD than RAF trainees, Army trainees were less likely to eat all or most of their meals on PAYD than they were in 2013 (72% to 69%).

Totals may not add up to 100% due to rounding



Support

Opportunity to talk privately with training staff

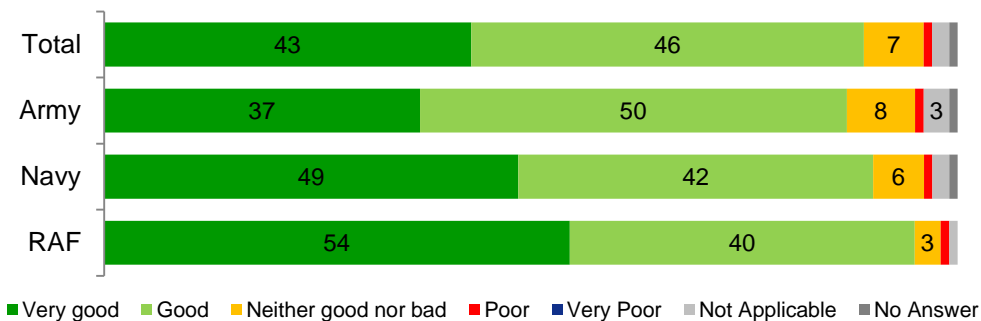


30. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to... Talk privately with training staff

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

Current year results



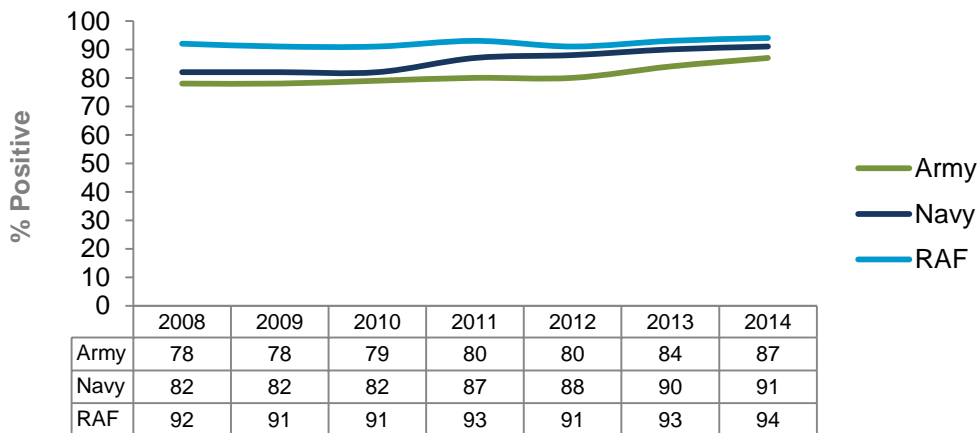
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	▽	▽	▽

Additional information

- Most trainees (89%) felt that they had good opportunity to talk privately with training staff.
- Army trainees were more likely to rate the opportunity as good than in 2013 (84% to 87%).
- However despite the increase amongst Army trainees, both Royal Navy and RAF trainees continued to give slightly higher ratings for this attribute (91% and 94% respectively). RAF trainees were also more likely to rate this as good than Royal Navy trainees.
- 20-30 year olds were more positive on this attribute than 16-19 year olds (90% compared with 88%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Opportunity to talk privately with chaplains/padre

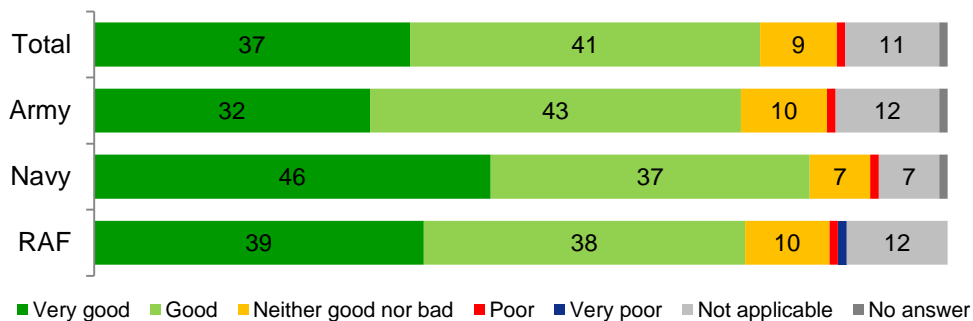


30. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to...Talk privately with chaplains/padre

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

Current year results



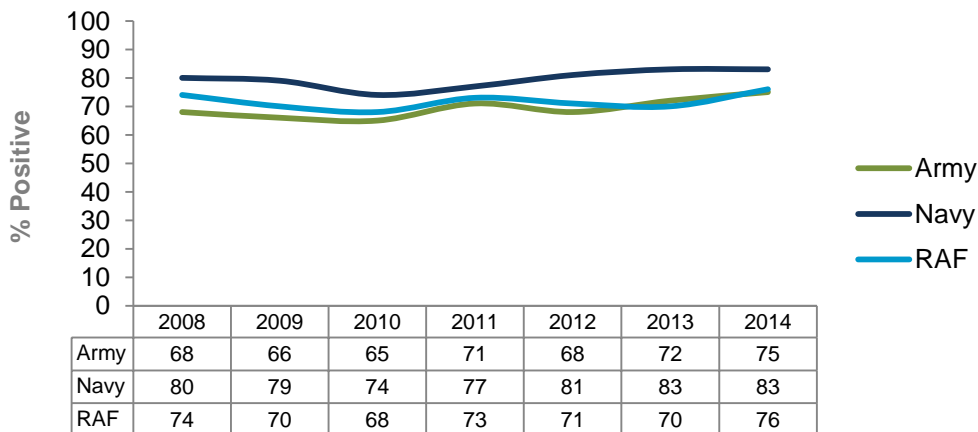
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ ▲	△ △
Comparison with previous year	▽	▽	▽

Additional information

- Just over three quarters (77%) of trainees felt they had a good opportunity to talk privately with their Chaplain or Padre. However, 11% did not feel this applied to them.
- Trainees from the Army and RAF were more positive about this opportunity than they were in 2013.
- Royal Navy trainees were the most likely to state they had a good opportunity to talk to their Chaplain or Padre (83%), and more likely to do so than RAF trainees (76%) and Army trainees (75%).
- 16-19 year olds were more positive on this attribute than 20-30 year olds (79% and 76% respectively).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Opportunity to keep in contact with family and friends

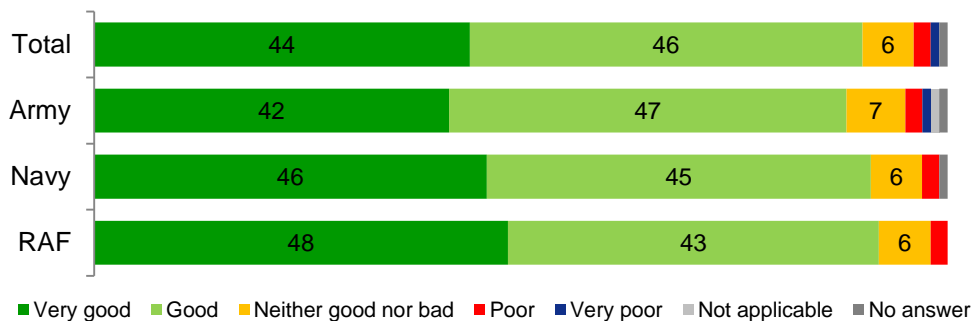


30. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to ...Keep in contact with family and friends

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

Current year results



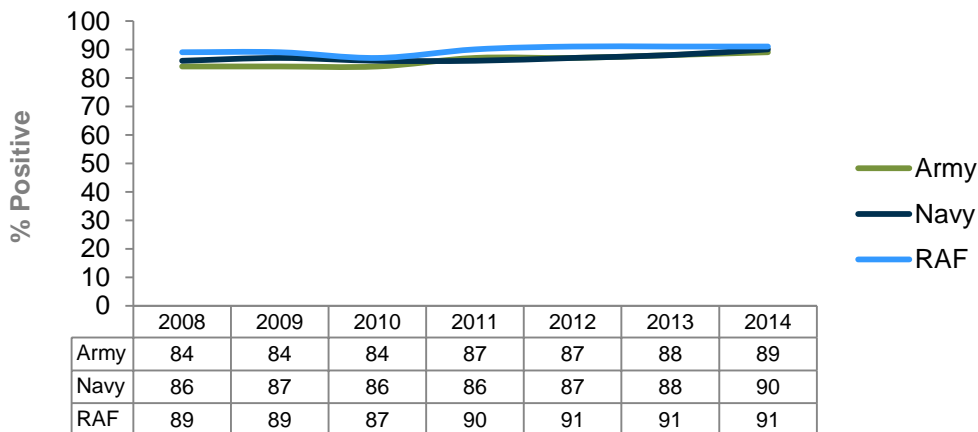
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Nine in ten (90%) trainees felt that they had a good opportunity to keep in touch with their family and friends.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Opportunity to practise your faith/religion

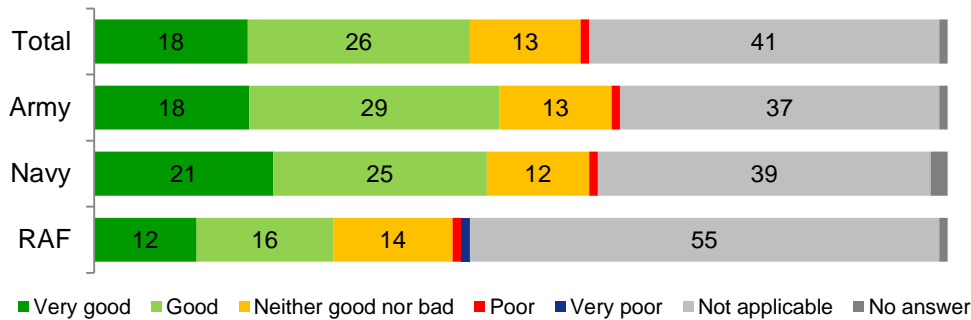


30. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to ...Practise your faith/religion

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

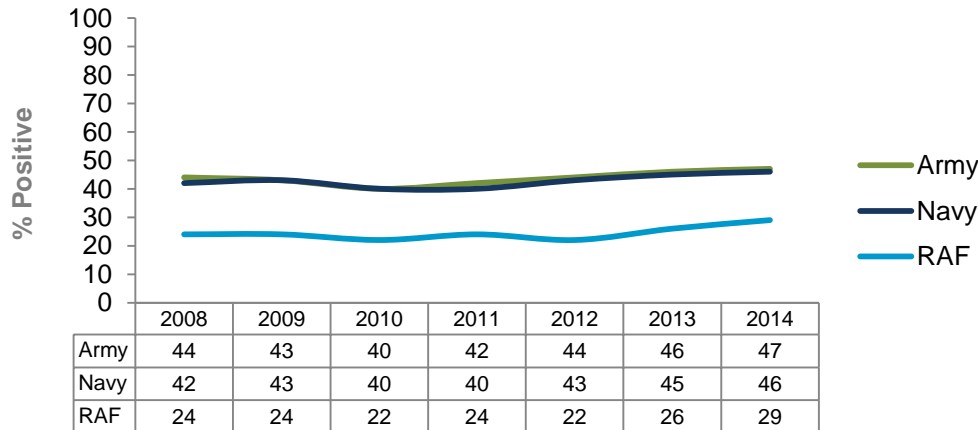
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	△	△	△

Trend



Please refer to notes page for base size of previous years

Additional information

- Although only 43% of trainees stated they had a good opportunity to practice their faith or religion, 41% said this was not applicable. When those who did not answer are excluded from the results, the % giving a good rating is:
 - Army: 76%
 - Royal Navy: 78%
 - RAF: 65%
- Both Army and Royal Navy trainees were more likely to state they had a good opportunity to practice their faith or religion (47% and 46% respectively) than RAF trainees (29%). However, RAF trainees were also more likely to state this question did not apply to them (55%).
- Both 16-19 year olds and those over 30 were more positive about their opportunity to practise their faith/religion than 20-30 year olds (47%, 52% and 41% respectively).
- When results are broken down by religion of respondents, Buddhist, Christian, Hindu, Muslim and Sikh trainees were more likely to agree than when results are viewed at an overall level. Respondents who said they are from another religion were less likely to agree than other trainees.

Totals may not add up to 100% due to rounding

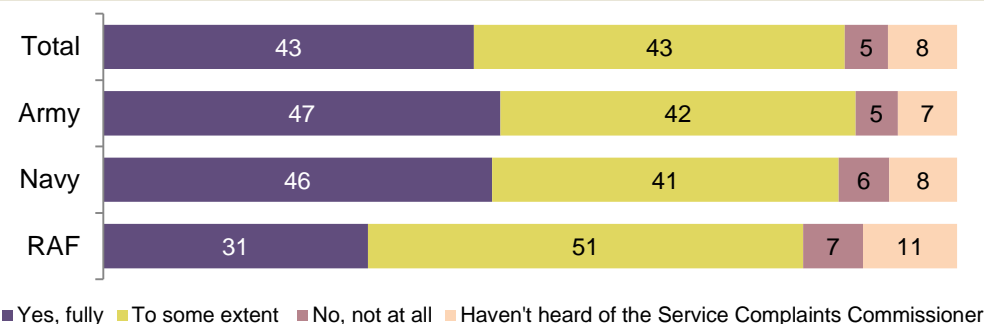
Knowledge of Service Complaints Commissioner



31. Do you know how the Services Complaints Commissioner can help you with a discrimination, harassment and/or bullying complaint?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)
 % positive equals the proportion who say 'yes, fully' – comments and significant differences based on this

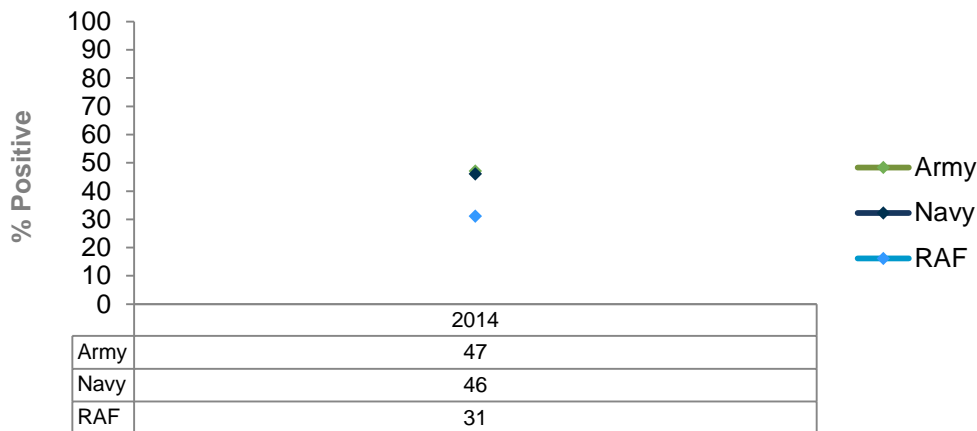
Current year results (%)



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	---	---	---

Trend



Please refer to notes page for base size of previous years

Additional information

- This is the first year this question has been included in the survey so no trend data is available.
- Just under half of all trainees (43%) stated they understood the role of the Service Complaints Commissioner (SCC) in a discrimination, harassment or bullying complaint. This was matched by 43% who said they understood this role to some extent.
- Both Army and Royal Navy trainees were more likely to claim to fully know about the SCC role than RAF trainees.
- Males were more likely than females to claim to know about the SCC role (44% and 35% respectively). BME trainees were also more likely to claim to know than white trainees (54% compared to 42%).

Totals may not add up to 100% due to rounding

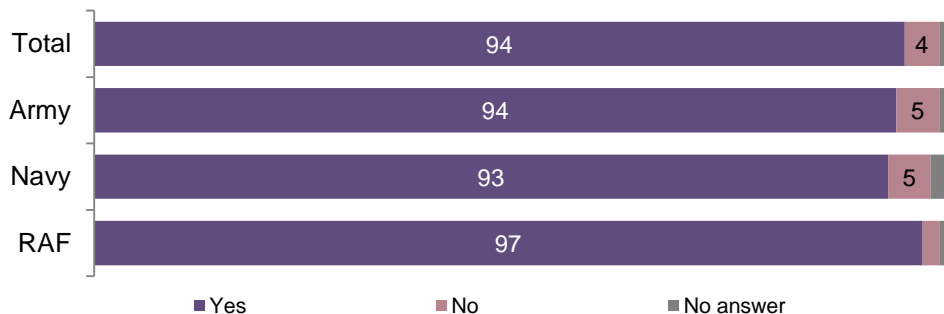
Availability of staff for problems out of training hours



31a. Whether or not you needed to, was there a member of staff easily available for you to go to if you had a problem out of training hours?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

Current year results



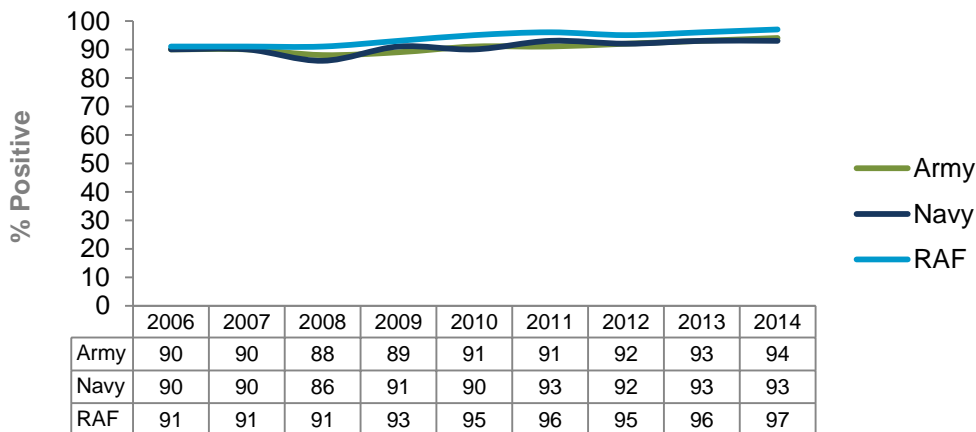
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Almost all trainees (94%) felt that there was a member of staff easily available to them to go to if they had a problem out of training hours.
- RAF trainees were more likely to give a positive response (97%) than both Army and Royal Navy trainees (94% and 93% respectively).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Someone to go to for personal or emotional problems

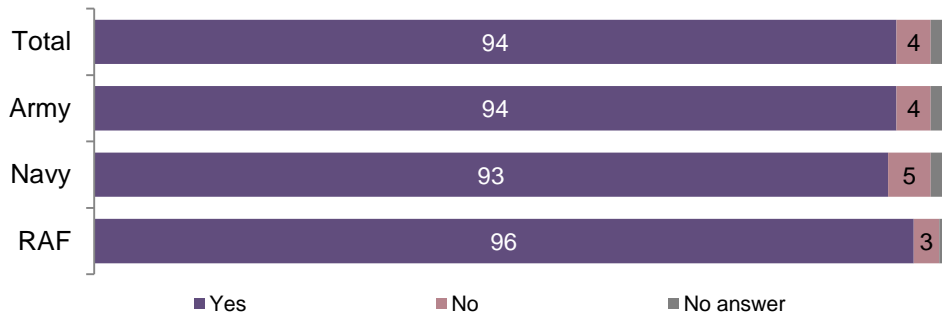


32a. Whether or not you needed to, did you have someone at unit that you were happy to go to if you had any personal or emotional problems?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'yes' – comments and significant differences based on this

Current year results



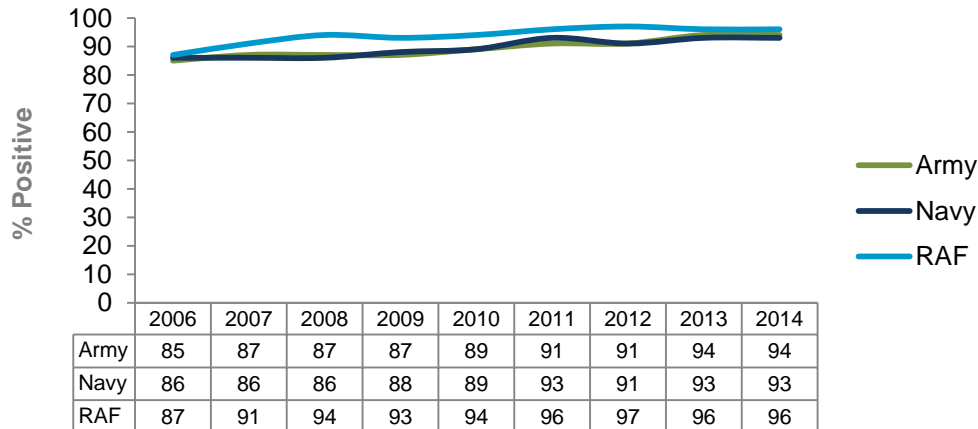
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Almost all trainees (94%) felt that there was someone at their unit for them to go to with personal or emotional problems.
- RAF trainees were more likely to give a positive response (96%) than both Army and Royal Navy trainees (94% and 93% respectively).
- White trainees were more likely to say there was someone to go to for personal or emotional problems than BME trainees (95% and 90% respectively).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



Someone to go to for administrative problems

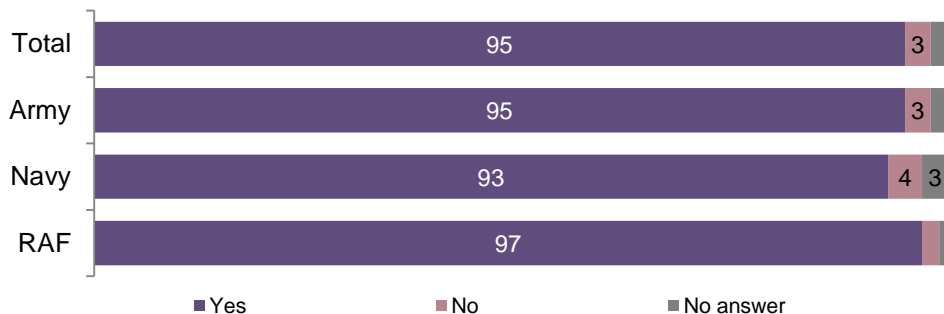


33a. Whether or not you needed to, if you had any problems with administration (pay, posting, JPA etc.) was there someone to help you deal with them?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'yes' – comments and significant differences based on this

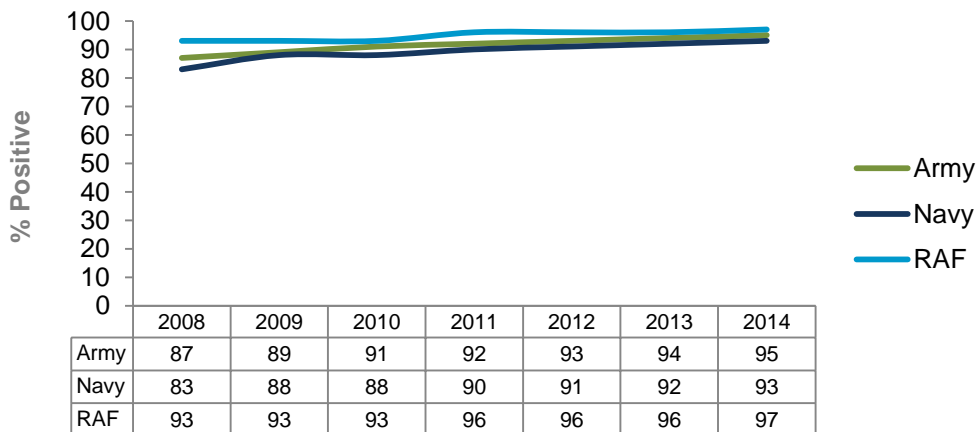
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	△	△	△

Trend



Additional information

- Almost all trainees (95%) felt that there was someone for them to go to with administrative problems.
- RAF trainees were more likely to give a positive response (97%) than both Army and Royal Navy trainees (95% and 93% respectively). Army trainees were also more likely to give a positive response than Royal Navy trainees.
- White trainees were more likely to say there was someone for them to go to with administrative problems than BME trainees (95% and 93% respectively).

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

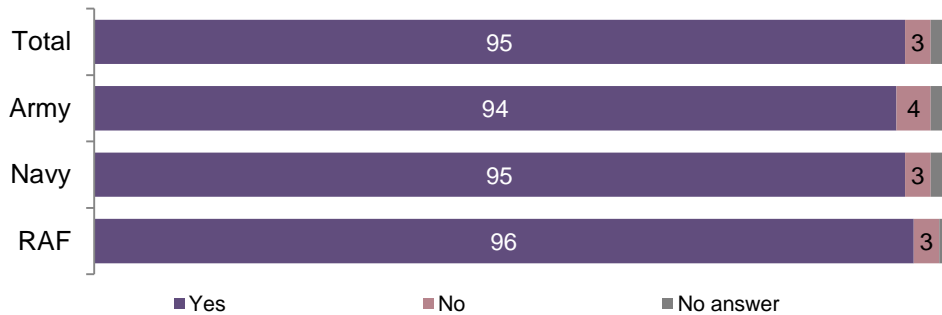
Opportunity to raise all concerns with person in authority



34a. Whether or not you needed to, did you feel that you had the opportunity to raise all your concerns with a person in authority at unit?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

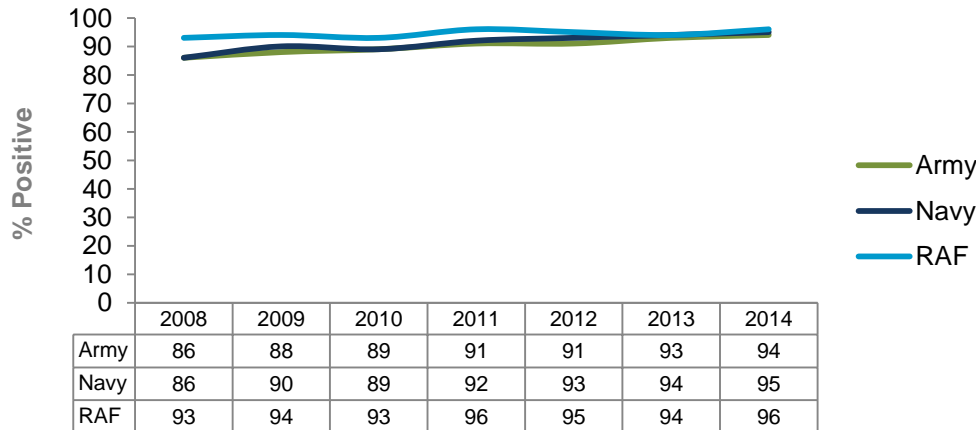
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Trend



Additional information

- Almost all trainees (95%) felt that they had the opportunity to raise concerns with a person in authority.
- RAF trainees were more likely to answer this question positively compared with 2013 (94% to 96%) and compared to Army trainees (94%).
- White trainees were more likely to agree they had the opportunity to raise all their concerns with a person in authority than BME trainees (95% and 92% respectively).

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding





Fairness

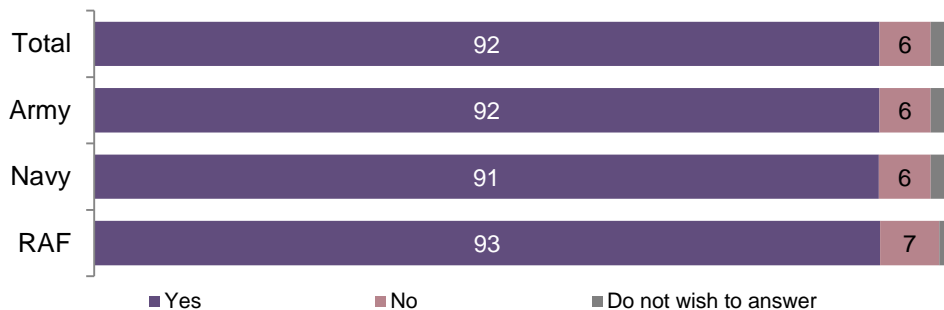
Awareness of how to complain about poor or unfair treatment or bullying



35. Do you know how to complain about poor or unfair treatment or bullying at unit?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

Current year results



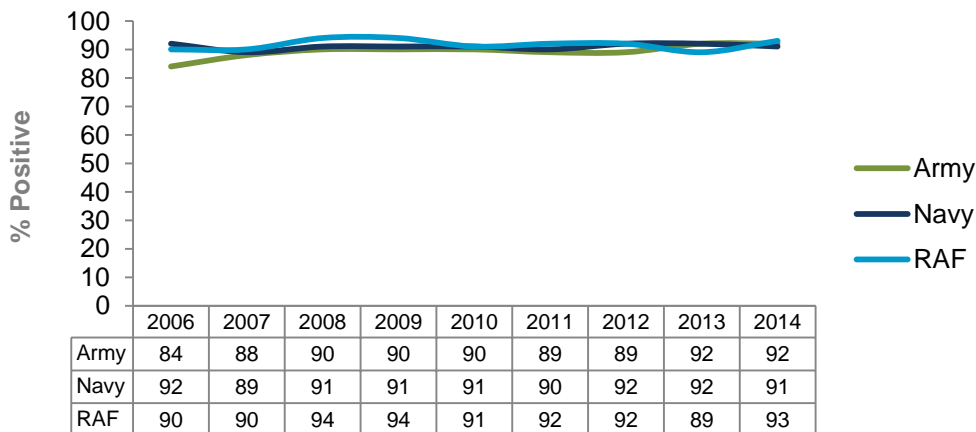
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- The majority of trainees (92%) stated that they knew how to make a complaint about poor or unfair treatment or bullying.
- RAF trainees were more likely to claim to know how to make a complaint than in 2013 (89% to 93%).
- 20-30 year olds were more likely to claim to know how to complain about poor or unfair treatment than 16-19 year olds and trainees aged 31 years and over (92%, 91% and 90% respectively), although the differences between these three groups is very small.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

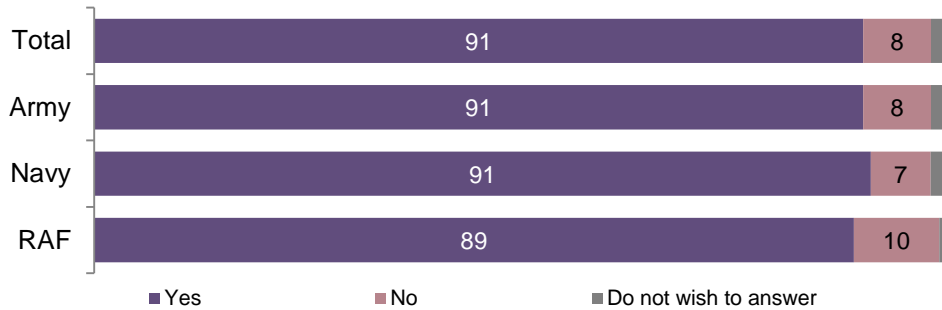
Awareness of who to go to if wanted to make complaint



36. Did you know who to go to if you wanted to make a complaint at unit?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

Current year results



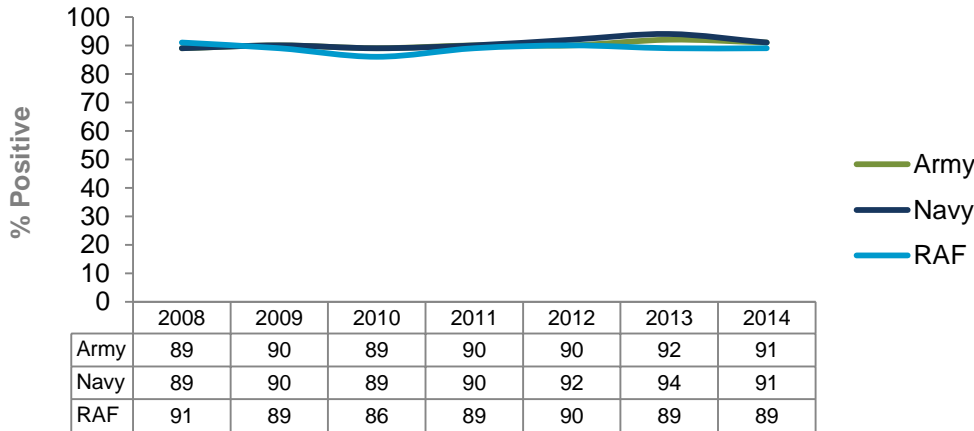
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ △
Comparison with previous year	▽	▽	▽

Additional information

- Most trainees (91%) stated they knew who to go to if they wished to make a complaint.
- Despite very positive responses to this question, both the Army and Royal Navy have seen a drop in positive responses since 2013 (92% to 91%, and 94% to 91% respectively).
- Male trainees were more likely than female trainees to claim to know how to complain (91% and 86% respectively).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

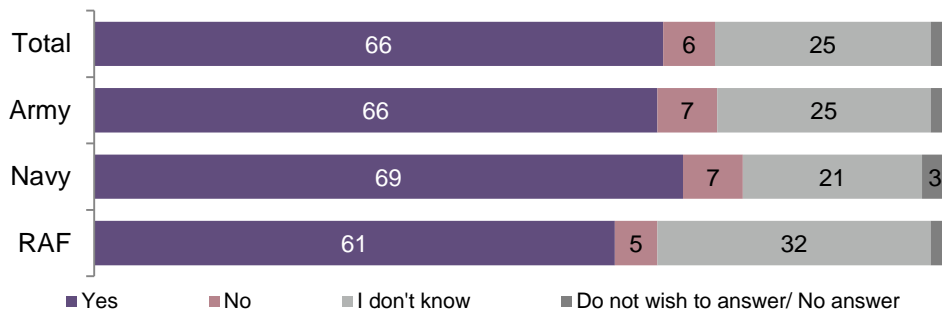
Whether believe complaints are dealt with in a fair manner



37a. Generally, do you believe that complaints are dealt with in a fair manner at unit?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

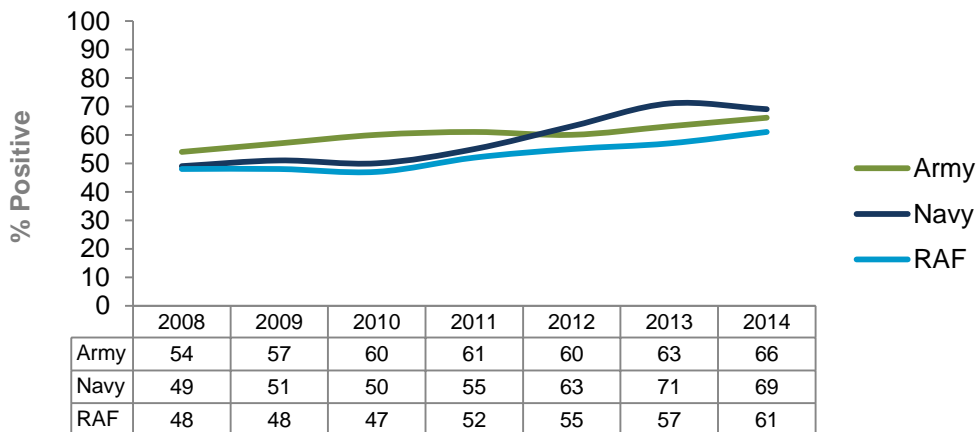
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▼	▼	▼

Trend



Please refer to notes page for base size of previous years

Additional information

- Two thirds (66%) of all trainees felt that complaints were dealt with in a fair manner. However a quarter (25%) stated they did not know the answer to this question.
- There was a significant increase in positive responses for both Army and RAF trainees since 2013 (63% to 66% and 57% to 61% respectively).
- Despite these increases, more Royal Navy trainees (69%) were likely to think that complaints were dealt with in a fair manner than both Army (66%) and RAF (61%) trainees.
- Male trainees were more likely to respond positively to the question than females (66% compared with 63%).

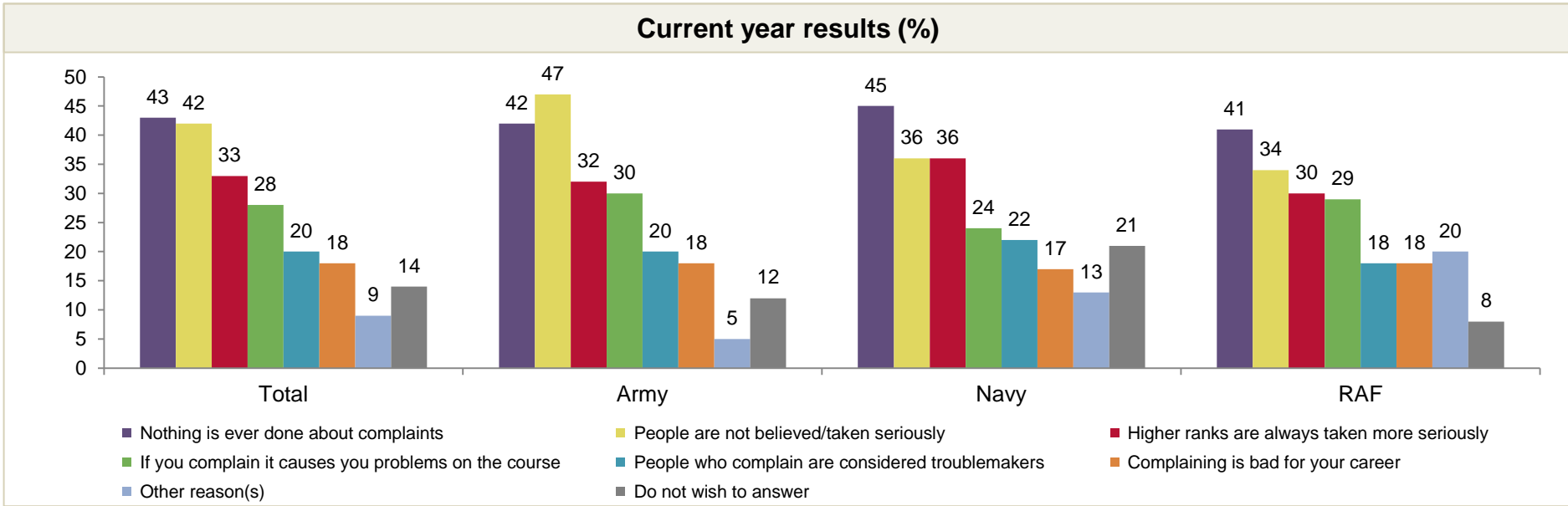
Totals may not add up to 100% due to rounding

Reason why complaints are not dealt with in a fair manner



37b. Why do you feel that complaints are not dealt with in a fair manner?

Number of respondents (all respondents who said that they did not feel that their complaint was dealt with in a fair manner): Total (454), Army (267), Navy (111), RAF (76)



Additional information

- Overall, a little under a half of all trainees who do not feel complaints were dealt with fairly state this is because nothing is done about complaints (43%) and people are not taken seriously (42%).
- Army trainees were most likely to see the problem as being that people are not taken seriously (47%), whilst for Royal Navy and RAF trainees the main problem is feeling that nothing is done about complaints (45% and 41% respectively).
- Of the other reasons given (9%), the main complaints were of favouritism and issues being blown out of proportion.
- Younger trainees (16-25) were more likely to feel that nothing was done about their complaints (45% compared to 29% of over 25s). Similarly white trainees were more likely to feel that their complaint was ignored (44% compared to 28% BME).

Equal treatment of trainees

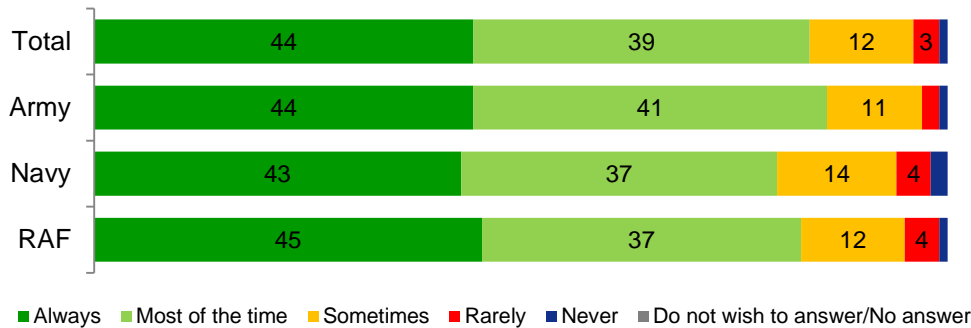


39. Please indicate how often the following statements apply: Trainees were all treated equally

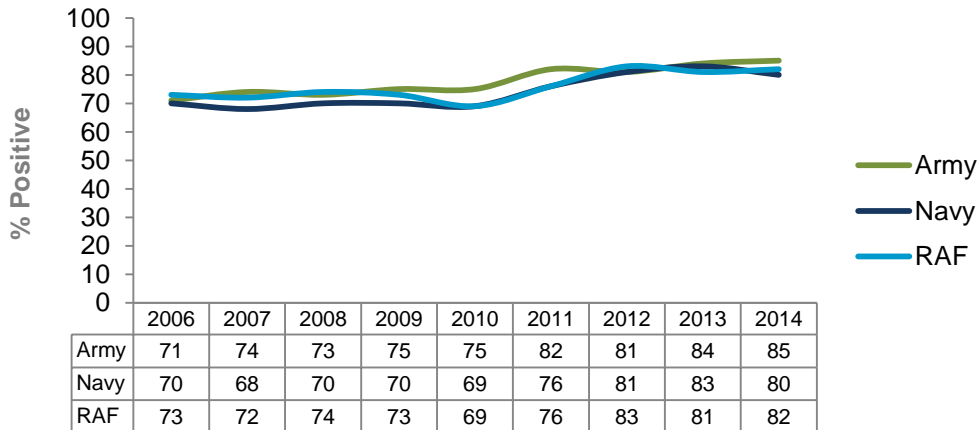
Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'always' or 'most of the time' – comments and significant differences based on this

Current year results



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	△ △	△ △
Comparison with previous year	△	△	△

Additional information

- Just over four out of every five trainees (83%) believe trainees were treated equally always or most of the time.
- This is particularly the case in the Army, where more trainees responded positively to this question (85%) compared to both Royal Navy and RAF trainees (80% and 82% respectively).
- There has been a slight (but statistically significant) decrease in Royal Navy trainees saying trainees were treated equally since 2013 (83% to 80%).
- 16-19 year olds were more likely to feel that trainees were all treated equally compared to 20-30 year olds (85% compared to 83%). The figure for those aged 31+ was 85%,

Totals may not add up to 100% due to rounding



Fair treatment

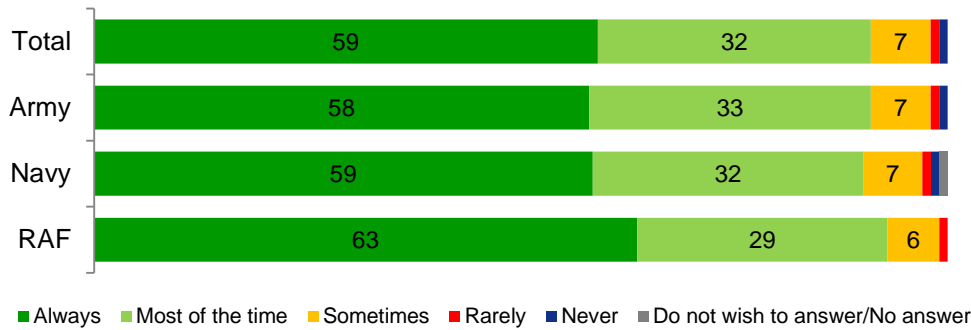


39. Please indicate how often the following statements apply: I was treated fairly

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'always' or 'most of the time' – comments and significant differences based on this

Current year results



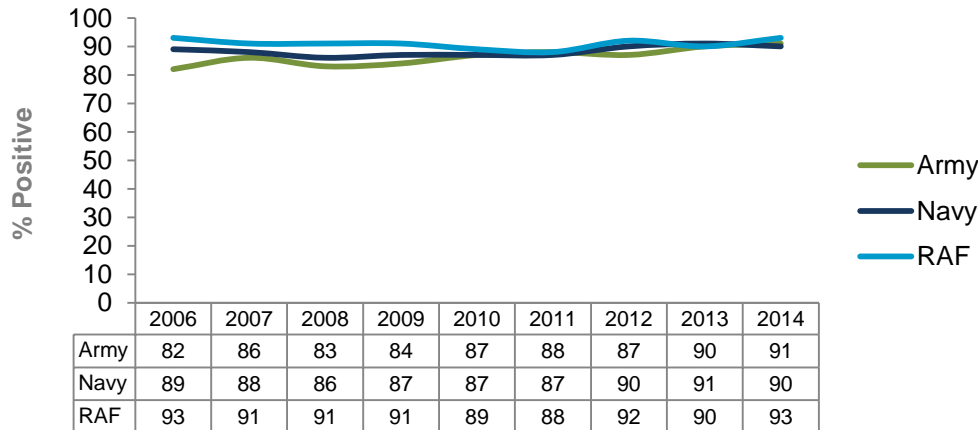
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- The majority of all trainees (91%) said that they were treated fairly always or most of the time.
- The proportion of RAF trainees responding positively to this question has increased since 2013 (90% to 93%) and they were more likely to do so than Royal Navy trainees (90%).
- White trainees were more likely to feel that they were fairly treated always or most of the time than BME trainees (92% and 87% respectively).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Fair application of rules

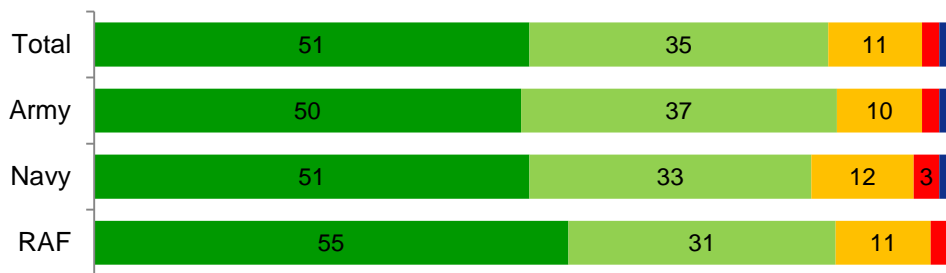


39. Please indicate how often the following statements apply: Rules were applied fairly

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

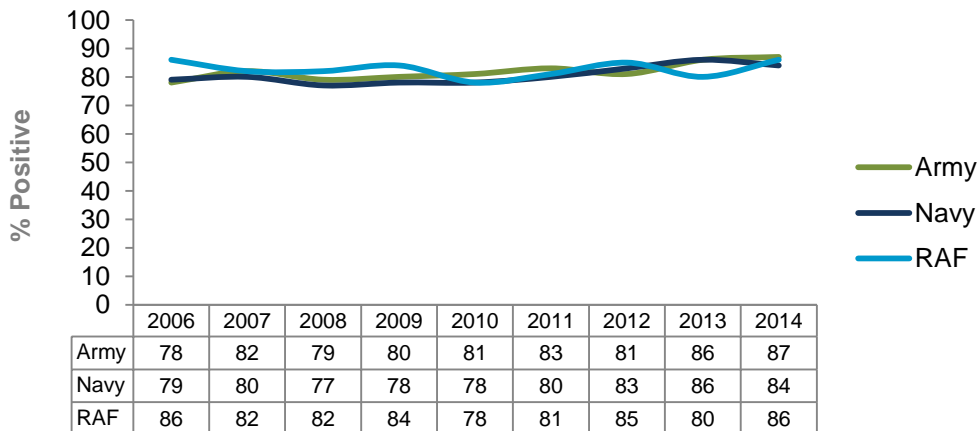
% positive equals the proportion who say 'always' or 'most of the time' – comments and significant differences based on this

Current year results



Legend: Always (dark green), Most of the time (light green), Sometimes (yellow), Rarely (red), Never (blue), Do not wish to answer/No answer (grey)

Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF
Current year Service comparisons	▲ △	△ △	△ △
Comparison with previous year	△	△	△

Additional information

- Most trainees (86%) felt that rules were applied fairly always or most of the time
- There has been an increase in RAF trainees responding positively to this question since 2013 (80% to 86%).
- Army trainees were more likely to say rules were applied fairly (87%) than Royal Navy trainees (84%).
- Male trainees were more likely than female trainees to feel that rules were applied fairly (86% and 83% respectively).

Sexual or racial harassment during training

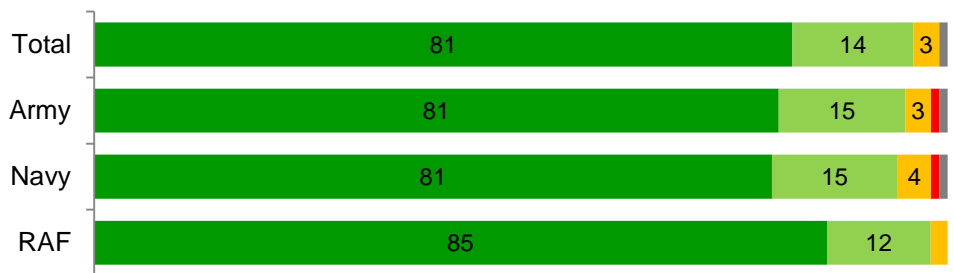


39. Please indicate how often the following statements apply: Training was conducted without sexual or racial harassment

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

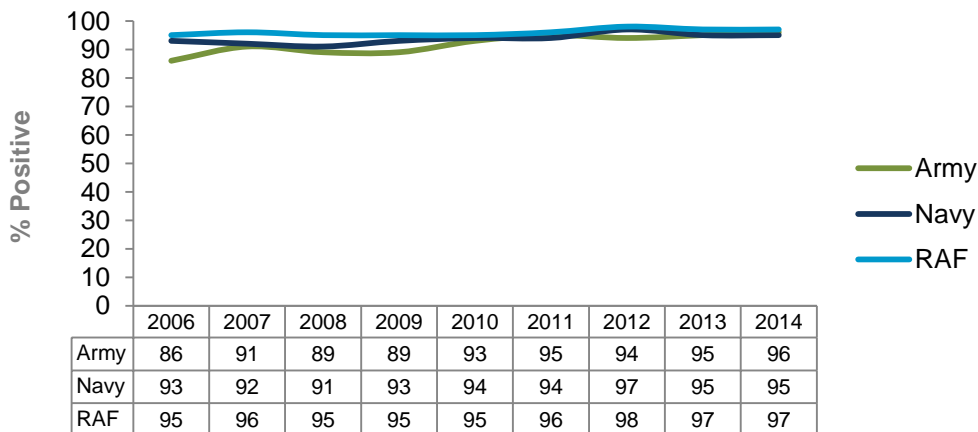
% positive equals the proportion who say 'always' or 'most of the time' – comments and significant differences based on this

Current year results



Legend: Always (dark green), Most of the time (light green), Sometimes (yellow), Rarely (red), Never (blue), Do not wish to answer (grey)

Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Almost all trainees (96%) felt that training was conducted without sexual or racial harassment always or most of the time.
- RAF trainees were more likely to respond positively to this question (97%) than Army or Royal Navy trainees (96% and 95% respectively) (although the differences are small).
- Male trainees (96%) were also slightly more likely to say that training was conducted without sexual or racial harassment than female trainees (94%).
- White trainees were more likely than BME trainees to say that training was conducted without sexual or racial harassment (96% and 93% respectively).

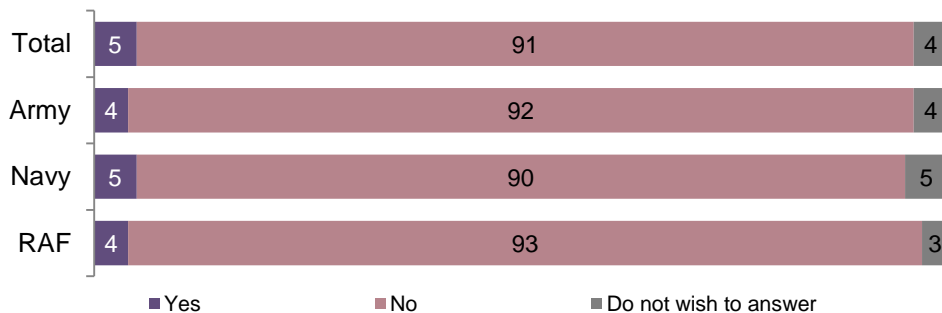
Whether badly or unfairly treated by staff



41a. Do you believe that you were badly or unfairly treated by the staff whilst at unit?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

Current year results



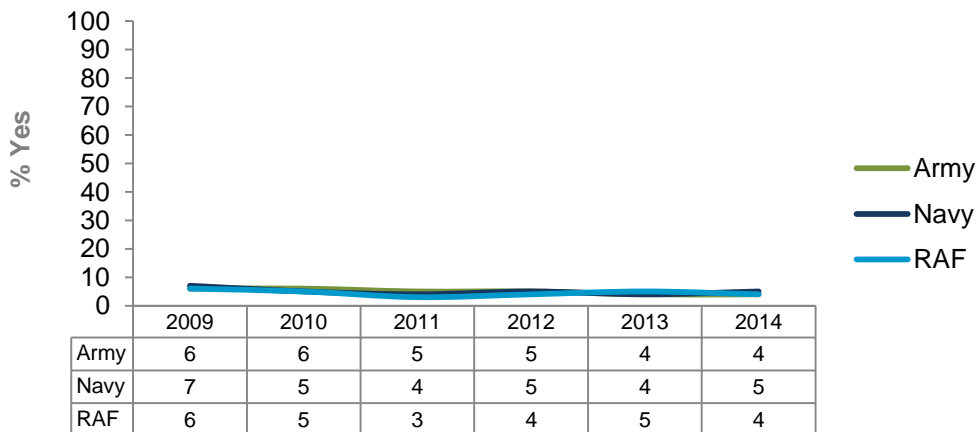
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Five percent of all trainees believed they were badly or unfairly treated by staff.
- Royal Navy trainees (5%) were statistically more likely to believe they had been badly or unfairly treated by staff than RAF trainees (4%), although there is a difference of just one percentage point between the results.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

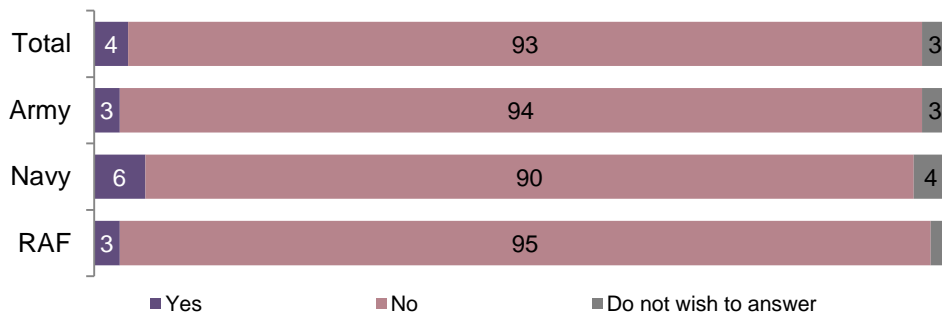
Whether badly or unfairly treated by other trainees



41b. Do you believe that you were badly or unfairly treated by other trainees whilst at unit?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

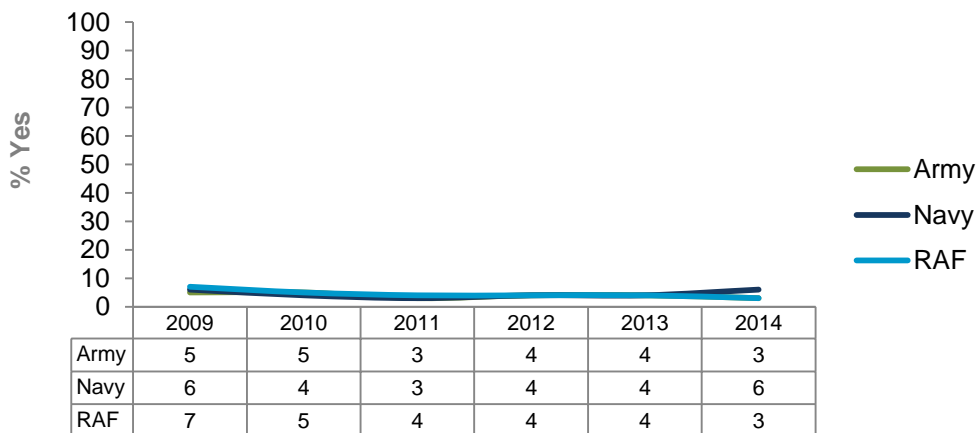
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ ▲	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Trend



Additional information

- Four percent of all trainees believed they were badly or unfairly treated by other trainees.
- A higher proportion of Royal Navy trainees believed they were badly or unfairly treated by other trainees than in 2013 (4% to 6%).
- Royal Navy trainees were also more likely to believe they were badly or unfairly treated by other trainees than both Army and RAF trainees (both 3%).
- Trainees aged over 30 years (7%) were more likely to believe they had been badly or unfairly treated by other trainees than 16-19 and 20-30 year olds (both 4%).

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Whether badly or unfairly treated by other trainees or staff



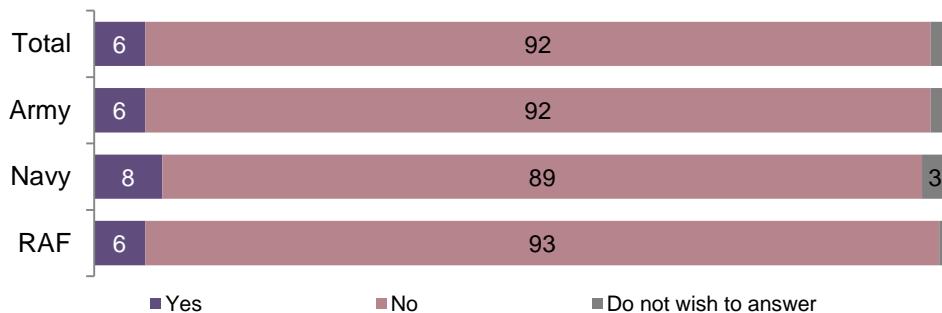
41a. Do you believe that you were badly or unfairly treated by other trainees whilst at unit?

41b. Do you believe that you were badly or unfairly treated by the staff whilst at unit?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'yes' – comments and significant differences based on this

Current year results



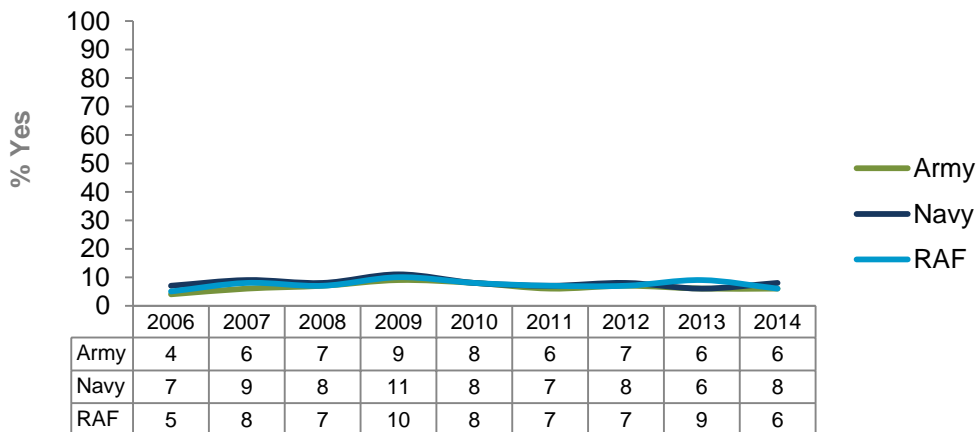
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ ▲	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- The responses to the two questions about bad or unfair treatment by staff and other trainees have been combined to show reported levels of trainees experiencing bad or unfair treatment overall.
- Overall, 6% of all trainees believed they were badly or unfairly treated by staff or other trainees.
- Royal Navy trainees were more likely to believe they were badly or unfairly treated (8%) than both Army and RAF trainees (both 6%). Royal Navy trainees were also more likely to feel badly or unfairly treated than in 2013 (6% to 8%).
- BME trainees were more likely to believe that they had been badly or unfairly treated by staff or trainees than white trainees (8% and 6% respectively).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Types of unfair treatment

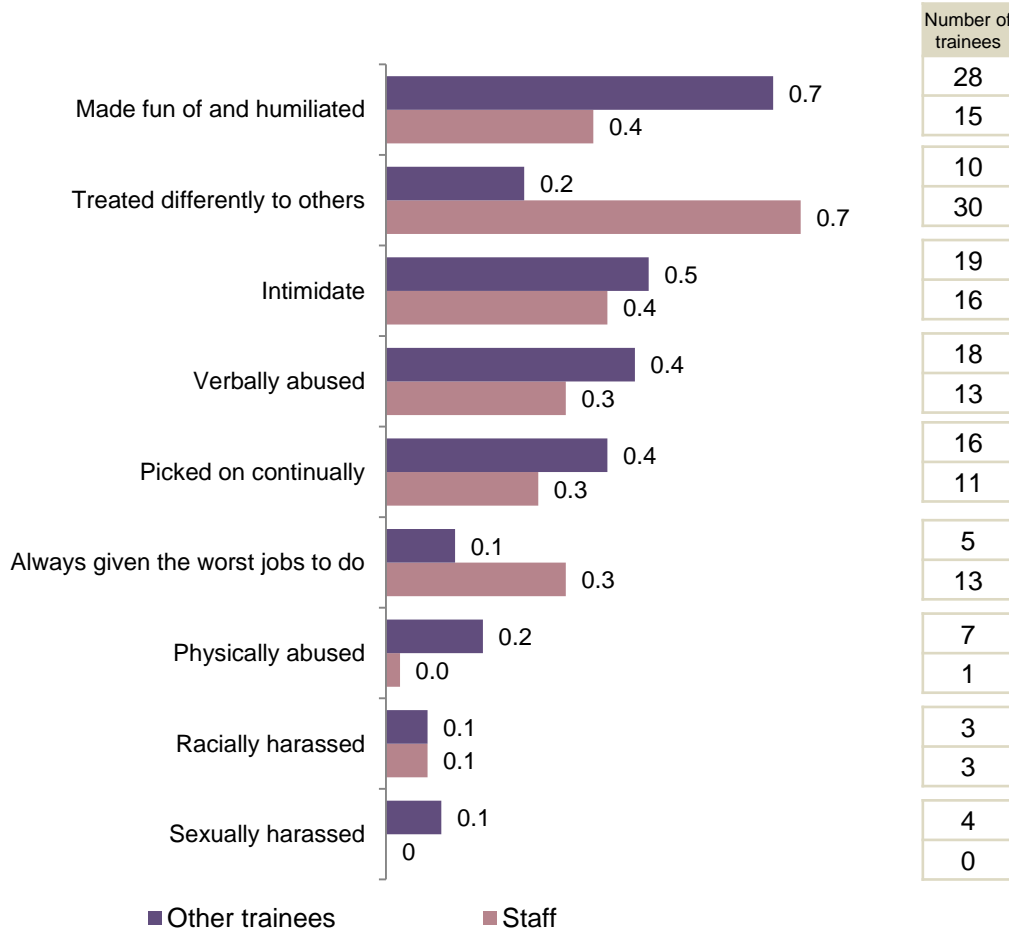


37a. Please read the list below and tick the boxes that apply to you. 37b. Who [insert treatment type] you?

All results recalculated on full base of Phase 2 Army trainees (4,080)

Number of respondents asked the question (all Phase 1 respondents who were badly or unfairly treated): Army (243)

Current year results – Army (% all trainees)



Additional information

- Results are displayed as percentage of all Army trainees.
- The most common form of unfair treatment from staff was being treated differently to others, with 30 trainees saying this occurred. This was also the most common type of unfair treatment by staff in 2013.
- The most common complaint about treatment from other trainees was being made fun of and humiliated; 28 trainees stated that this happened. This was also the top ranked type of unfair treatment by other trainees in the previous data collection year.



Types of unfair treatment

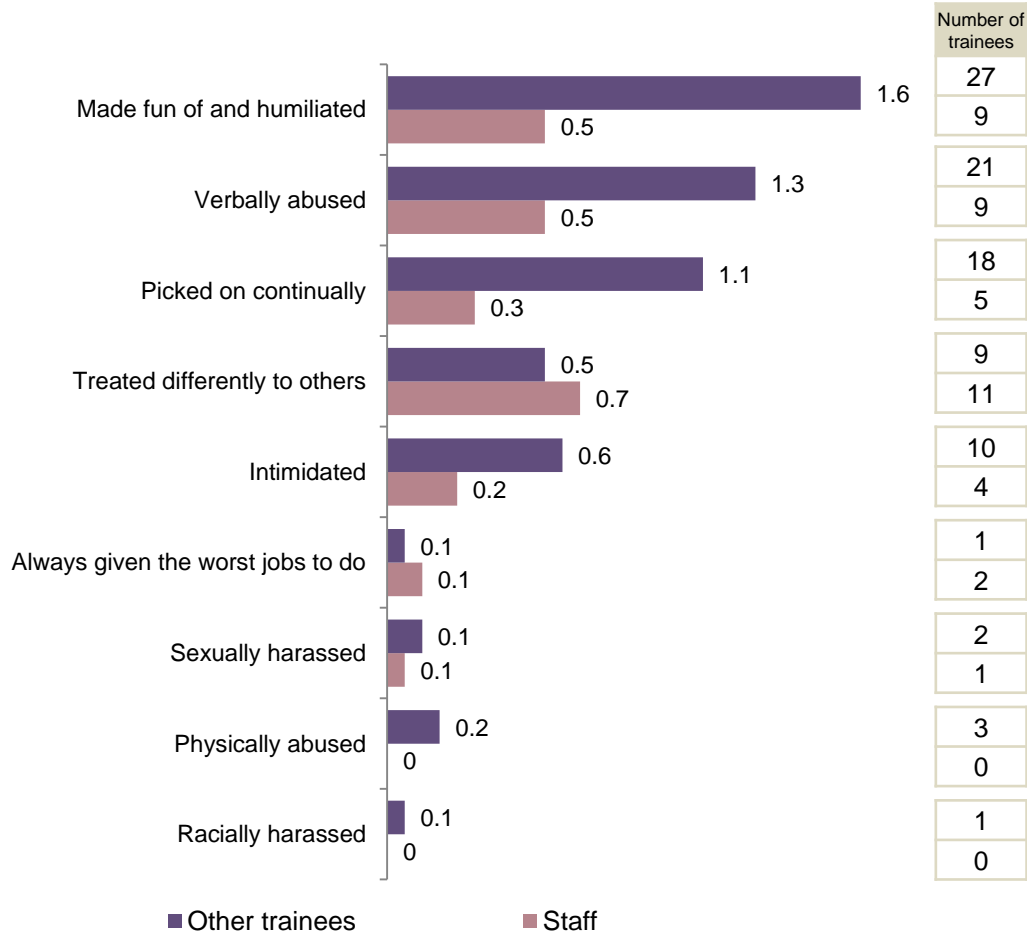


37a. Please read the list below and tick the boxes that apply to you. 37b. Who [insert treatment type] you?

All results recalculated on full base of Phase 2 Navy trainees (1,642)

Number of respondents asked the question (all Phase 2 respondents who were badly or unfairly treated): Navy (135)

Current year results – Navy (% all trainees)



Additional information

- Results are displayed as percentage of all Royal Navy trainees.
- The most common form of unfair treatment from staff was being treated differently to others with 11 trainees saying this occurred. This was also the most common type of unfair treatment by staff last year.
- The most common complaint about treatment from other trainees was being made fun of and humiliated; 27 trainees stated that this had happened. This was the second most common type of unfair treatment last year, after being verbally abused.



Types of unfair treatment

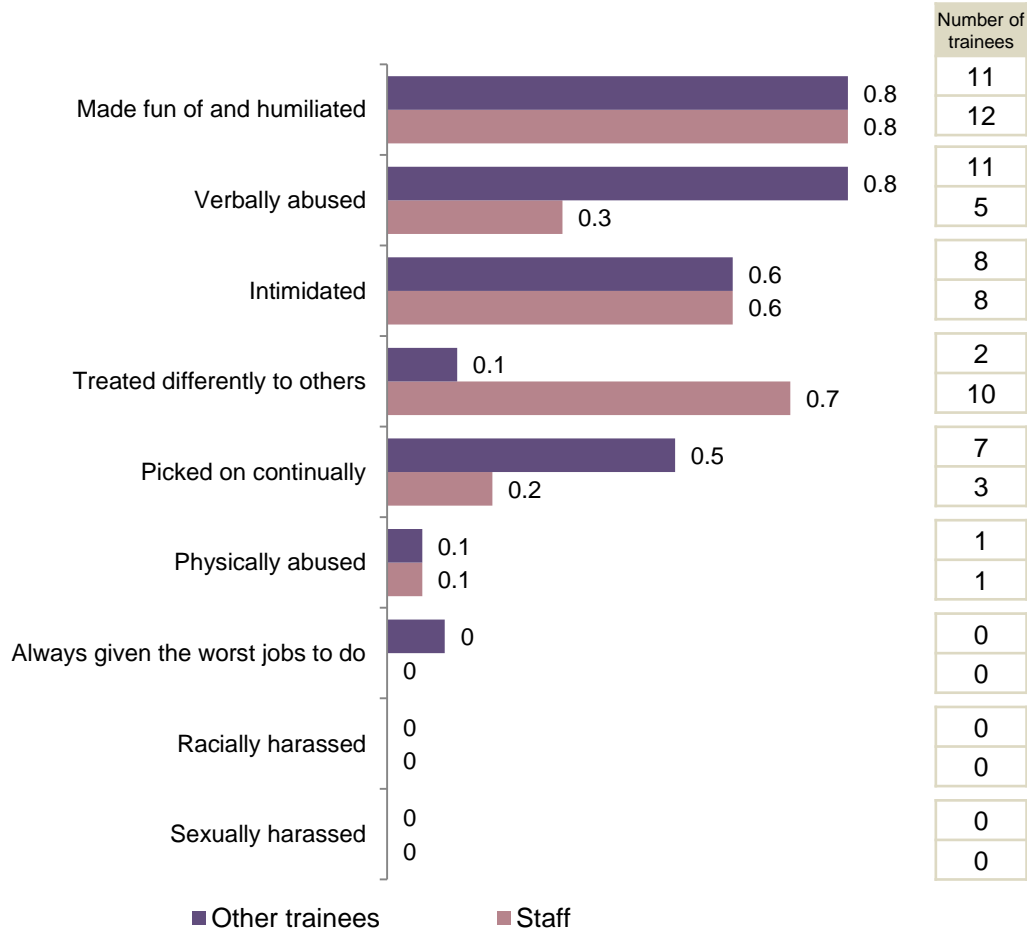


37a. Please read the list below and tick the boxes that apply to you. 37b. Who [insert treatment type] you?

All results recalculated on full base of Phase 2 RAF trainees (1,404)

Number of respondents asked the question (all Phase 2 respondents who were badly or unfairly treated): RAF (84)

Current year results – RAF (% all trainees)



Additional information

- Results are displayed as percentage of all RAF trainees.
- The most common form of unfair treatment from staff was being made fun of and humiliated with 12 trainees saying that this had occurred. This was the third ranked type of unfair treatment in 2013, following being intimidated and being treated differently to others.
- The most common complaint about treatment from other trainees was being made fun of and humiliated and being verbally abused, both with 11 trainees who said they experienced this type of unfair treatment. The most common type of unfair treatment in 2013 from other trainees was being made fun of and humiliated.

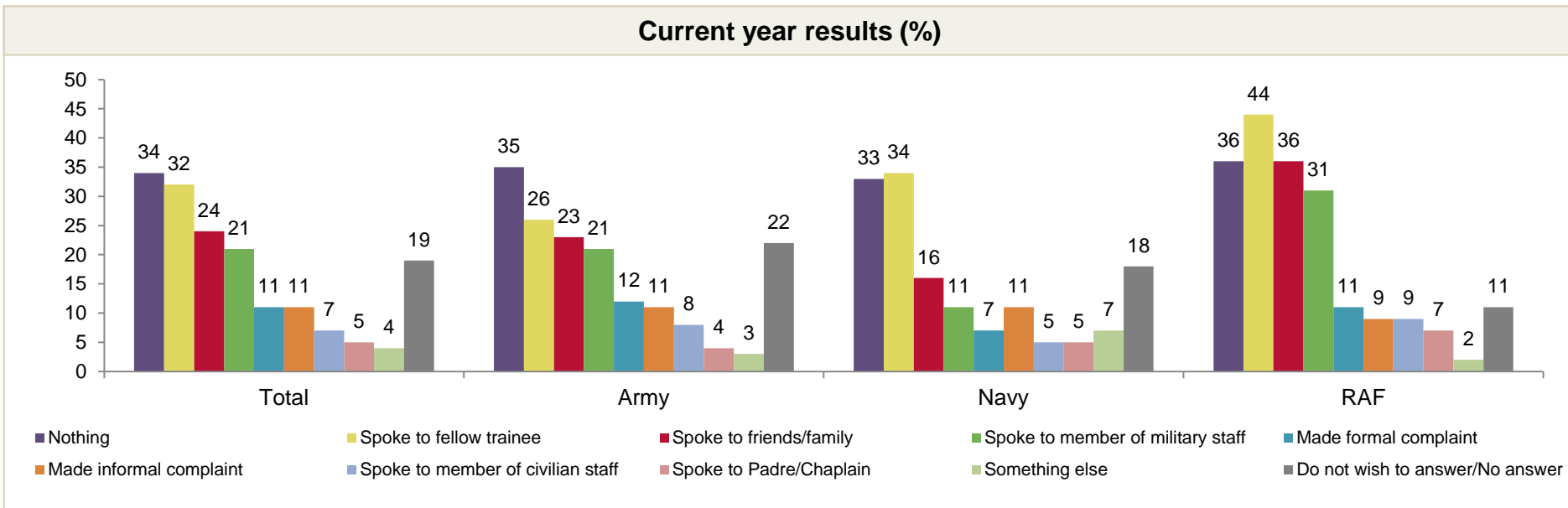


Action taken as a result of bad or unfair treatment



43. Which of the following did you do following the unfair treatment you experienced?

Number of respondents (all Phase 2 respondents who said that they were badly or unfairly treated and mentioned the type of treatment experienced): Total (219), Army (113), Navy (61), RAF (45)



Additional information

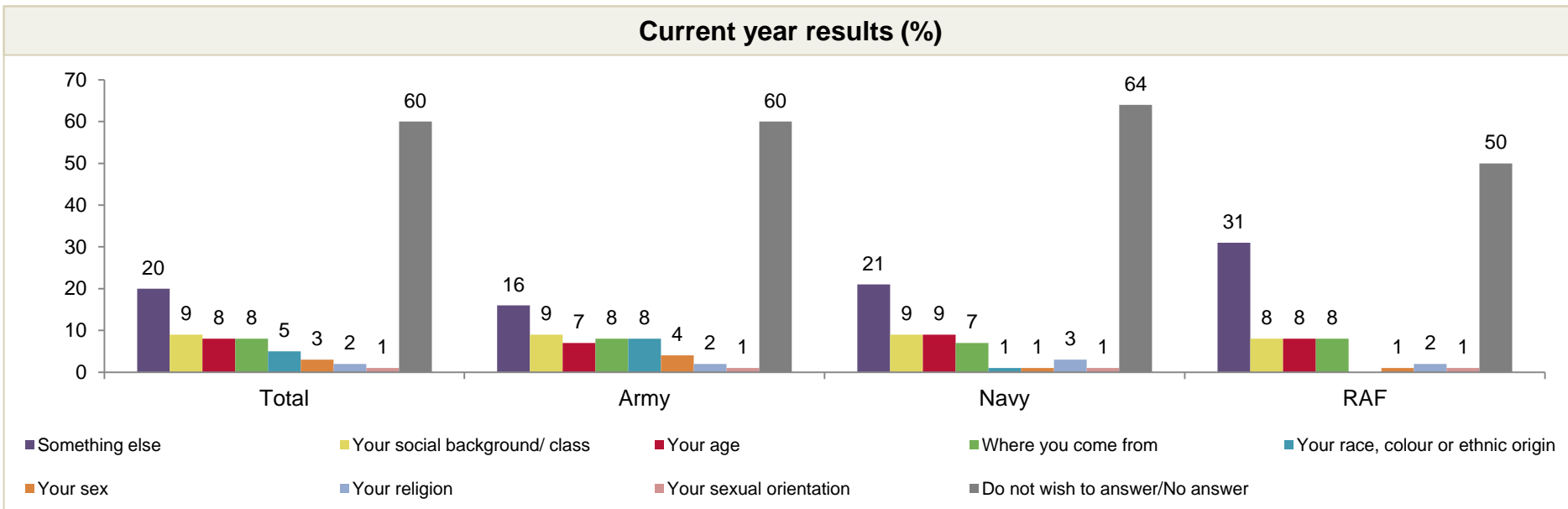
- Overall, trainees who believed they had been treated unfairly were most likely to do nothing about it (34%) or speak to a fellow trainee about it (32%). Almost one in five (19%) did not wish to answer the question.
- RAF trainees tended towards being the most likely to do nothing about perceived unfair treatment (36%), and also the most likely to speak to a fellow trainee about it (44%).
- Overall, only one in ten of trainees (11%) who felt they were badly or unfairly treated made a formal complaint, with the same proportion (11%) making an informal complaint.
- Female trainees were more likely to make an informal complaint than their male counterparts (20% and 9% respectively). Likewise, they were more likely to speak to a member of military staff (40% and 17% respectively).

Perceived reason for bad or unfair treatment



44. Why do you think you were badly or unfairly treated?

Number of respondents (all Phase 2 respondents who said that they were badly or unfairly treated): Total (462), Army (243), Navy (135), RAF (84)



Additional information

- Three in five trainees (60%) did not answer the question or stated that they did not wish to answer why they felt they were badly or unfairly treated. Of the choices given, most trainees who responded felt the treatment was a result of either their social background/class (9%), their age (8%) or where they come from (8%).
- Female trainees were more likely to believe that their mistreatment was due to their sex while BME trainees were more likely to feel that it was because of where they come from, race, sex or religion.
- Some common reasons given in the verbatim comments by those selecting ‘something else’ include physical appearance, being ill or injured, and personality clashes.

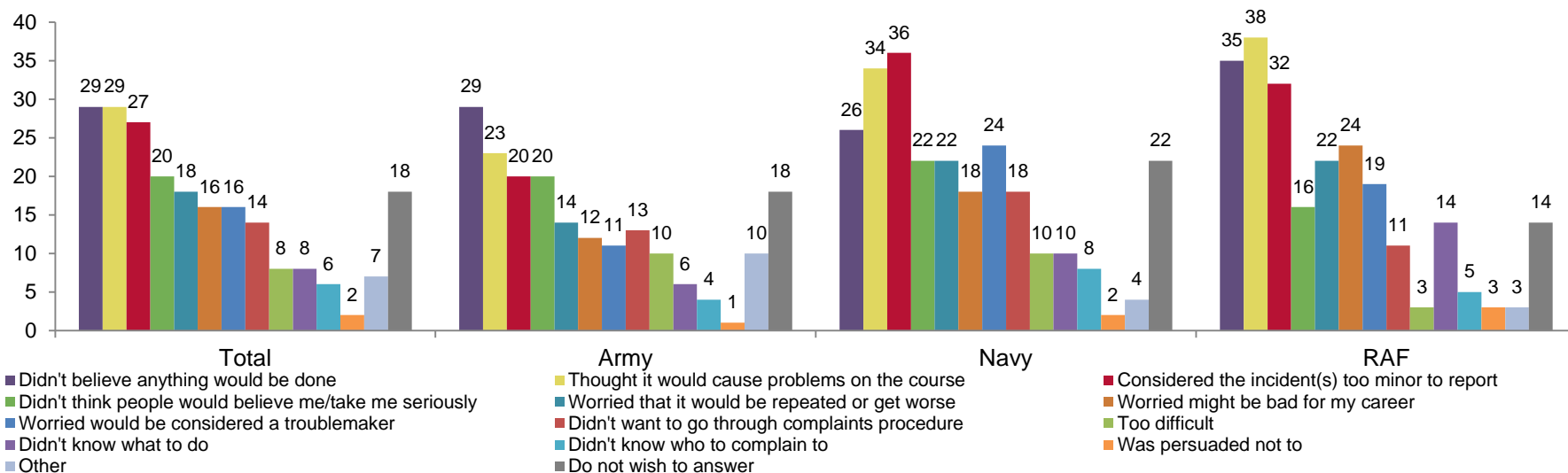
Reason for not complaining about bad or unfair treatment



45. If you did not complain about any incident of bad or unfair treatment, why was this?

Number of respondents (all Phase 2 respondents who said they were badly or unfairly treated by staff or other trainees and who did not make a complaint): Total (177), Army (90), Navy (50), RAF (37)

Current year results (%)



Additional information

- The most common reasons given for not complaining about bad or unfair treatment were that trainees didn't believe anything would be done and they thought it would cause problems on the course (both 29%), closely followed by considering the incidents too minor to report (27%).
- However the top reason given by trainees in each Service was different, amongst Army trainees they did not believe anything would be done (29%), Royal Navy trainees said they considered the incident too minor (36%), and RAF trainees said they thought it would cause problems on the course (38%).

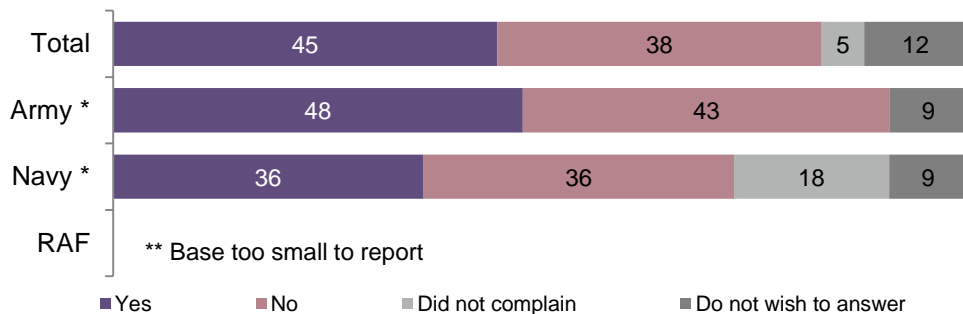
Whether complaint about bad or unfair treatment dealt with fairly



46. When you made a complaint about your treatment was it dealt with fairly?

Number of respondents (all Phase 2 respondents who were badly or unfairly treated and made a complaint): Total (42), Army (23*), Navy (11*), RAF (8**) % positive equals the proportion who say 'yes' – comments and significant differences based on this

Current year results



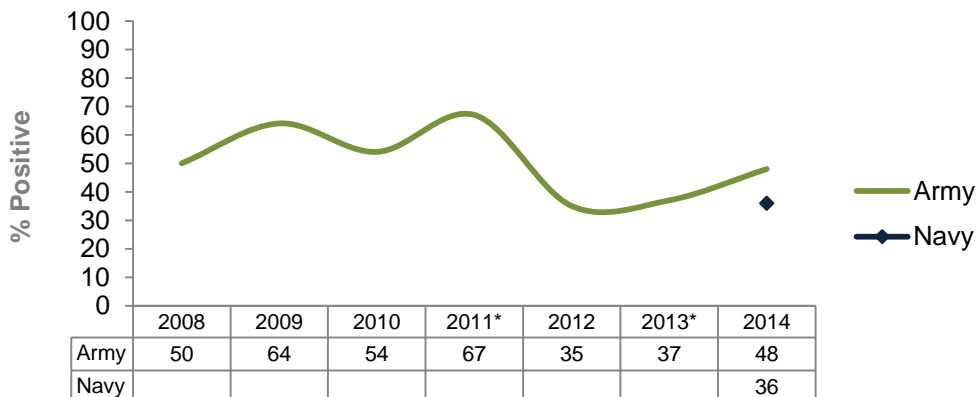
Differences

	Army	Navy	RAF
Current year Service comparisons	Base size too low to test significant differences		
Comparison with previous year			

Additional information

- Just under half (45%) of trainees who made a complaint felt that it had been dealt with fairly.
- Please note that the number of trainees answering this question is low.

Trend



RAF base sizes too low to display data

Please refer to notes page for base size of previous years



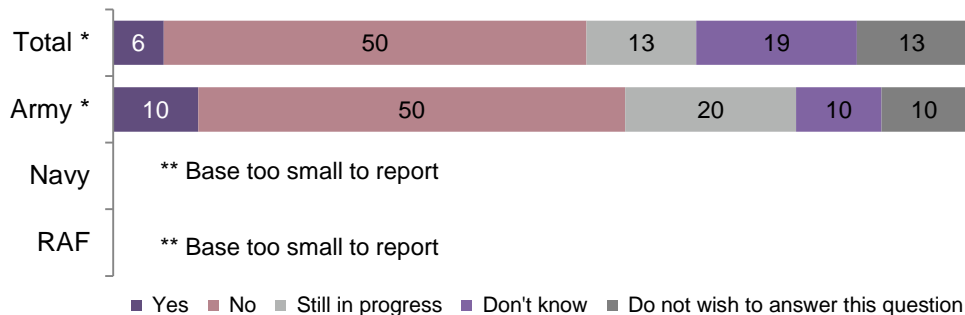
Whether complaint / problem resolved



47a. Was the problem resolved?

Number of respondents (all Phase 2 respondents who were badly or unfairly treated, made a complaint and did not think their complaint was dealt with fairly): Total (16*), Army (10*), Navy (4**), RAF (2**). % positive equals the proportion who say 'yes' – comments and significant differences based on this

Current year results



Trend

- Please note base sizes for this question are too small to report trend data at a Service level

Differences

	Army	Navy	RAF
Current year Service comparisons	Base size too low to test significant differences		
Comparison with previous year			

Additional information

- Half of all respondents (50%) who made a complaint and did not feel it was dealt with fairly did not feel their complaint has been resolved.
- Please note that the number of trainees answering this question is low.





Setbacks during training

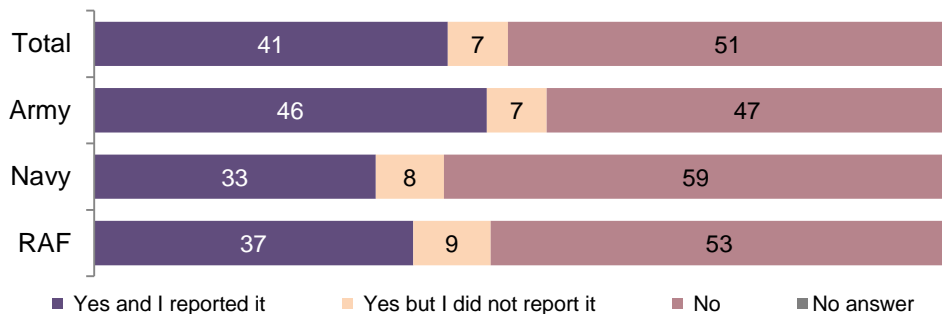
Illness or injury during training



49. Were you ever ill or injured during training?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)
 Comments and significant differences based on % saying 'yes and I reported it'

Current year results



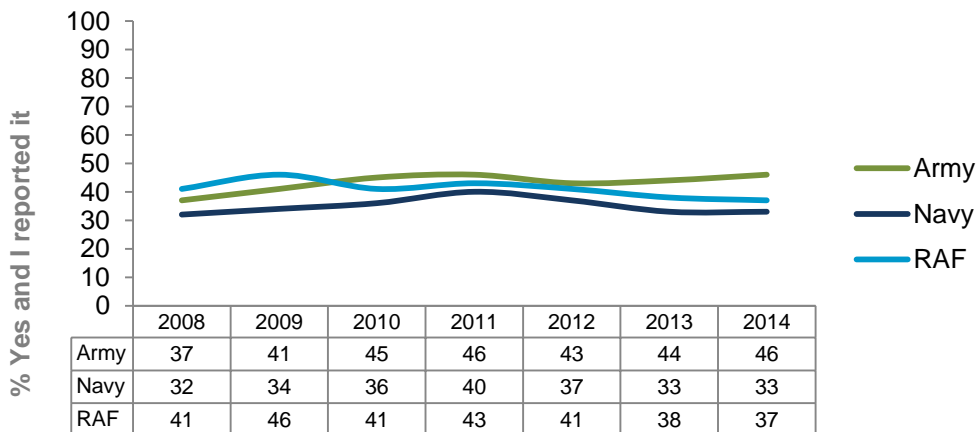
Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	△ △	△ ▲
Comparison with previous year	△	△	△

Additional information

- Two in every five trainees (41%) reported being ill or injured during training.
- Army trainees were more likely to report being ill or injured (46%) than Royal Navy or RAF trainees (33% and 37% respectively). RAF trainees were also more likely to report being ill or injured than Royal Navy trainees.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

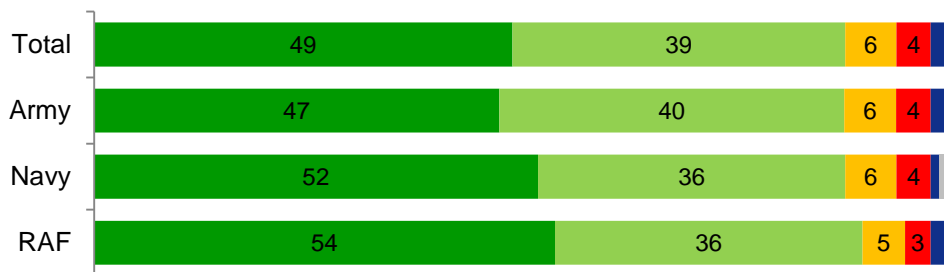
Whether injury/illness was properly dealt with



50. Please indicate how you feel about the following statements: My injury/illness was properly dealt with

Number of respondents (all Phase 2 respondents who were ill or injured and reported it): Total (2,953), Army (1,885), Navy (540), RAF (526)
 % positive equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



■ Strongly agree
 ■ Slightly agree
 ■ Neither agree nor disagree
 ■ Slightly disagree
■ Strongly disagree
 ■ Don't Know
 ■ No answer

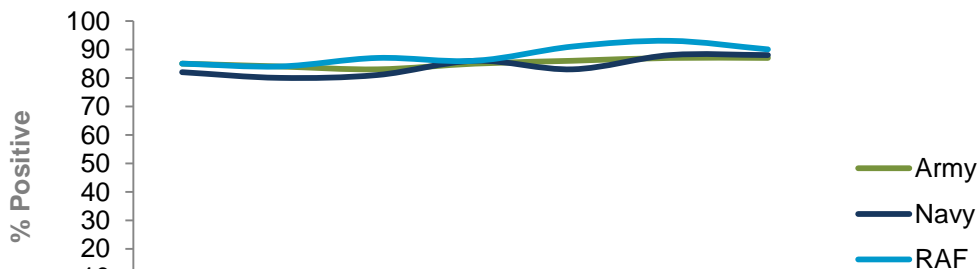
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Of those trainees who reported ill or injured, most (88%) thought their illness was properly dealt with.

Trend



	2008	2009	2010	2011	2012	2013	2014
Army	85	84	83	85	86	87	87
Navy	82	80	81	86	83	88	88
RAF	85	84	87	86	91	93	90

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

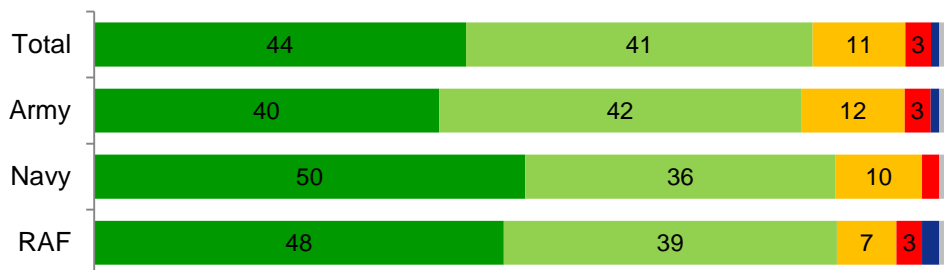
Staff help and support during illness/injury



50. Please indicate how you feel about the following statements: Staff helped and supported me when I was ill/injured

Number of respondents (all Phase 2 respondents who were ill or injured and reported it): Total (2,953), Army (1,885), Navy (540), RAF (526)
 % positive equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



■ Strongly agree
 ■ Slightly agree
 ■ Neither agree nor disagree
 ■ Slightly disagree
■ Strongly disagree
 ■ Don't Know
 ■ No answer

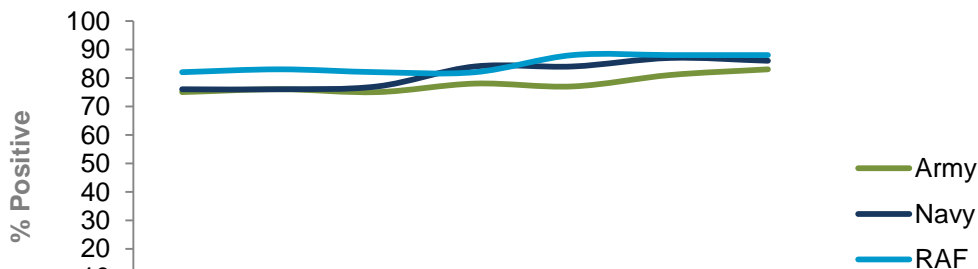
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Of those trainees who reported ill or injured, most (84%) felt that they were helped and supported by staff.
- Both Royal Navy and RAF trainees were more likely to respond positively to this question (86% and 88% respectively) than Army trainees (83%).

Trend



	2008	2009	2010	2011	2012	2013	2014
Army	75	76	75	78	77	81	83
Navy	76	76	77	84	84	87	86
RAF	82	83	82	82	88	88	88

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

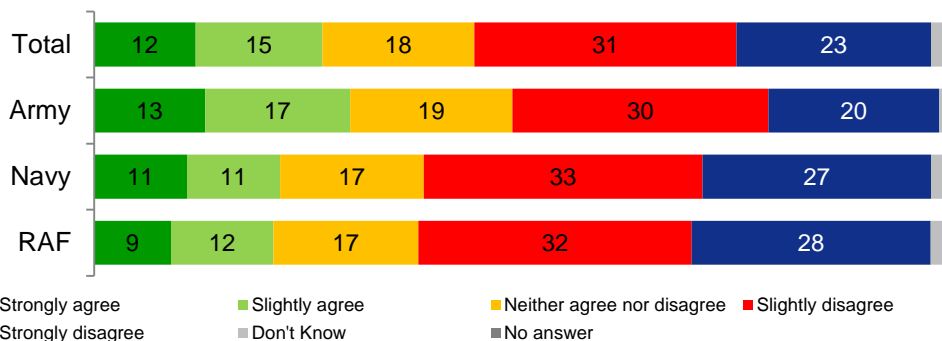
Advice for others on reporting sick



50. Please indicate how you feel about the following statements: I would advise others in a similar situation not to report sick if they can avoid it

Number of respondents (all Phase 2 respondents who were ill or injured and reported it): Total (2,953), Army (1,885), Navy (540), RAF (526)
 % measure equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



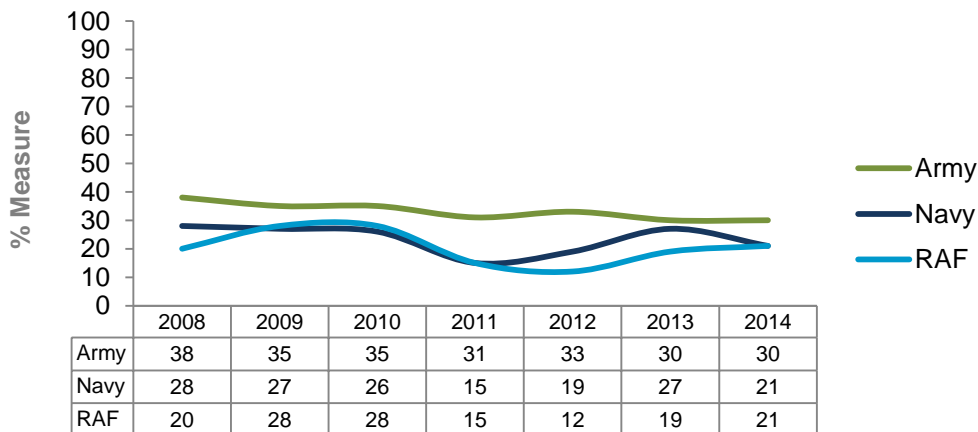
Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	△ △	△ △
Comparison with previous year	△	△	△

Additional information

- Just over a quarter of trainees who were ill or injured (27%) would advise others to avoid reporting sick if they can avoid it.
- Army trainees were more likely to say they would advise others not to report it (30%) than both Royal Navy and RAF trainees (both 21%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

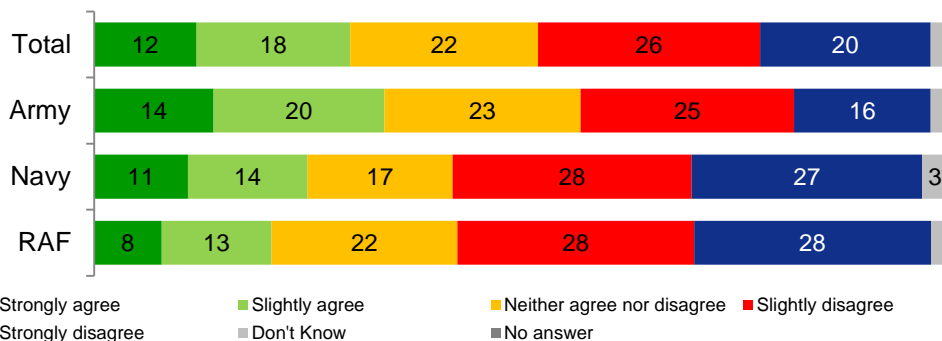
Whether others considered me weak because I reported sick



50. Please indicate how you feel about the following statements: I felt that people considered me weak because I reported sick

Number of respondents (all Phase 2 respondents who were ill or injured and reported it): Total (2,953), Army (1,885), Navy (540), RAF (526)
 % measure equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



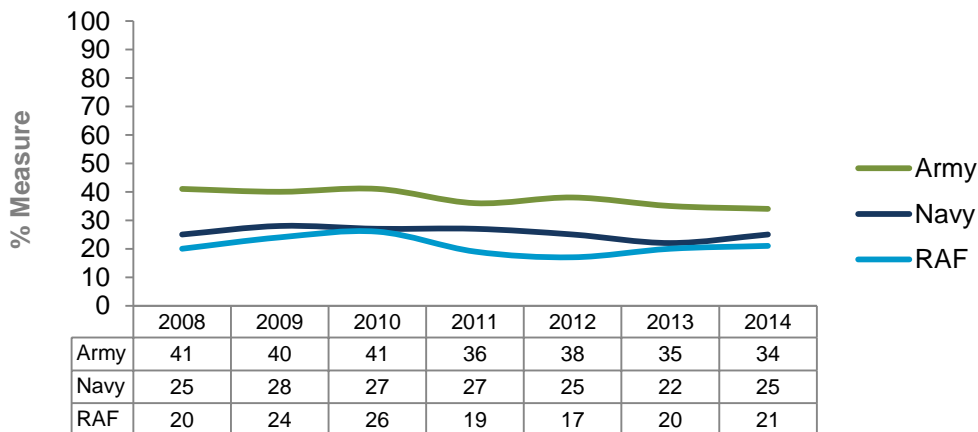
Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	△ △	△ △
Comparison with previous year	△	△	△

Additional information

- Just under a third of trainees who were ill or injured (30%) felt they were considered weak for doing so.
- Army trainees were more likely to feel they were considered weak (34%) than both Royal Navy and RAF trainees (25% and 21% respectively).

Trend



Please refer to notes page for base size of previous years

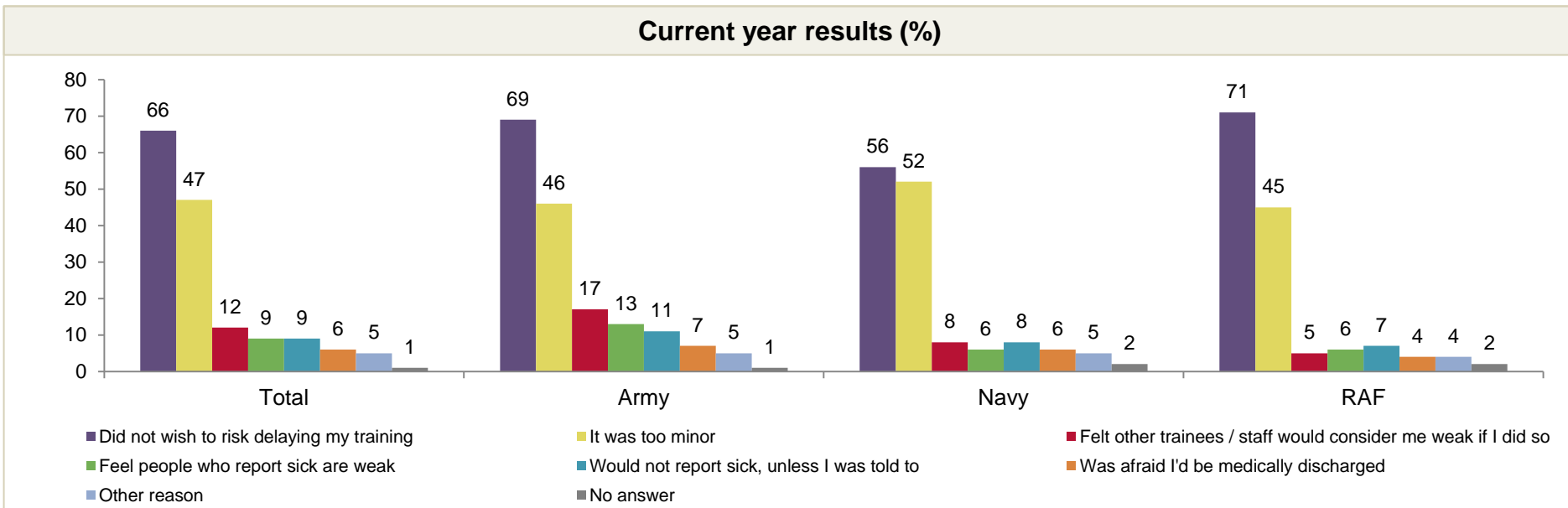
Totals may not add up to 100% due to rounding

Reason for not reporting illness or injury



51. Why did you not report it?

Number of respondents (all Phase 2 respondents who were ill or injured and did not report it): Total (526), Army (267), Navy (132), RAF (127)



Additional information

- The most common reason given for not reporting ill or injured was a fear of delaying training (66%), followed by the issue being considered too minor (47%), with all other reasons scoring much lower.
- Both Army and RAF trainees were more likely to state they did not report as they did not wish to delay their training (69% and 71% respectively) than Royal Navy trainees (56%).
- Army trainees were also more likely to state they felt they would be considered weak if they reported ill or injured (17%) than both Royal Navy and RAF trainees (8% and 5% respectively).

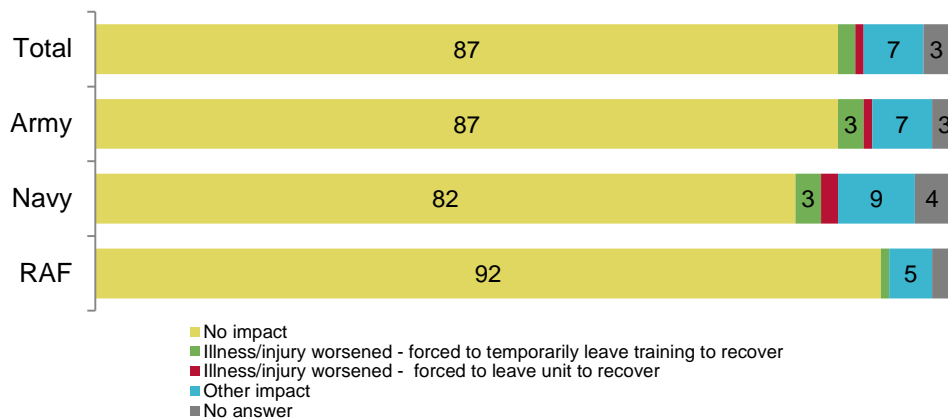
Result of not reporting sick



52. What was the result of not reporting sick?

Number of respondents (all Phase 2 respondents who were ill or injured and did not report it): Total (526), Army (267), Navy (132), RAF (127)
 Comments and significant differences based on % saying 'no impact'

Current year results



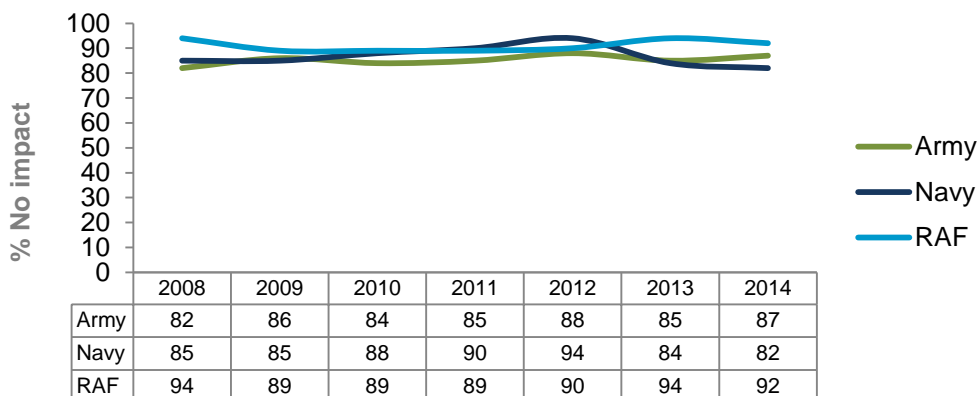
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- The majority of trainees (87%) who did not report being ill or injured suffered no impact as a result of doing so.
- RAF trainees were more likely to state there was no impact following their decision to not report ill or injured (92%) than Royal Navy trainees (82%).

Trend



Totals may not add up to 100% due to rounding

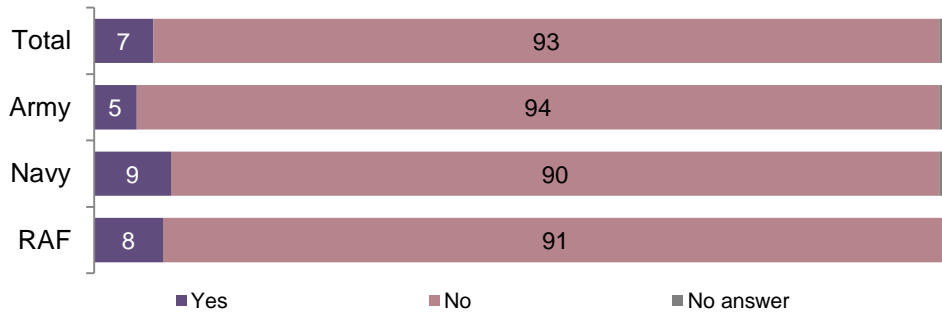
Whether had to repeat training



54. Were you back-squadded?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)
 Comments and significant differences based on % saying 'yes'

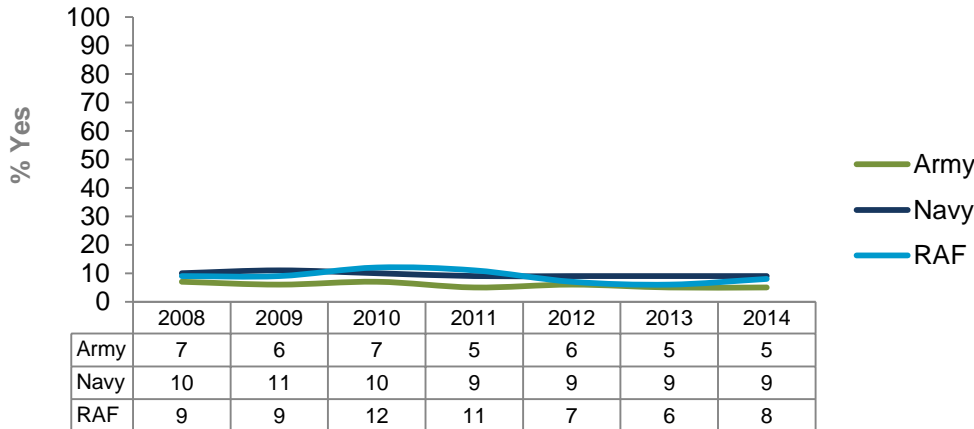
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Trend



Additional information

- Fewer than one in ten trainees (7%) were back-squadded.
- Both Royal Navy and RAF trainees were more likely to be back-squadded (9% and 8% respectively) than Army trainees (5%).
- RAF trainees were also more likely to be back-squadded than in 2013 (6% to 8%).

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

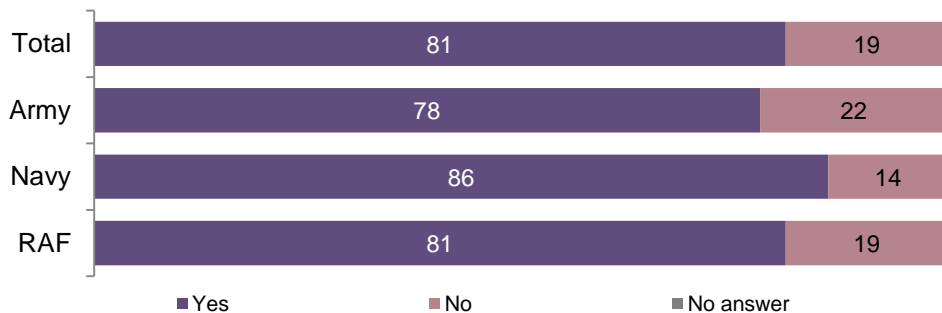
Personal warning of possibility of repeating training



55. Were you warned personally that there was a possibility that you would be back-squadded?

Number of respondents (all Phase 2 respondents who were back-squadded): Total (468), Army (211), Navy (140), RAF (116)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Of the trainees who were back-squadded, four out of five (81%) were personally warned that this was a possibility.
- Royal Navy trainees were more likely to be personally warned (86%) than Army trainees (78%).

Trend



	2008	2009	2010	2011	2012	2013	2014
Army	74	77	77	82	76	81	78
Navy	81	84	85	91	85	83	86
RAF	67	82	76	79	80	92	81

Please refer to notes page for base size of previous years

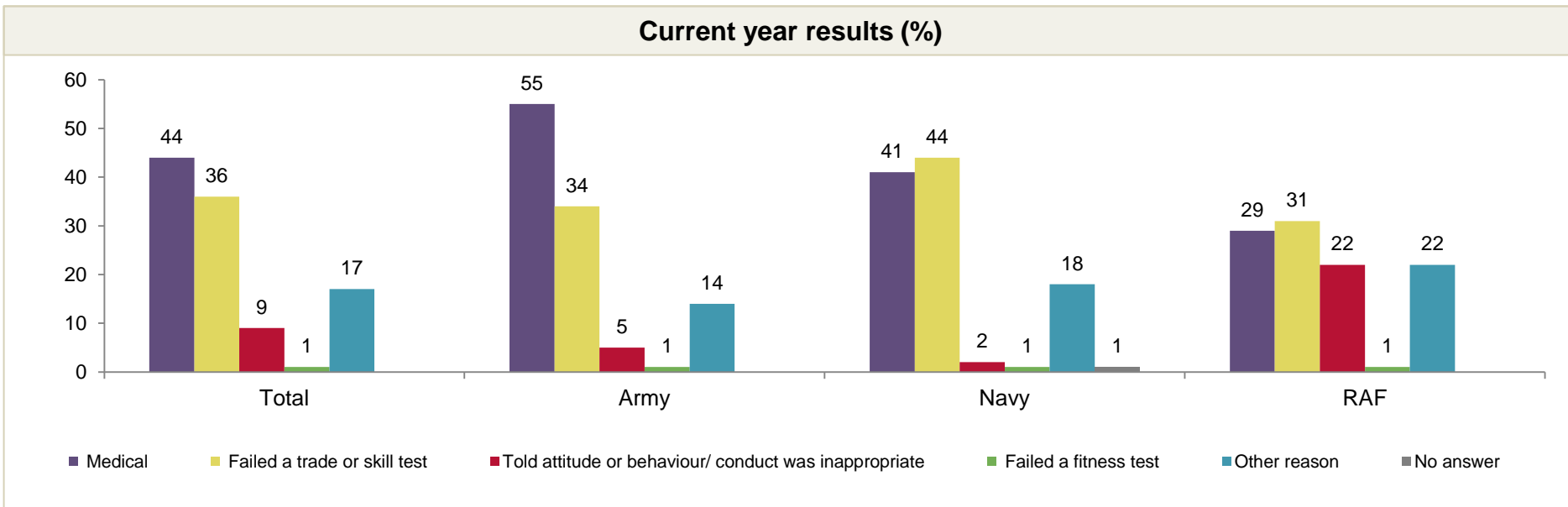
Totals may not add up to 100% due to rounding

Reason given for repeating training



56. What reasons were you given for being back-squadded?

Number of respondents (all Phase 2 respondents who were back-squadded): Total (468), Army (211), Navy (140), RAF (116)



Additional information

- The most common reasons given for being back-squadded were medical reasons (44%) and failing a trade or skill test (36%).
- Army trainees were more likely than the other Services to say they were back-squadded for medical reasons (55%), Royal Navy trainees for failing a trade or skill test (44%) and RAF trainees for inappropriate behaviour/conduct (22%).
- For those giving other reasons, the main themes were compassionate or personal reasons.



General

Regular feedback on performance

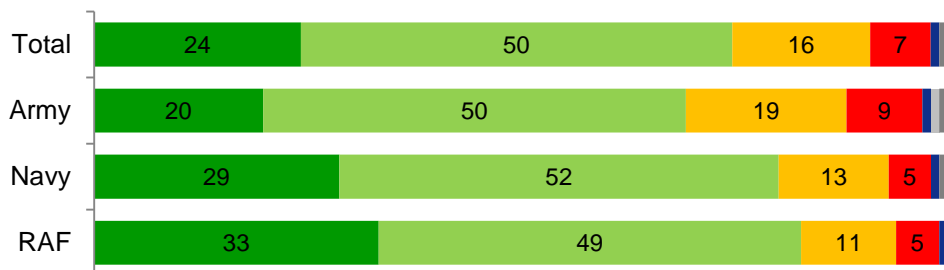


58. Below are some statements ... To what extent do you agree or disagree with each? I received regular feedback on my performance

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



■ Strongly agree
 ■ Slightly agree
 ■ Neither agree nor disagree
 ■ Slightly disagree
■ Strongly disagree
 ■ Don't know
 ■ No answer

Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ △
Comparison with previous year	▽	▽	▽

Additional information

- Three quarters of all trainees (74%) agreed that they received regular feedback on their performance.
- Army trainees were more likely to agree with this statement (69%) than they were in 2013 (63%).
- Despite this increase in positive responses from Army trainees, Royal Navy and RAF trainees were more likely to say they received regular feedback (80% and 83% respectively).

Trend



	2006	2007	2008	2009	2010	2011	2012	2013	2014
Army	73	75	66	67	68	66	60	63	69
Navy	80	75	69	67	69	74	75	79	80
RAF	64	75	76	80	80	82	82	83	83

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Explanation of reasons for doing things

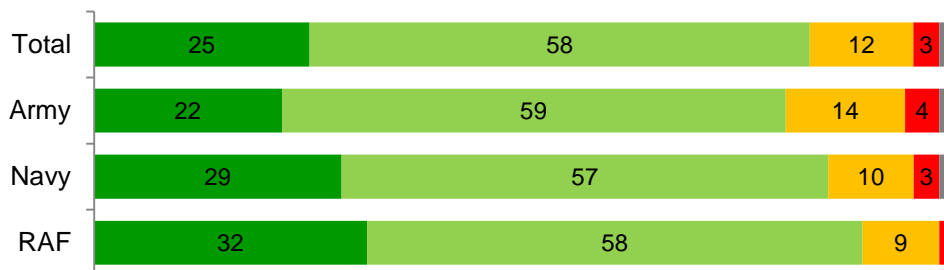


58. Below are some statements ... To what extent do you agree or disagree with each? The reasons for doing things were explained to me

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

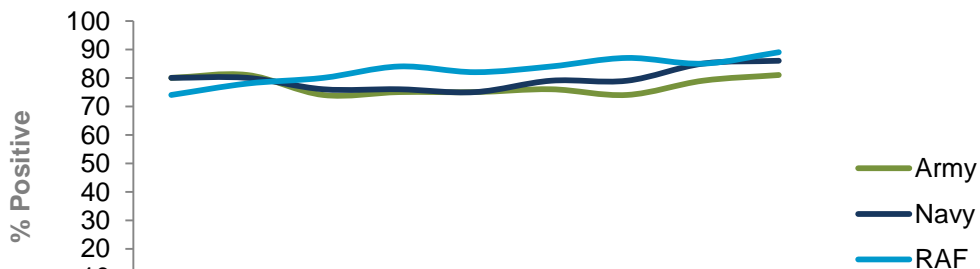
% positive equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



■ Strongly agree
 ■ Slightly agree
 ■ Neither agree nor disagree
 ■ Slightly disagree
■ Strongly disagree
 ■ Don't know
 ■ No answer

Trend



	2006	2007	2008	2009	2010	2011	2012	2013	2014
Army	80	81	74	75	75	76	74	79	81
Navy	80	80	76	76	75	79	79	85	86
RAF	74	78	80	84	82	84	87	85	89

Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	▽	▽	▽

Additional information

- Four out of every five trainees (84%) agreed that the reasons for doing things were explained to them.
- More Army and RAF trainees responded positively to this statement than in 2013 (79% to 81%, and 85% to 89% respectively).
- Despite the increase from Army trainees, Royal Navy trainees were more likely to say that the reasons for doing things were explained to them.
- RAF trainees were more likely to agree than both Army and Royal Navy trainees.

Commitment of staff/instructors to support success

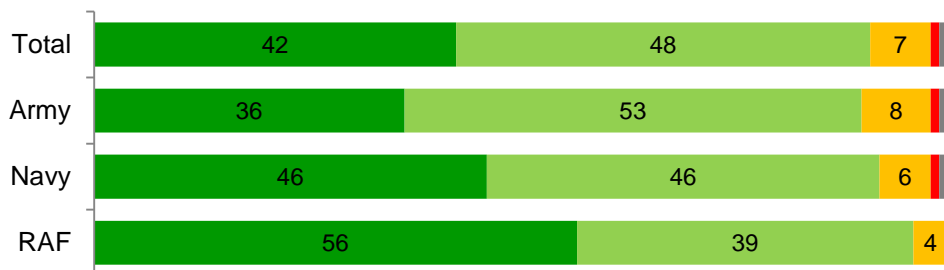


58. Below are some statements ... To what extent do you agree or disagree with each? The staff/instructors did all they could to help me succeed in training

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



■ Strongly agree ■ Slightly agree ■ Neither agree nor disagree ■ Slightly disagree
■ Strongly disagree ■ Don't know ■ No answer

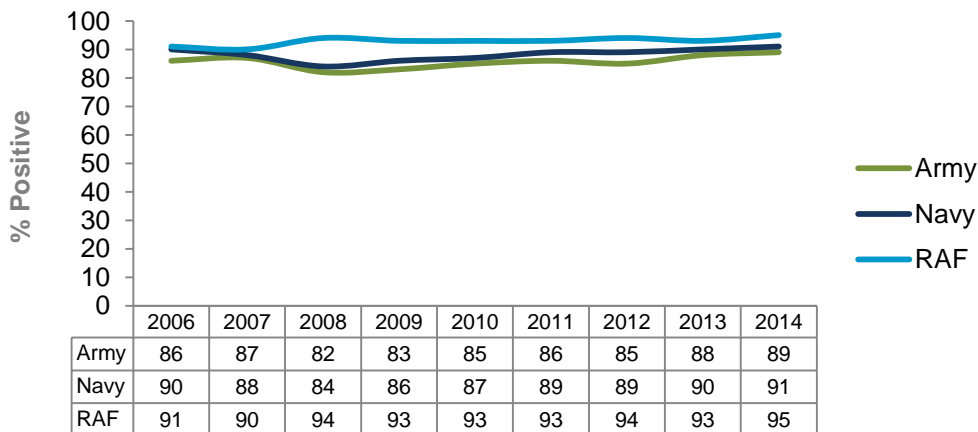
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Most trainees (91%) agreed that staff and instructors did all they could to help them succeed.
- The proportion of RAF trainees agreeing with this statement has increased since 2013 (93% to 95%) and they were more likely to agree with this statement (95%) than both Army and Royal Navy trainees (89% and 91% respectively).
- Royal Navy trainees were also more likely to agree that staff and instructors did all they could to help them succeed than Army trainees, though the difference is just 2 percentage points.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Personal benefit from the course

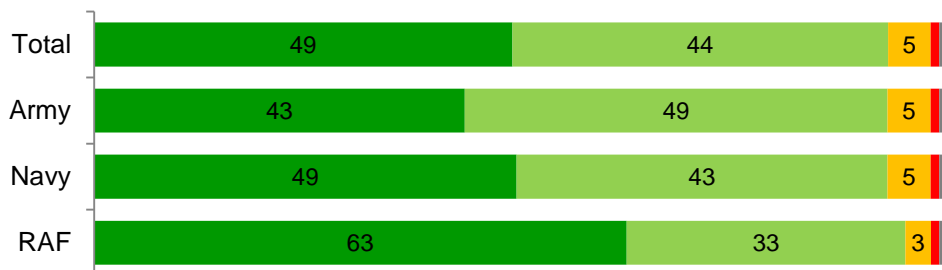


58. Below are some statements ... To what extent do you agree or disagree with each? I feel I personally benefited from the course

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



■ Strongly agree ■ Slightly agree ■ Neither agree nor disagree ■ Slightly disagree
■ Strongly disagree ■ Don't know ■ No answer

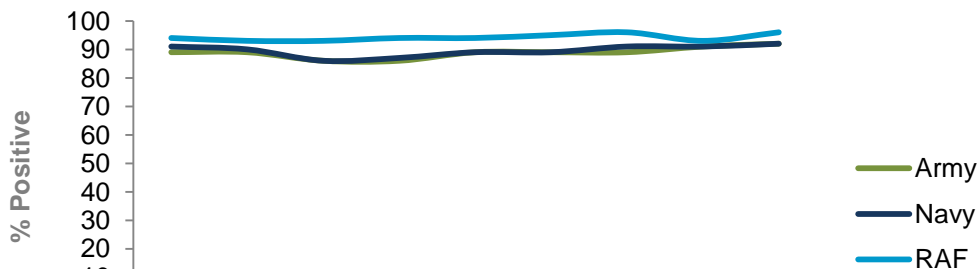
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Almost all trainees (93%) felt they personally benefitted from their Phase 2 training course.
- RAF trainees were more likely to agree with this statement (96%) than both Army and Royal Navy trainees (both 92%).
- The proportion of RAF trainees saying they personally benefitted from the course has also increased (93% to 96%).

Trend



	2006	2007	2008	2009	2010	2011	2012	2013	2014
Army	89	89	86	86	89	89	89	91	92
Navy	91	90	86	87	89	89	91	91	92
RAF	94	93	93	94	94	95	96	93	96

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Sense of achievement

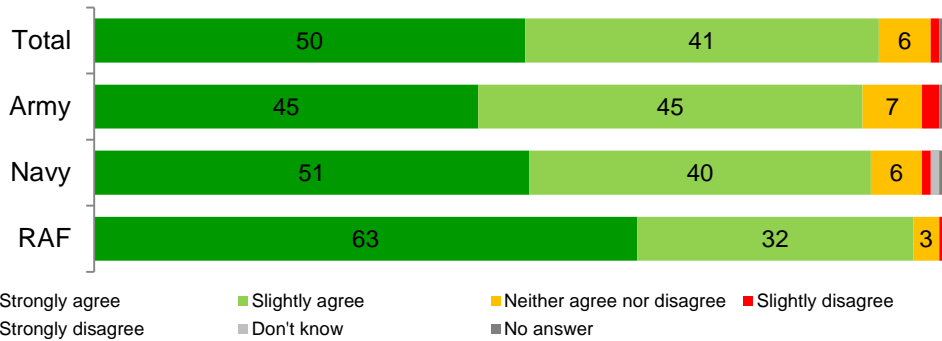


58. Below are some statements ... To what extent do you agree or disagree with each? I felt a sense of achievement

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



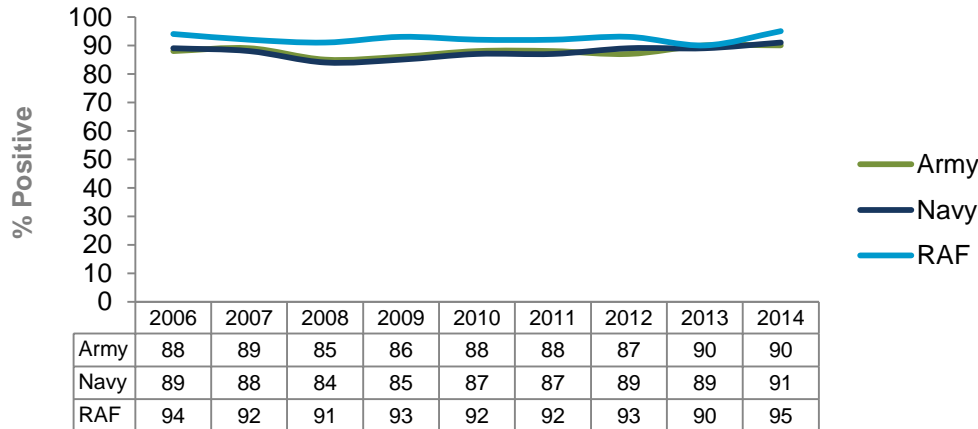
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- The majority of all trainees (91%) felt a sense of achievement from their Phase 2 training course.
- RAF trainees were more likely to agree with this statement (95%) than both Army and Royal Navy trainees (90% and 91% respectively).
- As with a few of the other summary benefit statements, the proportion of RAF trainees agreeing with this statement has increased since 2013 (90% to 95%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



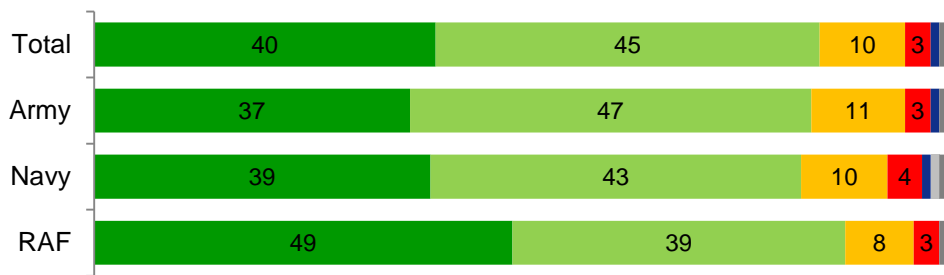


58. Below are some statements ... To what extent do you agree or disagree with each? I felt challenged

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



■ Strongly agree
 ■ Slightly agree
 ■ Neither agree nor disagree
 ■ Slightly disagree
■ Strongly disagree
 ■ Don't know
 ■ No answer

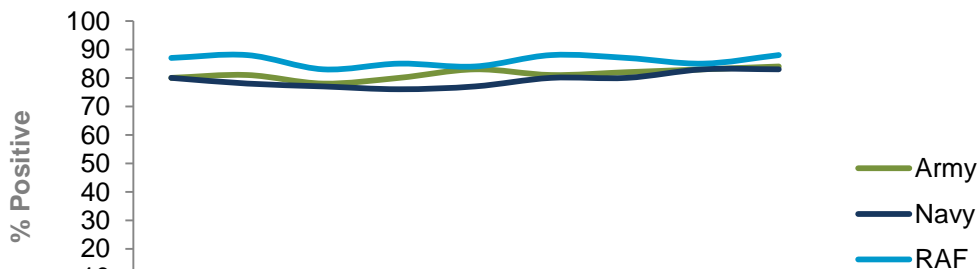
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- More than four out of every five trainees (84%) felt challenged by their Phase 2 training course.
- RAF trainees were more likely to agree with this statement (88%) than both Army and Royal Navy trainees (84% and 83% respectively).

Trend



	2006	2007	2008	2009	2010	2011	2012	2013	2014
Army	80	81	78	80	83	81	82	83	84
Navy	80	78	77	76	77	80	80	83	83
RAF	87	88	83	85	84	88	87	85	88

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Training comparison to expectations

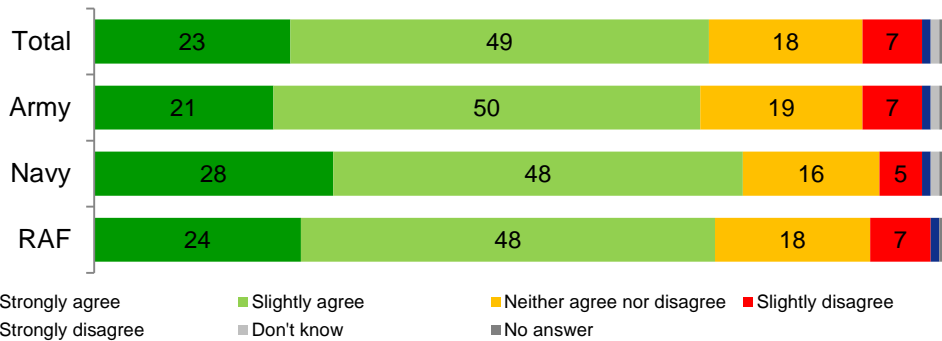


58. Below are some statements ... To what extent do you agree or disagree with each? The training was what I expected

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



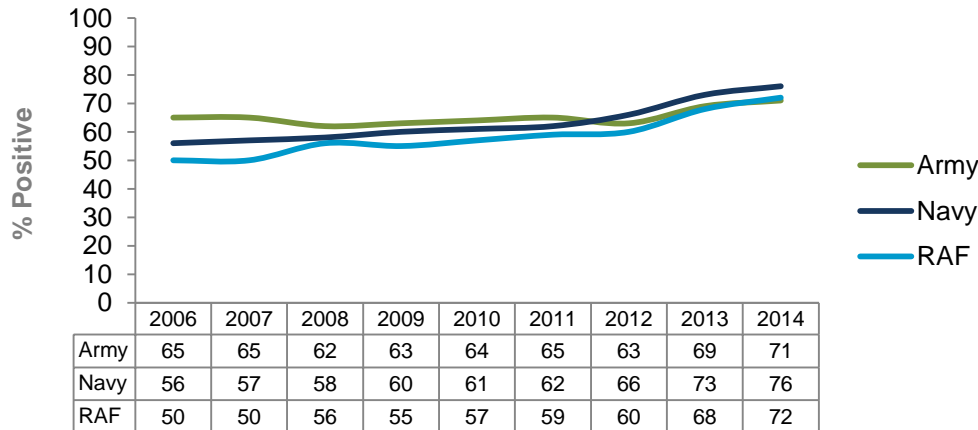
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ ▲	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Almost three quarters of all trainees (72%) felt that the training was what they had expected.
- Royal Navy trainees were more likely to agree with this statement (76%) than both Army and RAF trainees (71% and 72% respectively).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



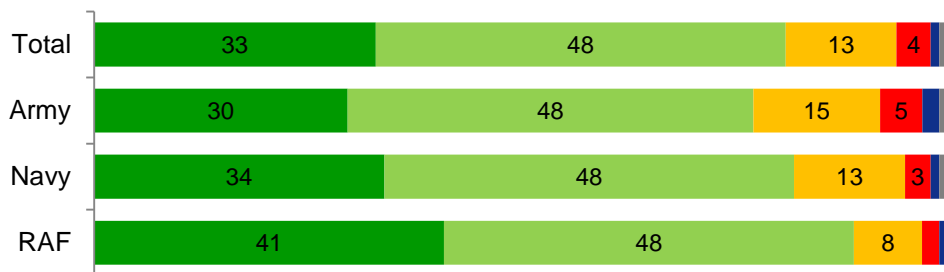


58. Below are some statements ... To what extent do you agree or disagree with each? I enjoyed this phase of training

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

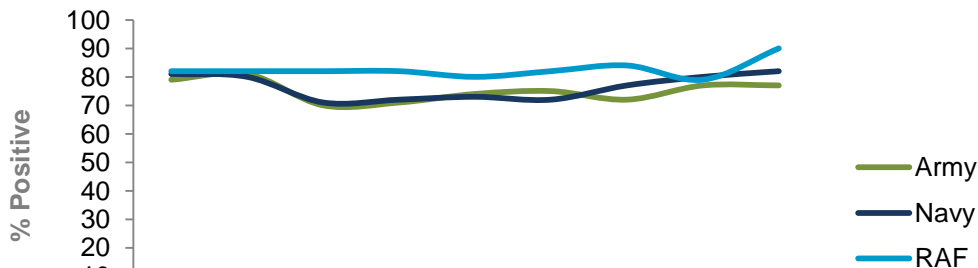
% positive equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



■ Strongly agree
 ■ Slightly agree
 ■ Neither agree nor disagree
 ■ Slightly disagree
■ Strongly disagree
 ■ Don't know
 ■ No answer

Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ △	▲ ▲
Comparison with previous year	△	△	△

Additional information

- Four out of five trainees (81%) enjoyed their Phase 2 training course.
- RAF trainees were more likely to agree with this statement than last year (79% up to 90%) and both Army and Royal Navy trainees (77% and 82% respectively).
- Royal Navy trainees were more likely to say they enjoyed their course than Army trainees.

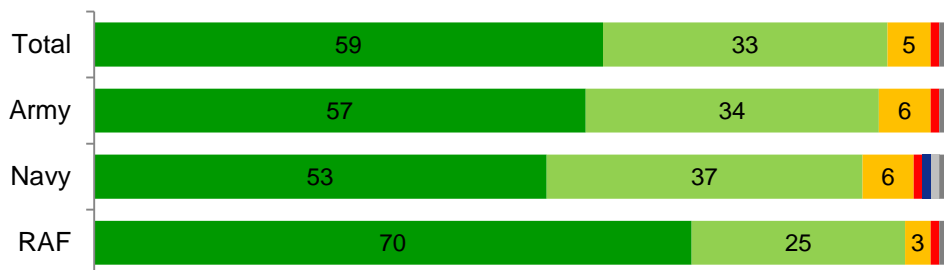


58. Below are some statements ... To what extent do you agree or disagree with each? I feel proud to be in the Navy/RM/Army/RAF

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

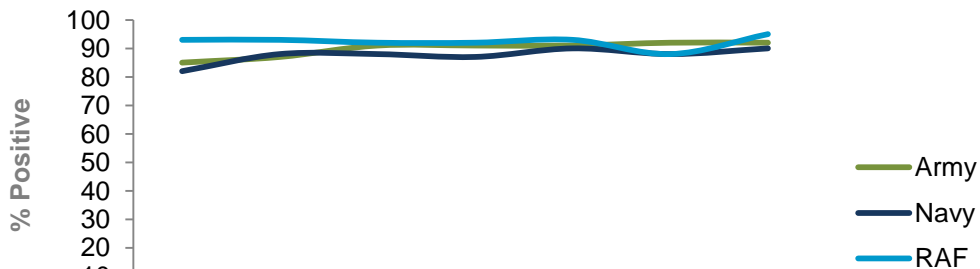
% positive equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



■ Strongly agree ■ Slightly agree ■ Neither agree nor disagree ■ Slightly disagree
■ Strongly disagree ■ Don't know ■ No answer

Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- The majority of trainees (92%) feel proud to be in their Service.
- RAF trainees were more likely to feel proud (95%) than both Army and Royal Navy trainees (92% and 90% respectively).
- The proportion of RAF trainees agreeing with this statement has also increased since 2013 (88% to 95%).

Totals may not add up to 100% due to rounding

Understanding of core values

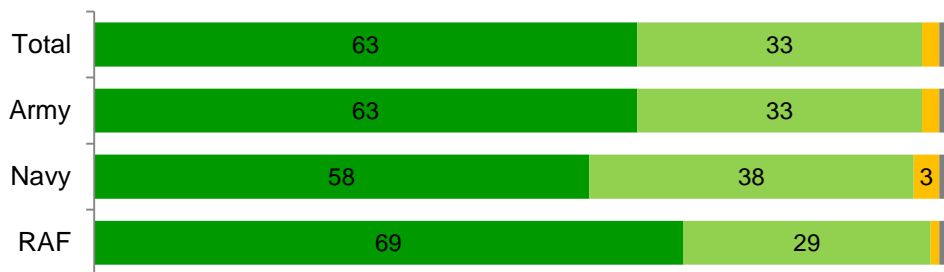


58. Below are some statements ... To what extent do you agree or disagree with each? I understand the core values of the Navy/RM/Army/RAF

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



■ Strongly agree ■ Slightly agree ■ Neither agree nor disagree ■ Slightly disagree
■ Strongly disagree ■ Don't know ■ No answer

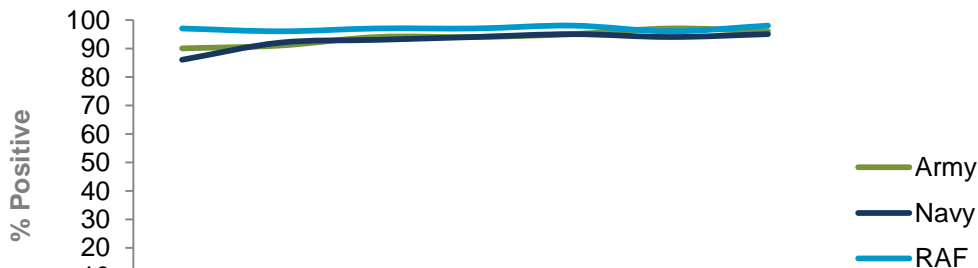
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Almost all trainees (96%) stated that they understand the core values of their Service.
- RAF trainees were more likely to say they understand the core values (98%) than both Army and Royal Navy trainees (96% and 95% respectively). They were also more likely to agree with the statement than last year (96% to 98%).

Trend



	2008	2009	2010	2011	2012	2013	2014
Army	90	91	94	94	95	97	96
Navy	86	92	93	94	95	94	95
RAF	97	96	97	97	98	96	98

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Military personnel upholding core values

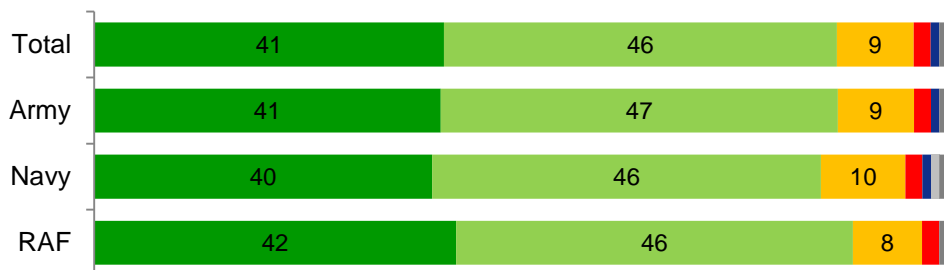


58. Below are some statements ... To what extent do you agree or disagree with each? Generally military personnel uphold the core values

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



■ Strongly agree
 ■ Slightly agree
 ■ Neither agree nor disagree
 ■ Slightly disagree
■ Strongly disagree
 ■ Don't know
 ■ No answer

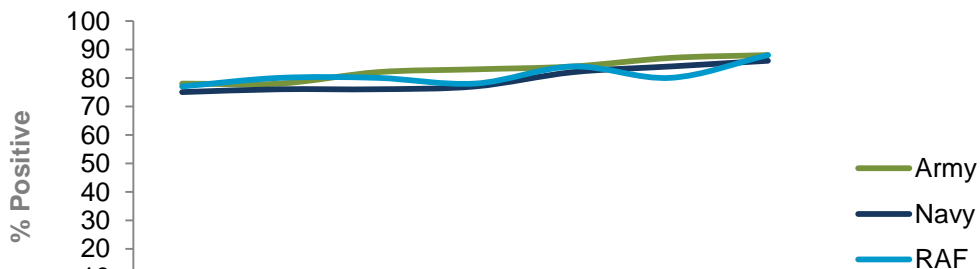
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ △
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Most trainees (87%) believed that military personnel upheld the values of their Service.
- RAF trainees were more likely to agree with this statement than in 2013 (80% to 88%).

Trend



	2008	2009	2010	2011	2012	2013	2014
Army	78	78	82	83	84	87	88
Navy	75	76	76	77	82	84	86
RAF	77	80	80	78	84	80	88

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

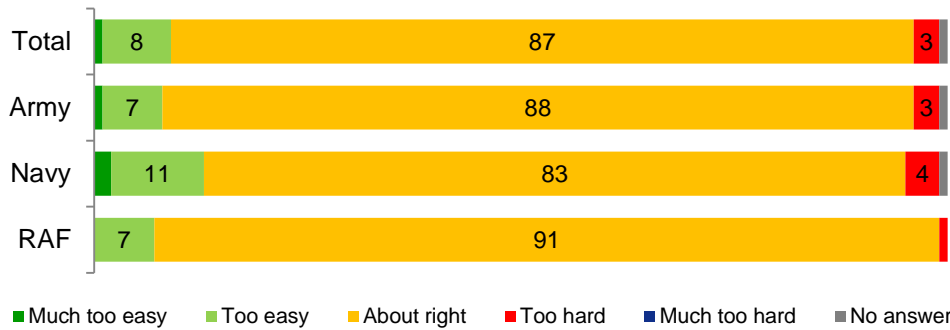
Course ease or difficulty



59a. Do you feel the course was: Much too hard, too hard, about right, too easy, much too easy

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)
 % positive equals the proportion who say 'about right' – comments and significant differences based on this

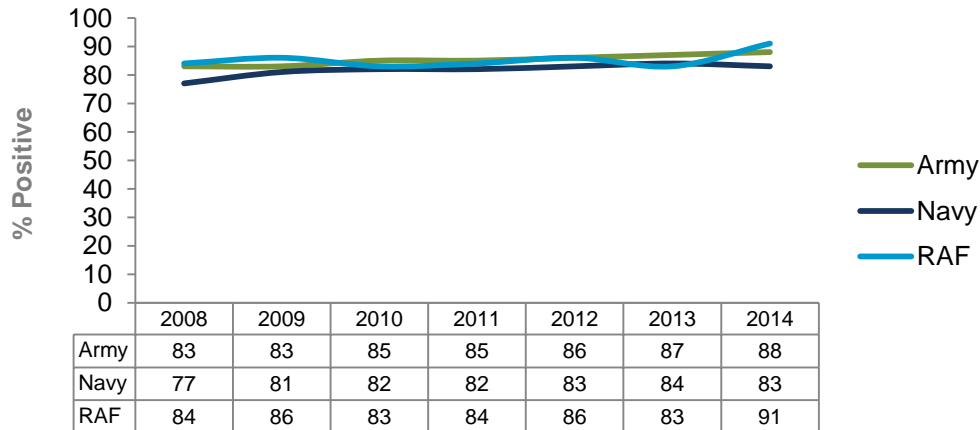
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▲ ▼	▲ ▼	▲ ▼

Trend



Please refer to notes page for base size of previous years

Additional information

- Most trainees (87%) stated that they felt the course was about the right level of difficulty.
- RAF trainees were more likely to say the level was about right (91%) compared to both Army and Royal Navy trainees (88% and 83% respectively), and Army trainees were more likely to say so than Royal Navy trainees.
- The proportion of RAF trainees who believed the course was about right has increased since 2013 (87% to 91%).

Totals may not add up to 100% due to rounding

Life in Service in comparison to expectations

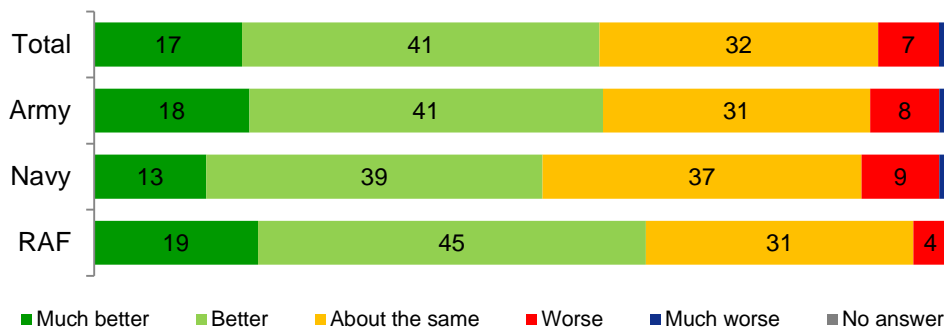


59b. Overall, how has life in the Service been, compared to what you expected when you joined?

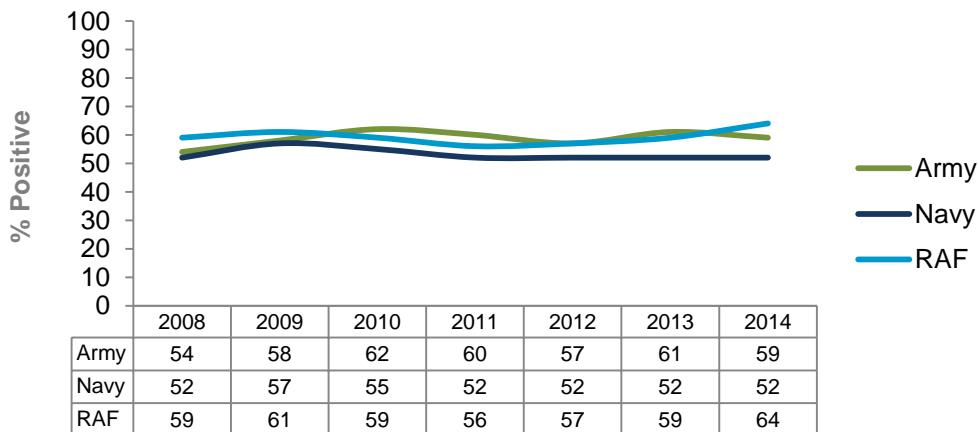
Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who 'much better' or 'better' – comments and significant differences based on this

Current year results



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▲ ▼	▲ ▼	▲ ▼

Additional information

- Around a third of trainees (32%) felt that life in the Service was better than they expected it to be when they joined. Just over a half (59%) felt it was better, and 8% felt it was worse.
- RAF trainees were more likely to say that training was better than expected (64%) than both Army and Royal Navy trainees (59% and 52% respectively).
- The proportion of RAF trainees saying that training was better than expected has increased since 2013 (59% to 64%).
- Army trainees were more likely to respond positively than Royal Navy trainees.

Totals may not add up to 100% due to rounding

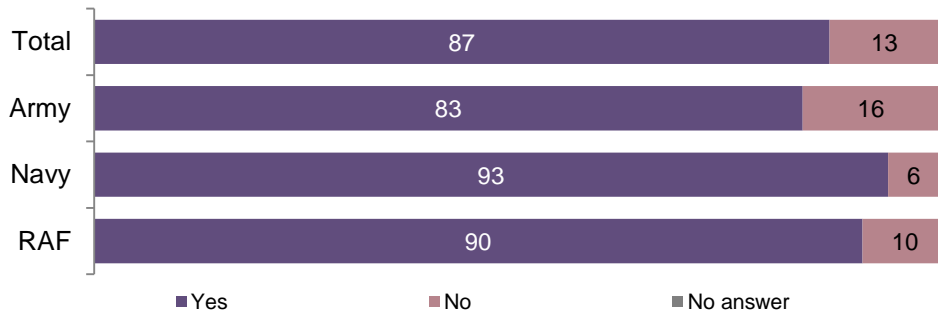
Awareness of pay increase after 26 weeks



PAY1. Did you know that your pay increases after 26 weeks in training?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)
 % positive equals the proportion who say 'yes' – comments and significant differences based on this

Current year results



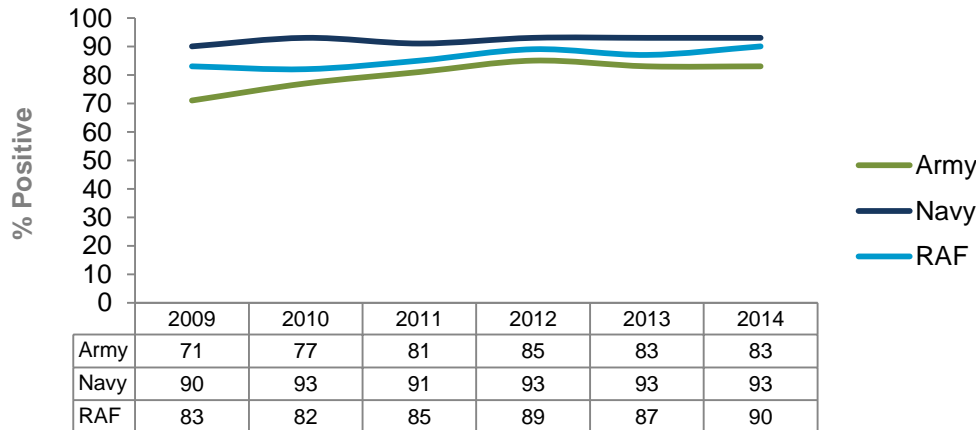
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	▲ ▲	▲ △
Comparison with previous year	△	△	△

Additional information

- Most trainees (87%) were aware that their pay increases after 26 weeks.
- Royal Navy trainees were more likely to be aware of the pay increase (93%) than both Army and RAF trainees (83% and 90% respectively).
- RAF trainees were more likely to be aware of the pay increase than in the previous data collection year (87% to 90%), and more likely to be aware than Army trainees.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



Perceptions of pay compared with non-military friends at home

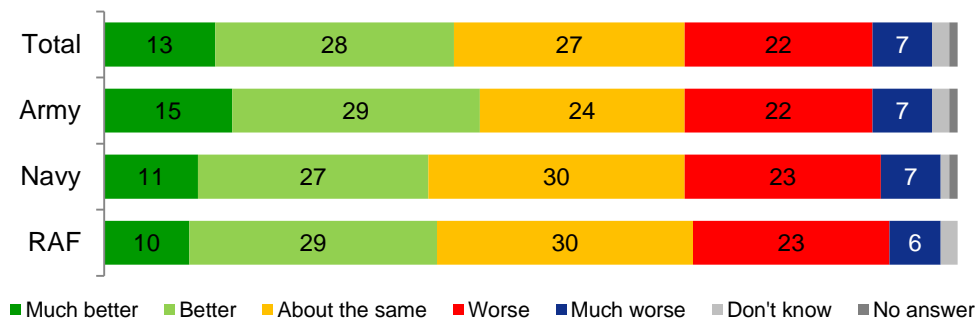


PAY2. How do you think your pay compares with your non-military friends at home?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who say 'mine is much better' or 'mine is better' – comments and significant differences based on this

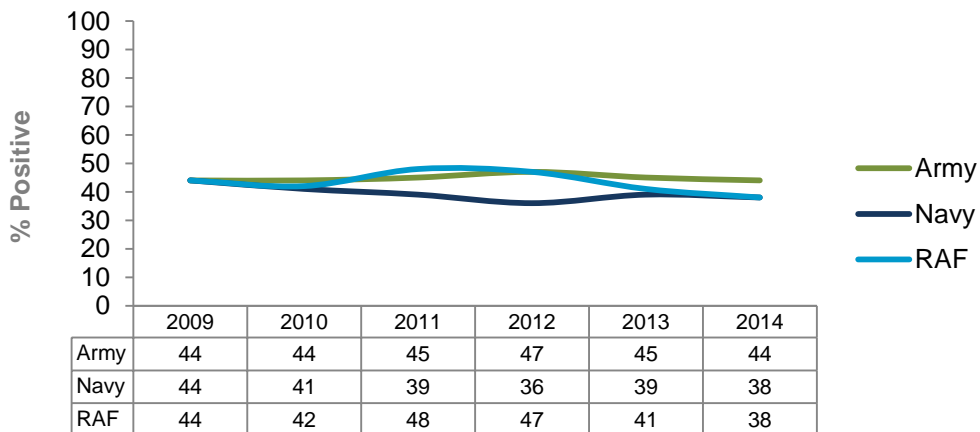
Current year results



Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	△ △	△ △
Comparison with previous year	△	△	△

Trend



Please refer to notes page for base size of previous years

Additional information

- Two out of five trainees (41%) thought their pay was better or much better than their non-military friends at home.
- Army trainees were more likely to say their pay was better (44%) than both Royal Navy and RAF trainees (both 38%)

Totals may not add up to 100% due to rounding



Hopes for the future

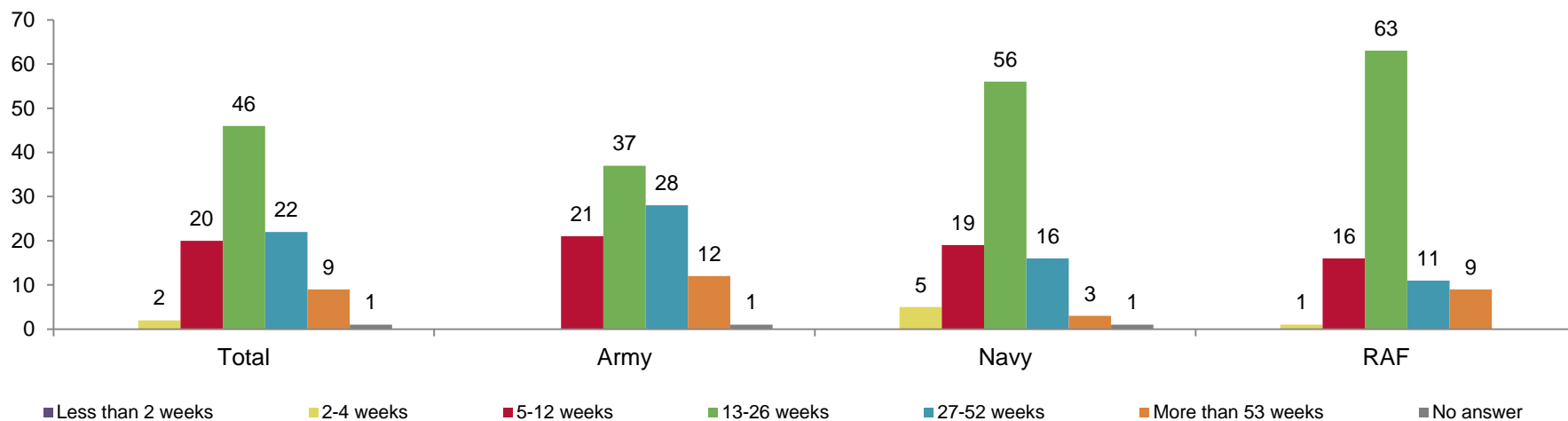
Length of time at unit for training course



65. How long have you been at unit for this training course?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

Current year results (%)



Additional information

- Around half of all trainees (46%) spent 13-26 weeks on their Phase 2 training course.
- A larger proportion of Army trainees (12%) spent more than one year on their training course than both Royal Navy and RAF trainees (3% and 9% respectively), and compared to Army trainees in 2013 (9%).
- A larger proportion of RAF trainees (63%) spent 13-26 weeks on their training course than both Army and Royal Navy trainees (37% and 56% respectively).

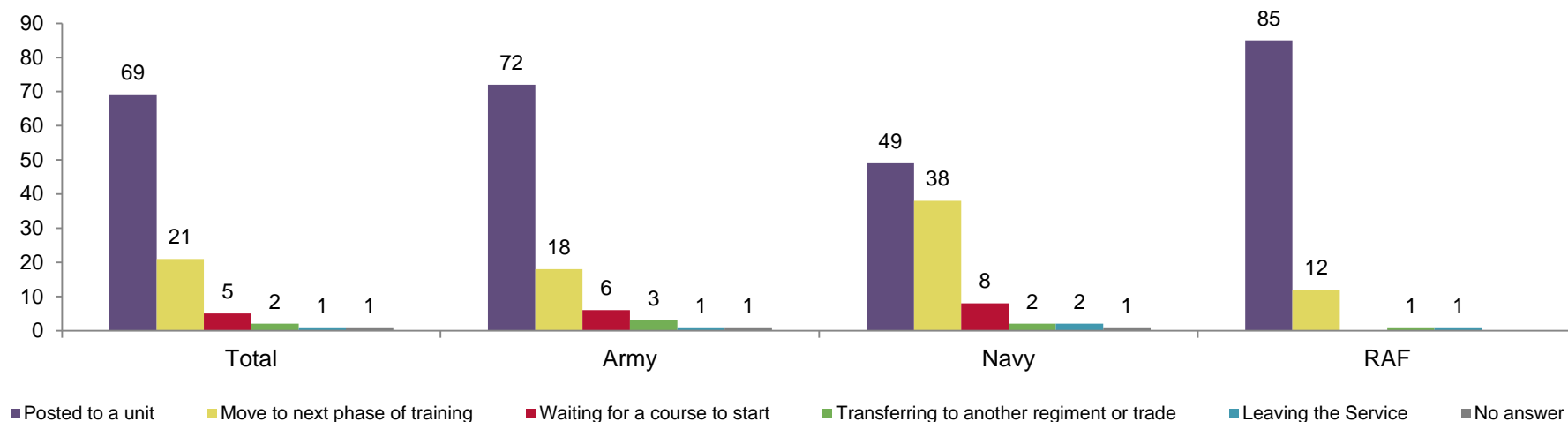
Totals may not add up to 100% due to rounding



67. What are you doing next?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

Current year results (%)



Additional information

- Most trainees (69%) were being posted to a unit having completed their Phase 2 training course. The next main action was to move to the next phase of training (21%). Other responses received very low mentions.
- More Royal Navy trainees (38%) were moving onto their next phase of training than both Army and RAF trainees (18% and 12% respectively).
- More RAF trainees (85%) were being posted to a unit than both Army and Royal Navy trainees (72% and 49% respectively).

Totals may not add up to 100% due to rounding

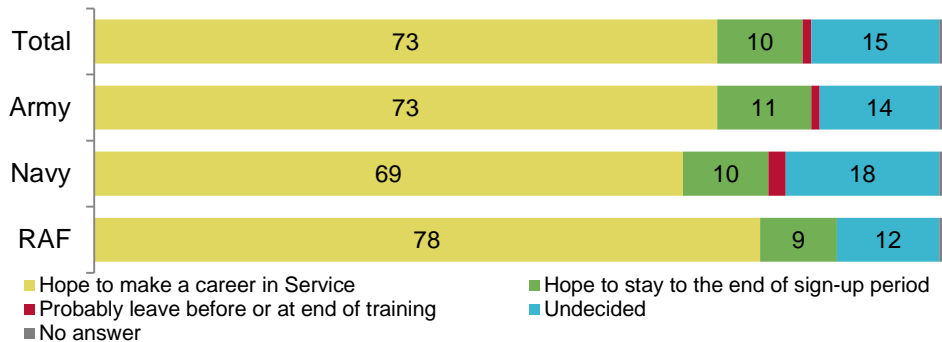
Hopes for the future



68a. What are your hopes for the future?

Number of respondents (all Phase 2 respondents not leaving the Service): Total (7,040), Army (4,051), Navy (1,602), RAF (1,384)
 % positive equals the proportion who say 'hope to make a career in Service' – comments and significant differences based on this

Current year results



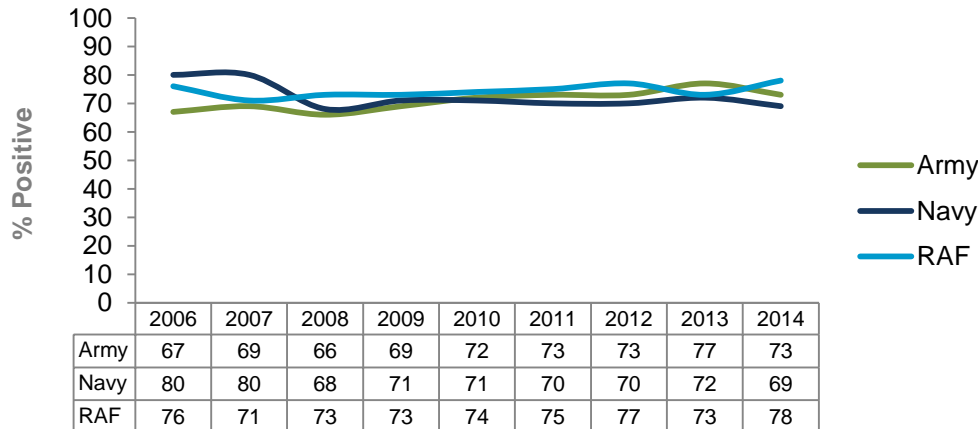
Differences

	Army	Navy	RAF
Current year Service comparisons	▲ ▲	▲ ▲	▲ ▲
Comparison with previous year	▼	▼	▼

Additional information

- Almost three quarters of all trainees (73%) hope to make a career in their Service.
- RAF trainees were more likely to hope to make a career in their Service (78%) than both Army and Royal Navy trainees (73% and 69% respectively), and compared to RAF trainees in 2013 (73%).
- Despite a decrease in the proportion of Army trainees hoping to make a career in their Service since 2013 (77% to 73%), they were still more likely to say this than Royal Navy trainees.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

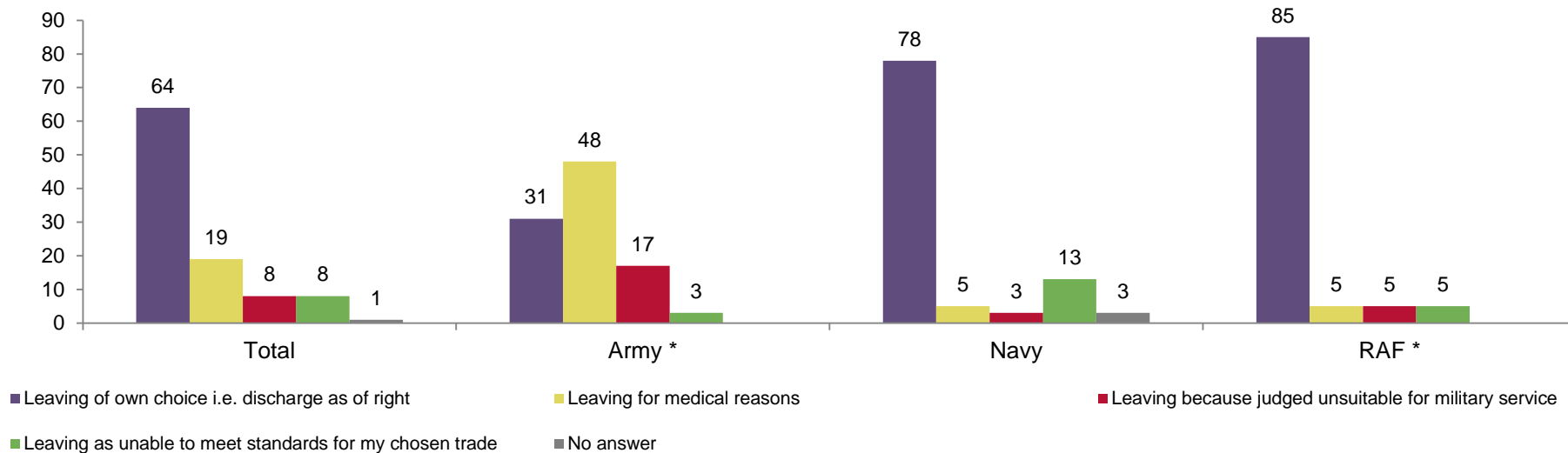
Reasons for leaving the Service



69. Why are you leaving the Service?

Number of respondents (all Phase 2 respondents who are leaving the Service): Total (89), Army (29*), Navy (40), RAF (20*)

Current year results (%)



Additional information

- The most common reason for all trainees leaving the Service was discharge as of right (64%).
- Please note the number of trainees answering this question is low.

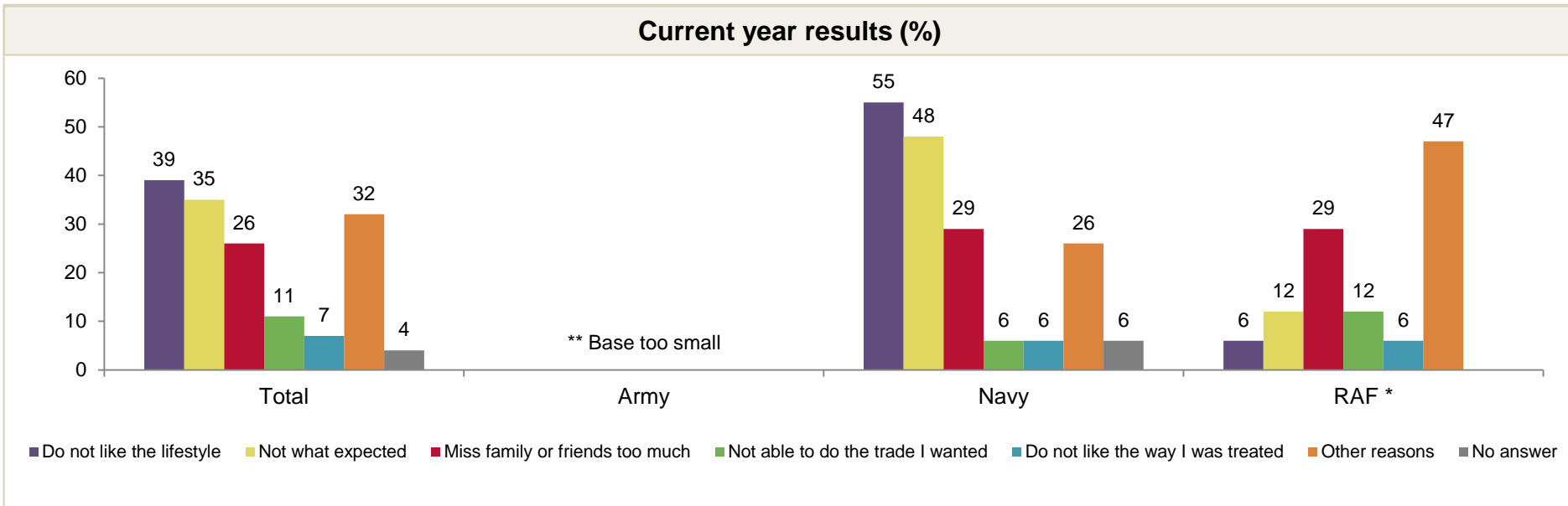


Reasons for leaving the Service by own choice



71. Why are you leaving the Service by your own choice?

Number of respondents (all Phase 2 respondents who are leaving the Service by own choice): Total (57), Army (9**), Navy (31), RAF (17*)



Additional information

- The most common reasons for trainees choosing to leave the Service by their own choice was that they did not like the lifestyle (39%), closely followed by the Service was not what they expected (35%).
- The most common reason given by those selecting 'other' was a desire to do a different trade.
- Please note the number of trainees answering this question is low.

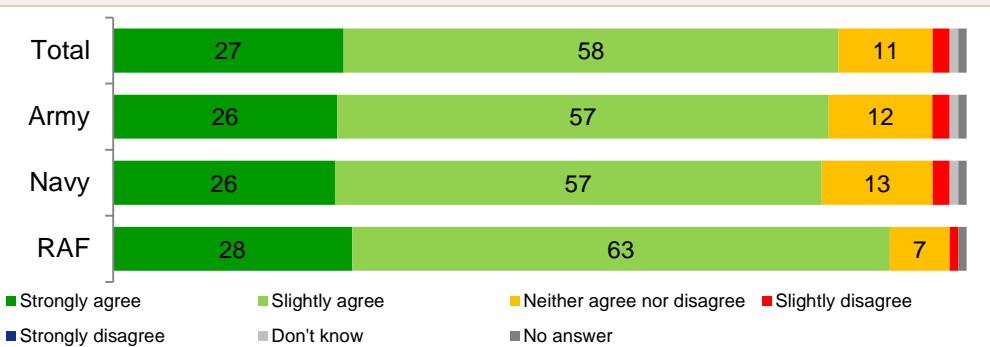
Preparedness to go onto next stage of career



72c. To what extent do you agree or disagree with the following statement about the training you received at unit?... I feel prepared to go on to the next stage of my career.

Number of respondents (all Phase 2 respondents not leaving the Service): Total (7,040), Army (4,051), Navy (1,602), RAF (1,384)
 % positive equals the proportion who 'strongly agree' or 'agree' – comments and significant differences based on this

Current year results



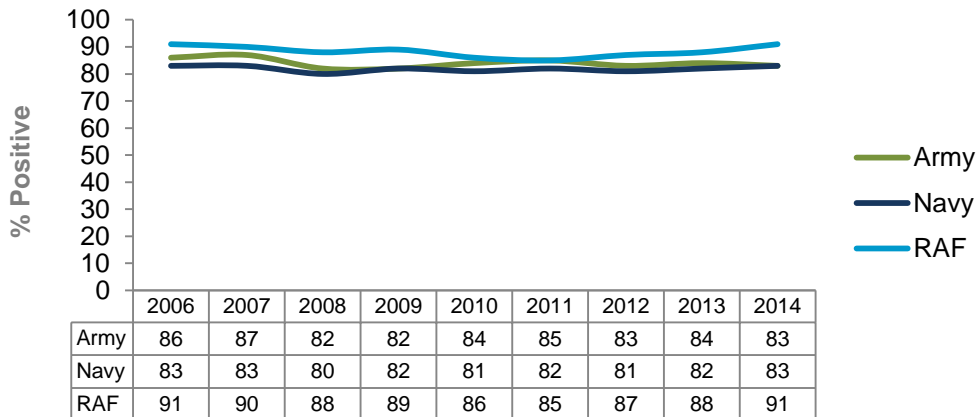
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	▲ ▲
Comparison with previous year	▽	▽	▽

Additional information

- More than four out of five trainees (85%) felt prepared to go on to the next stage in their career.
- RAF trainees were more likely to agree with this statement (91%) than both Army and Royal Navy trainees (both 83%).
- The proportion of RAF trainees agreeing with this statement has also increased since 2013 (88% to 91%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding

Recommendation of joining Service

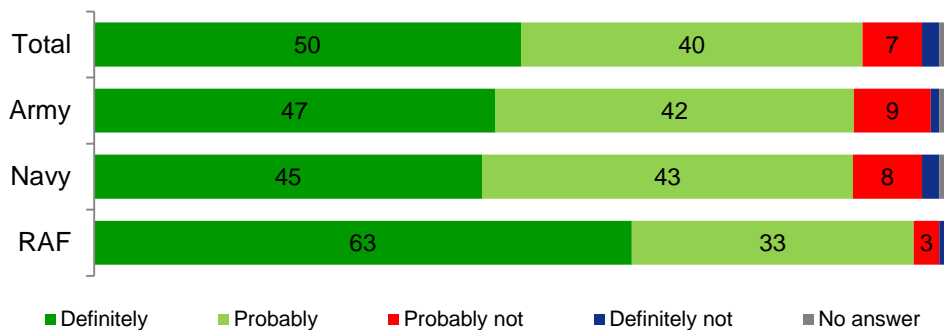


73. Would you recommend joining your Service to others?

Number of respondents (all Phase 2 respondents): Total (7,129), Army (4,080), Navy (1,642), RAF (1,404)

% positive equals the proportion who 'definitely' or 'probably' – comments and significant differences based on this

Current year results



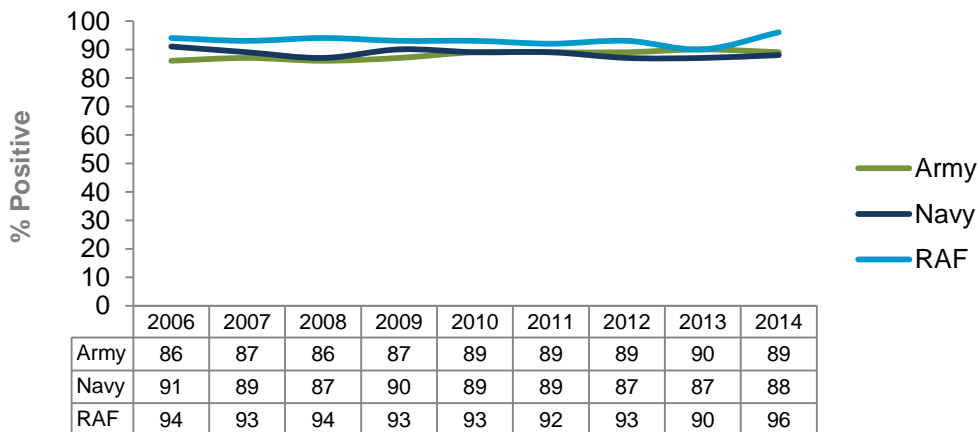
Differences

	Army	Navy	RAF
Current year Service comparisons	△ △	△ △	△ ▲
Comparison with previous year	△ ▽	△ ▽	△ ▽

Additional information

- Nine in ten trainees (90%) would recommend joining their Service to others.
- RAF trainees were more likely to recommend their Service (96%) than both Army and Royal Navy trainees (89% and 88% respectively) and than in the previous data collection year (90%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding



Phase 2 Respondent profiles

Sample Profile: where from, background, religion



8a. Where are you from?, 9. What is your background, 10. Are you...? [religion]

Where are you from?



■ England ■ Northern Ireland ■ Scotland ■ Wales ■ Something different from above

Background



■ Any white background ■ Asian ■ Black ■ Mixed ethnic background ■ Something different from above ■ I'd rather not say

Religion



■ Christian ■ No religion ■ Other

Number of respondents (all respondents): Army (4,080)

Totals may not add up to 100% due to rounding

Sample Profile: gender, age, marital status, sexual orientation

Demog1. What gender are you?, Demog2. Age, Demog3. Which of the following applies to you [marital status], Demog4. Are you...? [sexual orientation]



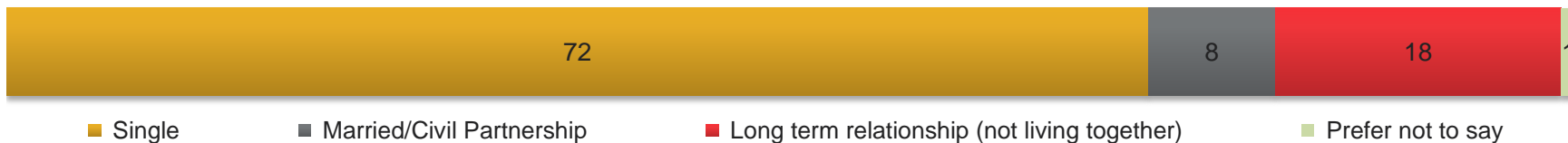
Gender



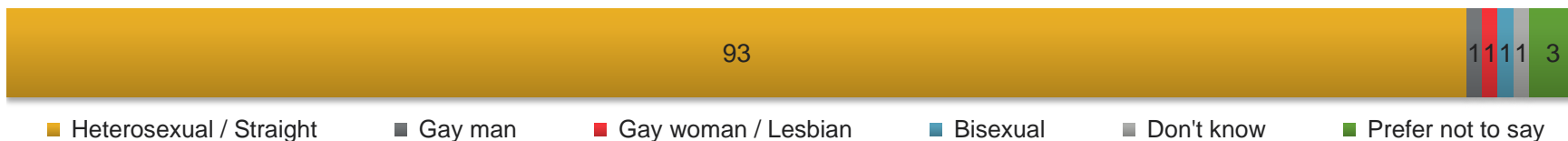
Age



Marital Status



Sexual Orientation



Number of respondents (all respondents): Army (4,080)

Totals may not add up to 100% due to rounding

Sample Profile: length of service, membership of other organisations



4. How long have you been in the [service]?

5. Prior to joining have you been a member of any of the following organisations for longer than 6 months?

Length of service



■ Between 5 and 26 weeks (1-6 months) ■ Between 27 weeks and 52 weeks (7-12 months) ■ 1-2 years ■ 2-3 years ■ More than 3 years

Membership of other organisations



■ Cadet organisations ■ University units ■ Reserve forces ■ None ■ No answer

Number of respondents (all respondents): Army (4,080)

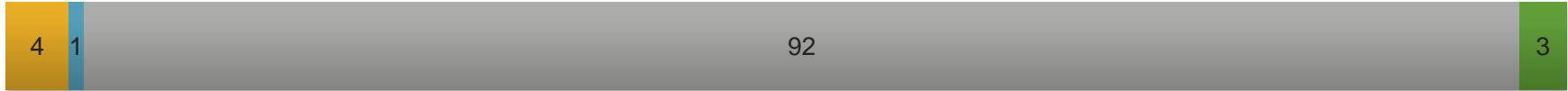
Totals may not add up to 100% due to rounding

Sample Profile: previous service



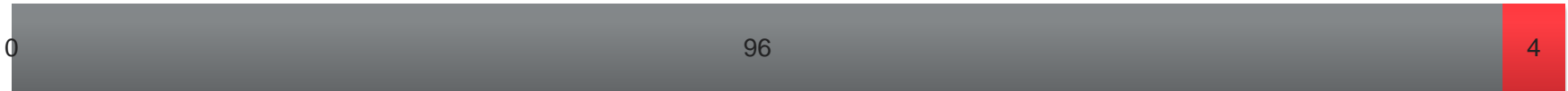
- 6a. Have you previously served in the Regular Armed Forces?
- 6b. Have you previously been a member of another country's Armed Forces?

Previous service in Armed Forces



- Army
- Royal Marines
- I have not previously served in the Regular Armed Forces
- No answer

Previous service in another country's Armed Forces



- Yes
- No
- No answer

Number of respondents (all respondents) : Army (4,080)

Totals may not add up to 100% due to rounding

Sample Profile: where from, background, religion



8a. Where are you from?, 9. What is your background?, 10. Are you...? [religion]

Where are you from?



■ England ■ Ireland ■ Scotland ■ Wales ■ Something different from above

Background



■ Any white background ■ Black ■ Mixed ethnic background ■ Something different from above ■ I'd rather not say

Religion



■ Christian ■ No religion ■ Other

Number of respondents (all respondents): Royal Navy (1,642)

Totals may not add up to 100% due to rounding

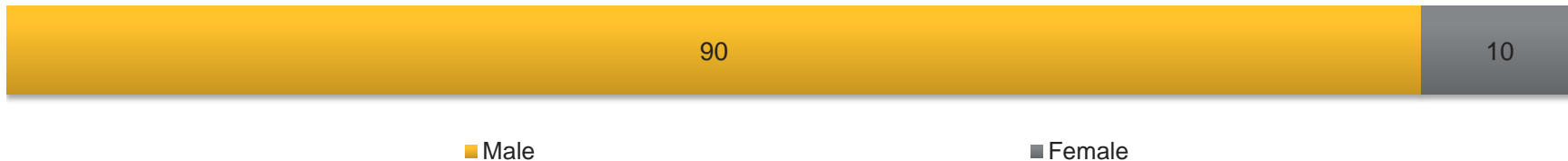
Sample Profile: gender, age, marital status, sexual orientation



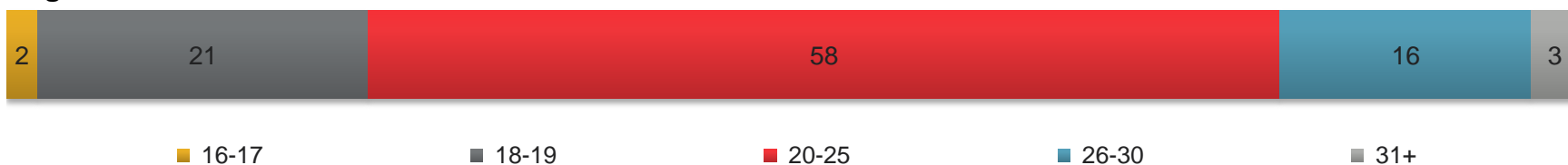
Demog1. What gender are you?, Demog2. Age, Demog3. Which of the following applies to you [marital status], Demog4. Are you...? [sexual orientation]



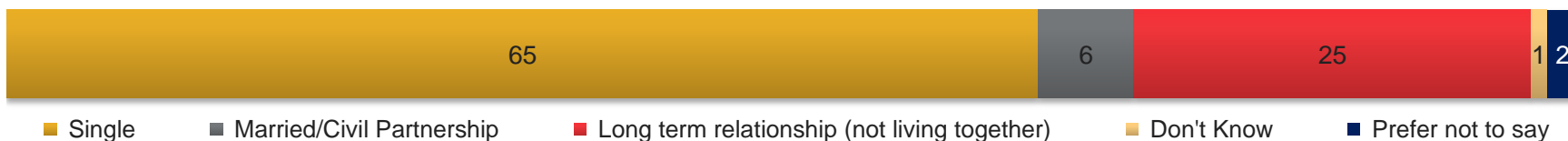
Gender



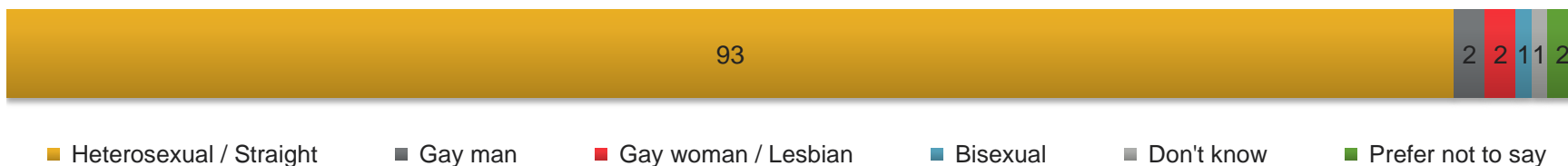
Age



Marital Status



Sexual Orientation



Number of respondents (all respondents): Royal Navy (1,642)

Totals may not add up to 100% due to rounding

Sample Profile: length of service, membership of other organisations



4. How long have you been in the [service]?

5. Prior to joining have you been a member of any of the following organisations for longer than 6 months?

Length of service



■ Between 5 and 26 weeks (1-6 months) ■ Between 27 weeks and 52 weeks (7-12 months) ■ 1-2 years ■ 2-3 years ■ More than 3 years

Membership of other organisations



■ Cadet organisations ■ University units ■ Reserve forces ■ None ■ No answer

Number of respondents (all respondents): Royal Navy (1,642)

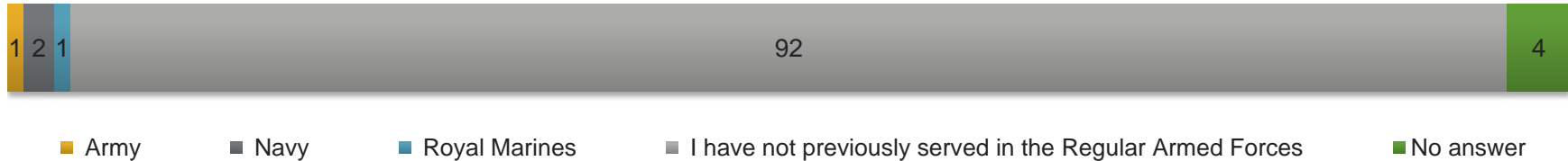
Totals may not add up to 100% due to rounding

Sample Profile: previous service

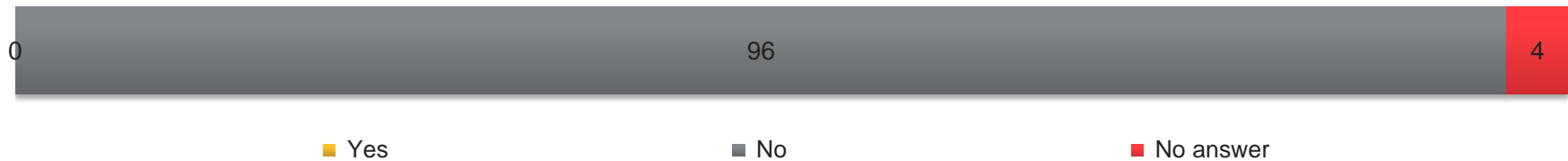


- 6a. Have you previously served in the Regular Armed Forces?
- 6b. Have you previously been a member of another country's Armed Forces?

Previous service in Armed Forces



Previous service in another country's Armed Forces



Number of respondents (all respondents): Royal Navy (1,642)

Sample Profile: where from, background, religion



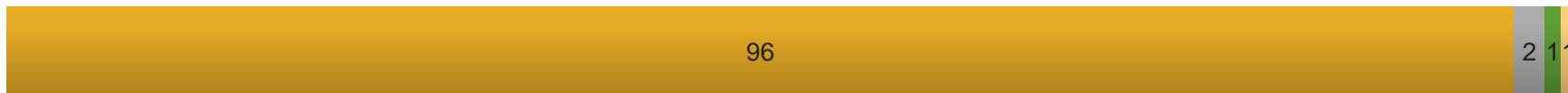
8a. Where are you from?, 9. What is your background?, 10. Are you...? [religion]

Where are you from?



■ England ■ Northern Ireland ■ Scotland ■ Wales ■ Something different from above

Background



■ Any white background ■ Mixed ethnic background ■ Something different from above ■ I'd rather not say

Religion



■ Christian ■ No religion ■ Other

Number of respondents (all respondents): RAF (1,404)

Totals may not add up to 100% due to rounding

Sample Profile: gender, age, marital status, sexual orientation



Demog1. What gender are you?, Demog2. Age, Demog3. Which of the following applies to you [marital status], Deomg4. Are you...? [sexual orientation]

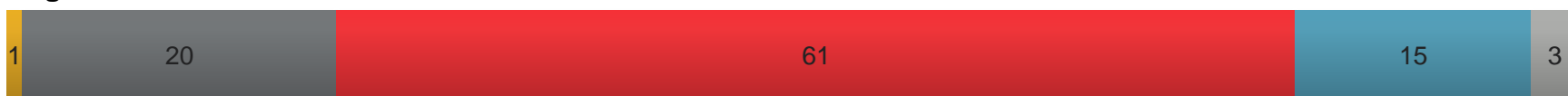


Gender



■ Male ■ Female

Age



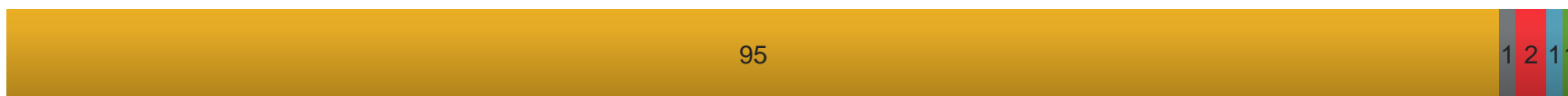
■ 16-17 ■ 18-19 ■ 20-25 ■ 26-30 ■ 31+

Marital Status



■ Single ■ Married/Civil Partnership ■ Long term relationship (not living together) ■ Prefer not to say

Sexual Orientation



■ Heterosexual / Straight ■ Gay man ■ Gay woman / Lesbian ■ Bisexual ■ Prefer not to say

Number of respondents (all respondents): RAF (1,404)



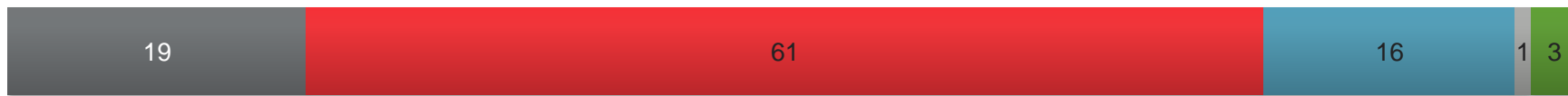
Sample Profile: length of service, membership of other organisations



4. How long have you been in the [service]?

5. Prior to joining have you been a member of any of the following organisations for longer than 6 months?

Length of service



■ Between 5 and 26 weeks (1-6 months) ■ Between 27 weeks and 52 weeks (7-12 months) ■ 1-2 years ■ 2-3 years ■ More than 3 years

Membership of other organisations



■ Cadet organisations ■ University units ■ Reserve forces ■ None ■ No answer

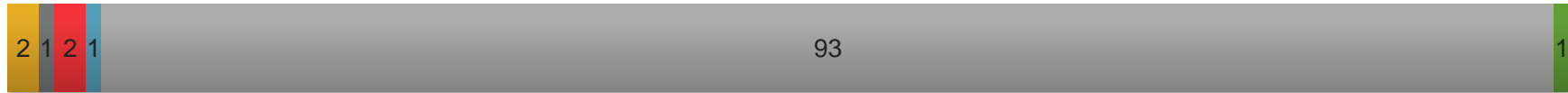
Number of respondents (all respondents): RAF (1,404)

Totals may not add up to 100% due to rounding



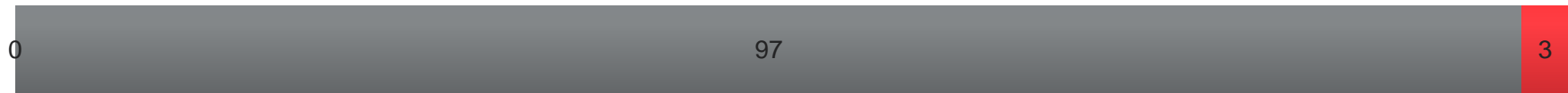
6a. Have you previously served in the Regular Armed Forces?
6b. Have you previously been a member of another country's Armed Forces?

Previous service in Armed Forces



■ Army ■ Navy ■ RAF ■ Royal Marines ■ I have not previously served in the Regular Armed Forces ■ No answer

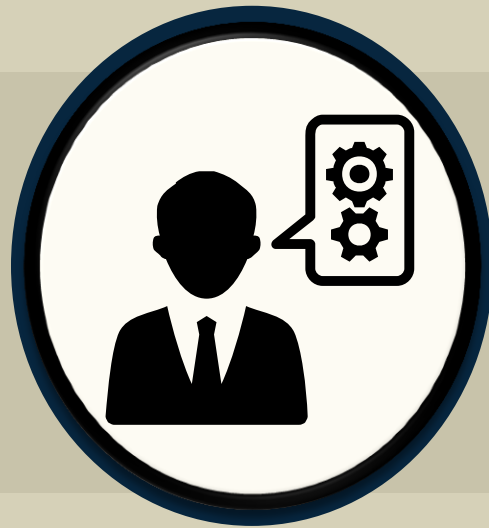
Previous service in another country's Armed Forces



■ Yes ■ No ■ No answer

Number of respondents (all respondents): RAF (1,404)





Annex A

Statistical reliability



Only a sample of the overall 'population' has been surveyed so we cannot be certain that the figures obtained are exactly those that would have been found, had everybody been interviewed (the 'true' values).

For any percentage given, however, we can estimate 'confidence intervals' within which the true values are likely to fall. For example; if 50% of our sample of 10,951 Phase 1 recruits strongly agreed that the training was what they expected, we can be 95% sure that the 'true' value would be between 49% and 51%, i.e. a margin of 1.0% on each side.

Similar margins for other percentages and sub-groups of the respondents are given in the following table. It should be remembered that the 'true' finding is much more likely to be towards the centre of the possible range of responses than towards the margins.

For similar reasons, apparent differences in results relating to sub groups may, if small, not necessarily reflect genuine attitudinal differences. We can be 95% sure that differences exceeding those in the table on the next page are genuine or 'significant' differences.



95% Confidence Intervals

Size of sample on which survey results are based	10% or 90% ±	20% or 80% ±	30% or 70% ±	40% or 60% ±	50% ±
All Phase 1 (10,951)	0.6	0.7	0.9	0.9	0.9
Phase 1 Army recruits (6,279)	0.7	1.0	1.1	1.2	1.2
Phase 1 Navy recruits (2,843)	1.1	1.5	1.7	1.8	1.8
Phase 1 RAF recruits (1,829)	1.4	1.8	2.1	2.2	2.3
All Phase 2 (7,129)	0.7	0.9	1.1	1.1	1.2
Phase 2 Army trainees (4,080)	0.9	1.2	1.4	1.5	1.5
Phase 2 Navy trainees (1,642)	1.5	1.9	2.2	2.4	2.4
Phase 2 RAF trainees (1,404)	1.6	2.1	2.4	2.6	2.6

Source: Ipsos MORI