
Recruit Trainee Survey

Annual report: January 2012 to December 2012



May 2013

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DISTRIBUTION

ACTION:

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INFORMATION:

NAVY COMMAND
LAND FORCES
AIR COMMAND

EXECUTIVE SUMMARY

1. The Recruit Trainee Survey (RTS) is a tri-service attitude survey administered to gauge Phase 1 recruits and Phase 2 trainees' background, perceptions of training, facilities, food, support, fairness of treatment, general perceptions of the course and hopes for the future. The data is used to inform schools on their performance and to compare results with required standards set by the MOD.
2. This section of the report summarises survey results for the period January 2012 - December 2012¹, and is based on 10,303 Phase 1 (compared to 8,729 last year) and 5,811 Phase 2 (compared to 6,090 last year) returned questionnaires. The number completing the Recruit Trainee Survey this year (16,114) is higher than in 2011 (14,819); whilst the Armed Forces continue to recruit, the intake of recruits and trainees passing through training fluctuates as the Services adjust and balance their manpower requirements. Overall, response rates this year are higher overall than in 2011 (78% compared to 66% in 2011).
3. Whilst the number of respondents has increased this year, the respondent profile is comparable to previous years in terms of age, gender and ethnicity. In terms of Service, the Army represents 71% of all Phase 1 respondents (also 71% last year), while Navy respondents comprise 18% (up from 16%) and RAF respondents represent 11% (down from 12% last year). The Army now represents 73% of all Phase 2 respondents (up from 67% last year), while Navy respondents comprise 14% (down from 17% last year) and RAF respondents represent 13% (down from 16% last year). Please note that some caution should be used when comparing results to last year due to slight falls in the proportion of responses from the Navy and RAF².

KEY FINDINGS - SUMMARY

4. Overall results continue to be strong for both Phase 1 and Phase 2 training with high levels of positive agreement to statements and questions. Whilst some areas have seen declines in satisfaction compared with the previous report (January 2011 - December 2011)³, particularly in Phase 1, it should be noted that particularly high scores were recorded in 2011. As such, although there is a fall for some metrics compared with 2011, findings are still generally more positive than all reporting periods prior to 2011 (2007-2008, 2009 and 2010). As an example, in Phase 1 there have been falls in agreement that all trainees are treated equally, levels of standard of living accommodation and medical care compared with last year. However, these scores remain higher than all other reporting periods. In Phase 2 there have been falls in access to IT for personal use, standard of living accommodation and satisfaction with food. However, these scores remain higher than all other reporting periods.

¹ Throughout this report 'this year' refers to the current year of data being reported on, i.e. 2012. 'Last years' data refers to data from the previous year's annual report: Recruit Trainee Survey Annual Report: January 2011 to December 2011.

² Due to large sample sizes, small shifts in the data can result in significant changes. Please see the Reporting section for more details and Annex 3.

³ Throughout this report only changes that are statistically significant have been commented upon. A result is called statistically significant if it is unlikely to have occurred by chance.

5. As we saw in the 2011 report and, indeed in previous years of the study, recruits and trainees across the three Services continue to consider the training experience to be beneficial, enjoyable and challenging⁴. Recruits and trainees regard themselves as well cared for by the staff and feel that there is a good support structure available to them during training.

6. Levels of advocacy remain extremely high: 93% of Phase 1 recruits said that they would 'probably' or 'definitely' recommend joining their Service to others, as did 89% of Phase 2 trainees. Of those who completed the survey this year, 11% of Phase 1 recruits (up from 7% in 2011) and one per cent of Phase 2 trainees said they were leaving the Service.

7. A small minority of recruits/trainees reported being badly or unfairly treated between January 2012 and December 2012. Seven per cent of recruits said they have been badly or unfairly treated by staff in Phase 1 and five per cent of trainees said this in Phase 2 training (marginally up from 4% last year). The proportion saying they had been badly or unfairly treated by other trainees has remained consistent in Phase 1 (7%) and Phase 2 (4%). When these figures are combined to look at those who were badly or unfairly treated by staff or other trainees, there has been increases for both phase 1 recruits (11%, up from 10% in 2011, in comparison to 12% in 2010) and phase 2 trainees (7%, up from 6% in 2011, in comparison with 8% in 2010).

8. The majority of Phase 1 recruits (72%) said that trainees were all treated equally 'always' or 'most of the time' (down from 76% last year but higher than all years prior to 2011 when this ranged from 65%-70%). Eighty-one per cent of Phase 2 trainees said this (higher than all previous reporting periods).

9. Half (50%, down from 52%) of Phase 1 recruits believed that complaints were dealt with in a fair manner, while six in ten (60%) believe this in Phase two. The proportion of recruits/trainees who believed complaints were not dealt with in a fair manner has increased to 10% in Phase 1 (9% in 2011) and to 8% in Phase 2 (7% in 2011).

10. A record proportion of Phase 2 trainees agreed that military personnel uphold the core values (84%, up from 81% last year, 80% in 2010 and 78% in 2009). The majority of Phase 1 trainees also said this (87%, down from last years record high of 90%).

⁴ Please note that during Phase 1 those undergoing training are referred to as recruits, and during Phase 2 they are referred to as trainees. The same terminology has been used in this report.

PHASE 1 KEY FINDINGS

Key positive areas of Phase 1:

- Seven in ten recruits (70%) continued to agree that they received regular feedback on their performance (similar to the record high of 70% last year).
- Ninety-two per cent of recruits said that if they had any problems with administration, there was someone there to help them deal with it (in line with last year).
- A high proportion of recruits continue to say that training was conducted without sexual or racial harassment (94%).
- Ninety-two per cent of recruits said they felt challenged (similar to 2011 and 2010 but up from the previous 4 reporting periods when this ranged from 85%-90%)⁵.

Some areas have declined for Phase 1 against the high 2011 scores:

- There has been a fall in the proportion who said they were satisfied with food at their school (42%, down from 46%). However, this remains higher than all other reporting periods prior to 2011.
- The majority of Phase 1 recruits rated medical care as good (88%, down from 89%). However, this was still higher than in previous years (2010, 2009 and 2007-2008 when the scores ranged between 83%-86%).
- Seventy-two per cent of recruits said that recruits were all treated equally either 'always' or 'most of the time' (down from 76% last year but higher than all other reporting periods).

Satisfaction with Phase 1 training

11. Although there have been declines from last years record highs, survey findings remain, overall, positive. The majority of Phase 1 recruits expressed satisfaction with their treatment and training experience.

12. As was the case in 2011, most recruits expressed a high opinion of the Phase 1 training they received. Ninety-three per cent felt that they had personally benefited from their course (94% last year). Similarly high proportions felt challenged by their courses (92%, in line with last year) and had gained a sense of personal achievement from training (92%, a slight fall from 94% last year).

⁵ It is felt that high scores on the metric 'I felt challenged' are positive, as training is designed to challenge and teach new skills to recruits.

13. Fifty-seven per cent agreed that the training was what they expected (marginally down from 58% last year). Three-quarters of recruits (75%) enjoyed this phase of training (down from 78% last year), whilst the vast majority of Phase 1 recruits said they felt proud to belong to their Service (94%, marginally down from 95% in 2011).

Fair treatment

14. Seventy-six per cent of Phase 1 recruits rated their opportunities to talk privately to staff about any issues or concerns as good (down from 78% in 2011), and a similar proportion (74%) rated their opportunity to talk to chaplains/padres at their schools as good (down from 78% last year).

15. Ninety-two per cent (down from 93%) of Phase 1 recruits said that there was a member of staff easily available to talk to outside of training hours. When asked more specifically if they had someone they were happy to go to if they had had any personal or emotional problems, the vast majority continued to agree, although this slightly declined (89%, down slightly from 91% last year). Similar proportions also said that they had someone to go to if they had problems with administration (92%) or if they had wanted to raise concerns with a person in authority (88%, down from 90%).

16. Nine in ten recruits (90%) said they know the procedure for complaining about bad or unfair treatment, down from 91% last year. There have been declines in the proportion of recruits who said that they knew who to go to if they wanted to make a complaint (87%, down from 89%) and that they believed that complaints were dealt with in a fair manner at their school (50%, down from 52%). Of those who did not believe that complaints were dealt with fairly, 58% said that people were not believed or taken seriously while 47% (up from 42%) said that it would have caused problems on the course.

17. Of the 10,303 Phase 1 recruits surveyed, 11% said that they had been badly or unfairly treated, which represents an increase of one percentage point compared with last year (10%). Seven per cent felt that they had been badly or unfairly treated by staff. Overall, seven per cent of recruits felt that they had been badly or unfairly treated by other trainees, this is the same proportion as last year.

18. The most frequently cited form of bad or unfair treatment continued to be being made fun of or humiliated, and has been since the survey began. The least common type of bad or unfair treatment was sexual harassment. The order of frequency of the remaining forms of bad or unfair treatment is also consistent with last year.

Food, accommodation and facilities

19. Results in this area show some decline in comparison to the record highs of last year, although in many cases they remain higher than years prior to 2011.

20. Sixty-eight per cent of Phase 1 recruits (down from 70% last year) rated the standard of their living accommodation as good. This however, is higher than previous years (2010, 2009 and 2007-2008 where the range was 63%-66%).

21. The proportion rating medical care as good decreased this year (88%, down from 89% last year), as did the proportion rating dental care as good (87%, down from 88% last year).

22. Overall, 42% of recruits were satisfied with food at their school (down from 46% last year), while 34% were dissatisfied (up from 32% in 2011).

23. The proportion of recruits rating things to do when off duty on site as good decreased this year (40%, down from 45% in 2011). The proportion rating the sports facilities as good has also decreased this year (61%, down from 65% in 2011).

Expectations and future intentions

24. When asked if the information provided to them prior to the course gave an accurate picture of what life would be like at their training establishment, half (50%, down from 52% last year) of Phase 1 recruits agreed. Fifty-seven per cent (down from 58% in 2011) agreed that the training was what they expected.

25. When asked what they were doing next, 11% of Phase 1 recruits said that they would be leaving the service (up from 7% in 2011). When asked why they were leaving the service, 63% (down from 72%) said it was of their own choice. Twenty-four per cent said they were leaving the service for medical reasons (up from 18% last year). Of those who had decided to stay, 81% hoped to make a career in their Service.

26. Ninety-three per cent said that they would recommend joining the Service to others (down from 95% in 2011) and a similar proportion felt proud to be in their Service (94%, down from 95% last year).

PHASE 2 KEY FINDINGS

Key areas of Phase 2 improvement:

- There has been an increase in the proportion of trainees who said that generally military personnel uphold the core values, this is now at its highest recorded level (84%, up from 81% last year, 80% in 2010 and 78% in 2009).
- The vast majority of trainees said that they understand the core values of their Service, this is now at its highest recorded level (95%).
- Ninety-three per cent of trainees said that if they had any problems with administration, there was someone there to help them (up from 92% last year, 91% in 2010, 89% in 2009 and 87% in 2007/08).
- Forty-one per cent of trainees rated the opportunity to practise their faith/religion as 'very good' or 'good' (up from 39% last year and 36% in 2010).
- The proportion of trainees who say they sometimes skip meals or eat less to save money continues to decline (36%, down from 38% last year, 46% in 2010, 50% in 2009 and 55% in 2007-2008).

Some areas have declined for Phase 2 against the high 2011 scores:

- There has been a decrease in the proportion of trainees who rated the standard of living accommodation as good (down three percentage points from 53% to 50%). However, this is still higher than in previous years (2010, 2009 and 2007-2008).
- There has been a decline in the proportion of trainees who said that they were satisfied with the food (42%, down from 44% last year) although this is still higher than other reporting periods). This is also true of those who said that they were given enough time to eat their meals (87%, down from 88%, but higher than other years).
- Sixty-five per cent of trainees agreed that they received regular feedback on their performance (down from 70% last year). This is now at its lowest recorded level.

Satisfaction with Phase 2 training

27. Overall, the results for Phase 2 are encouraging; there have been positive increases in several areas albeit with some declines in others. Phase 2 respondents expressed a high opinion of the training they received. The majority of Phase 2 trainees (90%) agreed that they had personally benefited from their course and a similar proportion felt a sense of achievement (88%), both scores are in line with last year.

28. The vast majority of Phase 2 trainees (93%) said that there was a member of staff easily available to talk to out of training hours, while 83% rated their opportunity to talk privately with training staff as good, in line with last year.

Fair treatment

29. Ninety-two per cent of Phase 2 trainees said that there was someone at their school they were happy to go to if they had any personal or emotional problems, in line with last year. Encouragingly, the same proportion of Phase 2 trainees said they had the opportunity to raise all their concerns with a person in authority.

30. Nine in ten (90%) of Phase 2 trainees said that they knew who to go to if they wanted to make a complaint, while six in ten (60%) said that they believed that generally complaints were dealt with in a fair manner.

31. The majority of Phase 2 trainees (88%) felt that they were treated fairly whilst at their school. Seven per cent said that they had been badly or unfairly treated; this represents an increase of one percentage point from 2011. Overall, 5% of trainees felt that they had been badly or unfairly treated by staff, up from 4% in 2011. Four per cent felt that they had been badly or unfairly treated by other trainees (in line with last year and 2010).

32. Those trainees who said they were badly or unfairly treated were asked to provide more detail on the type of bad or unfair treatment they experienced; the most commonly cited type of bad or unfair treatment was being made fun of and humiliated (1.7% of all Phase 2 trainees), followed by being verbally abused (1.6% of all Phase 2 trainees).

Food, accommodation and facilities

33. Perceptions of the quality of living arrangements have declined, though this still remains above levels reported prior to 2011. Fifty per cent of Phase 2 trainees rated the standard of living accommodation as good (down from 53% last year, which was up from 49% in 2010, 42% in 2009, and 40% in 2007/08).

34. Forty-two per cent of Phase 2 trainees were satisfied with the food at their school (down from 44% last year but higher than other reporting periods), with a higher proportion dissatisfied (35%, up from 32% in 2011).

35. The proportion of trainees using Pay As You Dine (PAYD) continues to rise and now stands at 78% (up from 74% last year, 67% in 2010, 58% in 2009 and 39% in 2007/08). Positively, the proportion of trainees who said they sometimes skip meals or eat less to save money continues to decline and now stands at 36% (down from 38% last year, 46% in 2010, 50% in 2009 and 55% in 2007/08). Nine in ten (90%) said that they could afford to eat enough to keep them going during training.

Expectations and future intentions

36. Sixty-three per cent of Phase 2 trainees agreed that the training was what they had expected, while 12% disagreed, this is in line with last year. Fifty-seven per cent of trainees thought that life in the services has been better than they expected when they joined, compared to 9% who thought it was worse (up one percentage point from 8% last year).

37. When asked what they were doing next, one per cent of Phase 2 trainees said that they would be leaving the Service. Of those who had decided to stay, 73% said that they hoped to make a career in their Service, while 14% were undecided about their future, and 11% planned to stay to the end of their sign-up period.

38. Advocacy levels remain very high, with 89% of trainees saying that they would recommend joining their service to others, this is in line with last year. A slightly higher proportion of trainees (91%) agreed that they felt proud to be in their Service, with 2% disagreeing.

BACKGROUND

39. 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

40. 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.

41. This is the 2012 annual report. Performance is reported by Service only and not for individual schools; it is further sub-divided into Phase 1 and Phase 2⁶. 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 school-specific reports.

IPSOS MORI QUALITY

42. 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 trainees.

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May 2013

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⁶ Definitions of Phase 1 & Phase 2 training can be found in the Participating Schools section.

SURVEY METHODOLOGY

43. All recruits and trainees, who have completed at least two weeks training, in Phase 1 or Phase 2 courses are invited to participate in the survey. All trainees complete an anonymous and confidential online questionnaire.

44. The questionnaire is a Tri-Service form. It 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 a few minor adjustments to the format and design of the questionnaire. Due to a process of continuing development, questions have been assessed and added/ removed during the course of the survey. Therefore, there may be more trend data for those questions which have not changed throughout the lifetime of the survey.

45. Regular workshops have been conducted to gain feedback from trainees, survey administrators and the end users of the reports to support a process of continuous improvement. The most recent of these took place in June 2012.

46. In addition, the questionnaire is tested on recruits from different schools in order to examine and evaluate the content, length and language, ensuring all recruits could understand the questionnaire.

47. Over the twelve-month survey period, there were 16,114 responses to the questionnaire. A breakdown of responses by school is shown in Table 1. 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.

48. During the course of the year the Services use the survey results to monitor the views of trainees as they pass through the training schools to instigate changes to processes and procedures if required and generally to inform continuous improvement activity. Reports are produced on a school by school basis, and the data published regularly depending on the throughput of each training school. The data is published using an online report system, to which each school has constant access.

49. This report represents all data collected from January 1st to December 31st 2012, as last year's report covered the period from January 1st to December 31st 2011. The previous reports collected data from January 1st to December 31st 2010 and January 1st to December 31st 2009. However, prior to this a fourteen month data collection period occurred, this was from the 1st November 2007 to 31st December 2008, while the reports prior to this were conducted from 1st November to the 31st October each year. The change of reporting period was made in 2009 to ensure that the reporting period matched the calendar year.

50. Throughout the report, the base refers to the number of respondents asked a particular question; however, some individuals may choose not to answer a question and these may not be represented in the graph.

51. Trend analysis has been conducted on all questions, including key questions raised by the DOC report. Year on year significant increases and decreases within the same direction have been commented on in the text.

RESPONSE RATES

	Total Responses	% of total questionnaires returned per phase	% of all trainees in Phase 1 and 2 training between January and December 2012
Phase 1 Navy Schools	1,823	17.7	89.9
Phase 1 Army Schools	7,323	71.1	69.9
Phase 1 RAF Schools	1,157	11.2	90.2
Total Phase 1	10,303	100.0	74.7
Phase 2 Navy trainees	791	13.7	60.4
Phase 2 Army trainees	4,268	73.7	90.2
Phase 2 RAF trainees	730	12.6	97.3
Total Phase 2⁷	5,789	100.0	85.5
Total Phase 1 and Phase 2	16,114⁸	n/a	78.1

Source: Ipsos MORI

Table 1

⁷ Some Phase 2 trainees, depending on the structure of their Phase 2 training, were able to complete this survey more than once.

⁸ Twenty-two Phase 2 trainees, representing 0.4% of the total, gave the answer 'Don't know' when asked which service they belonged to.

PARTICIPATING SCHOOLS

52. The tables below show those training establishments which participate in the RTS. Initial training in the Armed Forces is divided into two inter-related functions: first of all is Phase 1 training, which introduces recruits to the Armed Forces to basic military skills, which is conducted purely in single Service schools. Second is Phase 2 training, which 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 in Tables 2 and 3, can be either single Service schools or Tri-Service and Defence schools, where trainees undertake their training in a mixed Service environment.

53. Although Tables 2, 3 and 4 illustrate all those training establishments which participate in the RTS, some schools in Table 4 are merged together due to either their size, small throughput of trainees, or because more than one school is located on the same site⁹.

Table 2: Single Service Phase 1 Training Schools delivering basic military skills training to new recruits

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

⁹ For purely administrative purposes, some of these school's surveys are reported together as one specific site.

Table 3: Single Service Phase 2 Training Schools delivering specialist trade or technical training

Royal Navy Phase 2 Training Schools
HMS Collingwood
HMS Raleigh (RNSMS)
HMS Drake (SMQ(S))
SMQ (N) HMNB Clyde
HMS Raleigh (Seaman Training)
RMSoM Portsmouth
HMS Heron, Yeovilton
Flag Officer Sea Training Hydrography, Meteorology & Oceanography
Royal Naval Air Station Culdrose
Army Phase 2 Training Schools
Armour Centre Bovington
Royal School of Artillery; Larkhill
Royal Military School of Music; Kneller Hall
Army Aviation Centre (AACen) Middle Wallop
Royal Air Force Phase 2 Training Schools
RAF Boulmer
RAF Shawbury
RAF Cranwell (55 Reverse Sqn)
Defence Fire Training & Development Centre; Manston

Table 4: Tri-service and Defence Phase 2 Training Schools delivering specialist trade or technical training

Medical Phase 2 Training Schools	Defence College of Communications and Information Systems (DCCIS) Phase 2 Training Schools
Defence Medical Services Training Centre; Keogh Barracks	No. 1 Radio School; Cosford
Defence School of Healthcare Studies (DSHCS)	Royal School of Signals; Blandford
Defence Dental School; Aldershot	Communications Information Systems Training Unit; HMS Collingwood
Defence College of Logistics & Personal Administration (DCL PA) Phase 2 Training Schools	Defence College of Aeronautical Engineering (DCAE) Phase 2 Training Schools
Defence Logistics Services (DLS) Defence Movements School; Brize Norton	No. 1 School of Technical Training; DCAE Cosford
DLS 73 Trg Regt	RAF Engineering School; DCAE Cranwell
DLSS Supply Training Squadron; RAF Halton	RN Air Engineering & Survival School; HMS Sultan
DLSS Logistics & Supply Training Wg; RAF Cranwell	SEAE; DCAE Arborfield
Food Service Wing (FSW), Defence Logistic School (DLS)	DCAE; St Athan
RAFCTS (DFSS) Halton (RAF Catering Training Squadron)	Defence College of Intelligence Phase 2 Training Schools
Defence Maritime Logistics School; HMS Raleigh	Defence School of Photography; Cosford
Defence School of Transport; Leconfield	Defence School of Intelligence; Chicksands
25 Training Regiment; Deepcut	Royal School of Military Survey; Hermitage
Defence School of Personnel Administration (DSPA); Worthy Down	Royal School of Mechanical Engineering (RSME) Phase 2 Training Schools
DSPA Southwick Park	1 RSME Chatham
Defence College of Electro-Mechanical Engineering (DCEME) Phase 2 Training Schools	3 RSME Minley
No. 4 School of Technical Training; RAF St Athan	Defence Animal Centre; Melton Mowbray
School of Electrical & Aeronautical Engineering (SEAE); Arborfield	Defence EOD, Munitions and Search School; Kineton
RN School of Marine Engineering; HMS Sultan	Defence College of Police & Guarding Phase 2 Training School
School of Electrical & Mechanical Engineering; Bordon	Defence Police School; Southwick Park
Royal Electrical & Mechanical Engineering Arms School; Arborfield	

REPORTING

54. Larger training schools received a report every month, provided that at least 10 recruits or trainees at that school had completed a survey during the month in question. Otherwise, the school received a report once 10 online questionnaires were filled in. These thresholds were set in order to ensure anonymity of the individual respondents.

55. Over the course of the year 307 monthly schools reports were produced.

56. The annual report contains all the data collected from the survey between 1st January 2012 and 31st December 2012. Data from previous years has been included for the purpose of trending. Throughout the annual report only changes/differences that are statistically significant have been commented upon. A result is called statistically significant if it is unlikely to have occurred by chance. "A statistically significant difference" simply means there is statistical evidence that there is 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, this is partly due to the large base sizes in the report. For example, one per cent of Phase 2 trainees (51 of 5,811 trainees) said they were leaving the Service, statistically higher than one per cent last year (33 of 6,090 trainees). For more information please see **Annex 3**.

57. Throughout the report are references to 'aggregated' totals. For example, 61% of Phase 1 recruits rated sports facilities as 'good'. This figure is an aggregate of the codes 'Very good' (18%) and 'Good' (44%). Obviously 18 plus 44 should be 62, but this is not two percentages added together. The aggregate is compiled from the number of responses for those two codes added together, and then turned into a percentage. In this case 1,819 Phase 1 recruits rated sports facilities as 'very good', and 4,513 said it was 'good'. Added together, 6,332 represents 61.45% of Phase 1 respondents on that question.

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

59. Verbatim answers to open-ended questions are collected but are not included in this report. These comments are distributed to each School with their monthly reports.

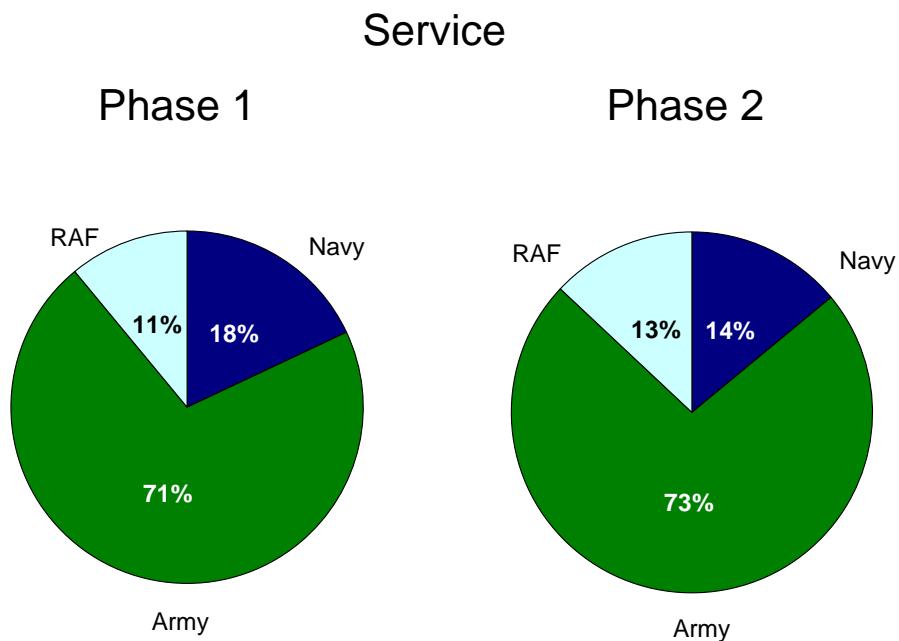
60. Please note that the base size for questions varies. Where this is particularly low, this has been noted. This may be the result of questions being only asked of certain recruits/trainees, as opposed to the whole sample (for example, only asked of those who were ill or injured), or because of higher numbers of recruits/trainees choosing to not answer the question.

RESPONDENT PROFILES

SERVICE

61. As illustrated below, 71% of RTS Phase 1 respondents belong to the Army, 18% belong to the Navy and 11% to the RAF (figure 1). Last year Army respondents represented 71% of the total, with the Navy on 16% and the RAF on 12%.

62. In Phase 2 the Army represents 73% of the total, while the Navy represents 14% and the RAF 13%. Last year Army respondents represented 67% of the total, while the Navy represented 17% and the RAF 16%.



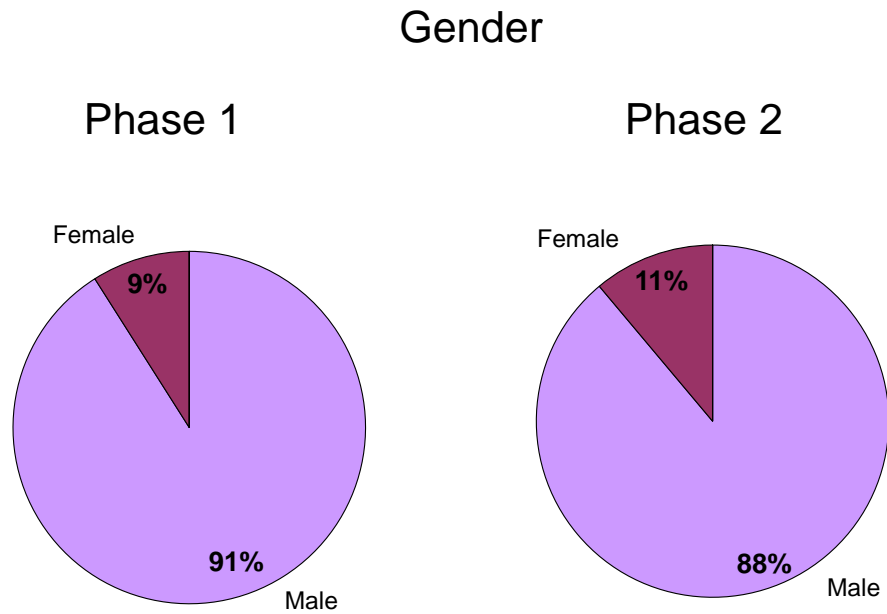
Number of respondents: Phase 1: Navy (1,823), Army (7,323), RAF (1,157), Phase 2: Navy (791), Army (4,268), RAF (730)

Figure 1

GENDER

63. Illustrated in figure 2, 91% of Phase 1 respondents were male, nine per cent were female. The gender composition of the sample has not changed over the past year.

64. Eighty-eight per cent of Phase 2 respondents were male, 11% were female. The gender composition of the sample has not changed over the past year.

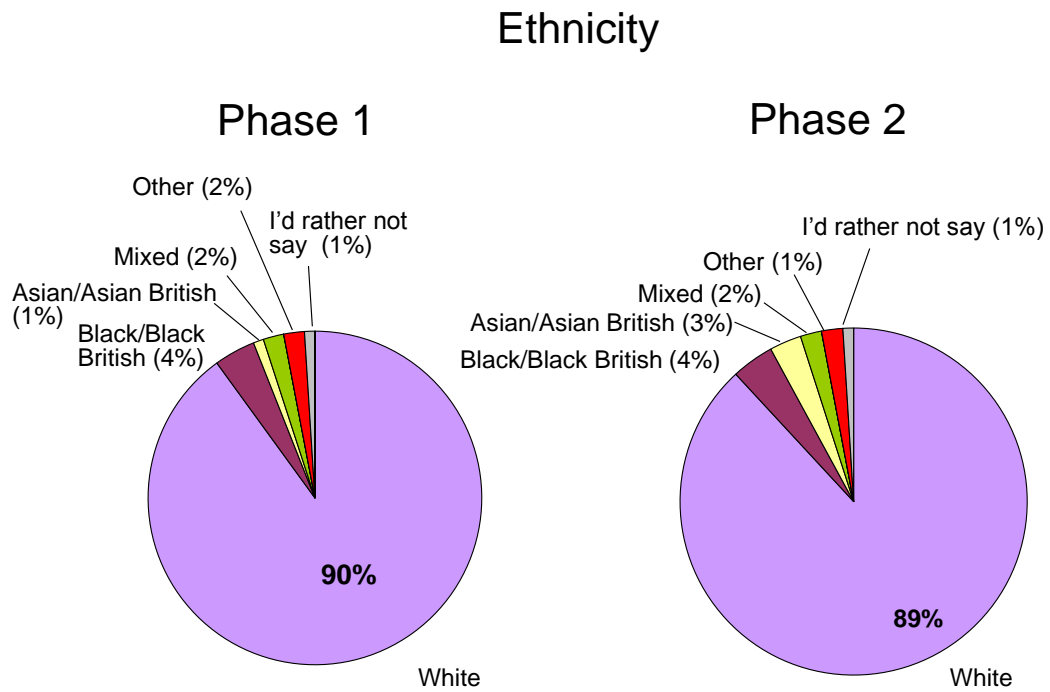


Number of respondents: Phase 1 (10,303), Phase 2 (5,811)

Figure 2

ETHNICITY

65. White trainees accounted for 90% of respondents in Phase 1, and for 89% of respondents in Phase 2 (figure 3).



Number of respondents: Phase 1 (10,303), Phase 2 (5,811)

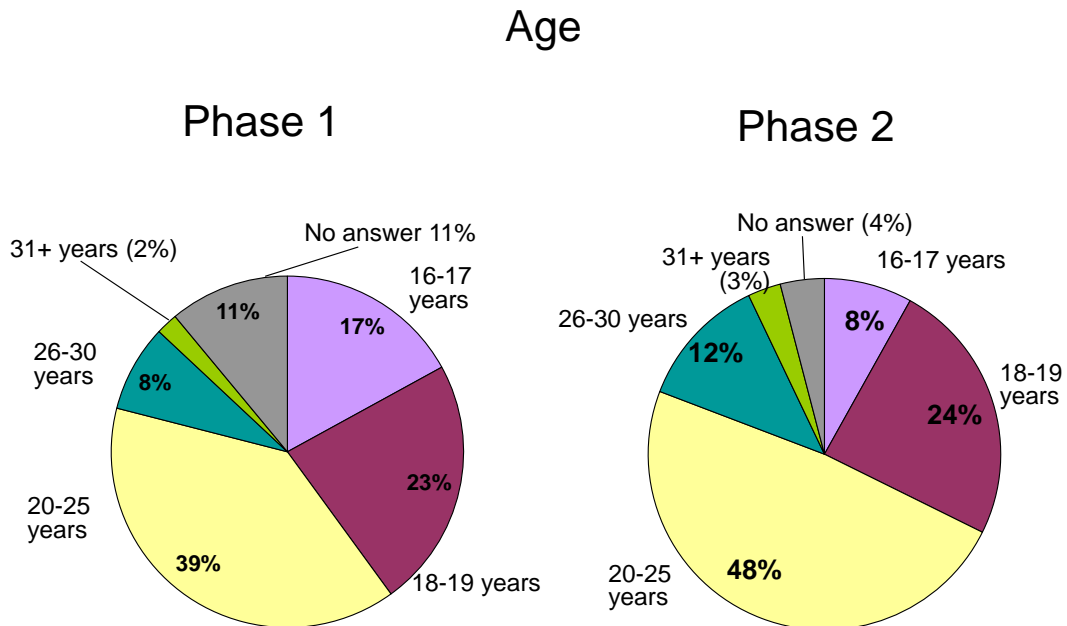
Figure 3

AGE

66. For Phase 1 of training there has been a significant change in the proportion of 16-17 year olds, down from 20% to 17%. Phase 2 remains unchanged at 8% (figure 4). A fall in the proportion of those aged 16-17 occurred for both Phases last year.

67. Forty per cent of Phase 1 recruits are less than 20 years old (down from 45% last year). Thirty-nine per cent of respondents were aged between 20-25 years old, down from 41% last year.

68. In Phase 2, personnel aged under 20 years old make up 32% of trainees, down from 34% last year. The proportion of trainees in Phase 2 who were aged between 20 and 25 years old was 48%. The proportion of trainees aged 26-30 years old remained at 12%.



Number of respondents: Phase 1 (10,303), Phase 2 (5,811)

Figure 4

69. For further demographic information on the trainees who participated in the RTS please see Annex 1.

DETAILED FINDINGS – PHASE 1

70. The base for the Recruit Trainee Survey for the Phase 1 analysis is made up of all Phase 1 recruits from across the three Services who complete more than two weeks of their basic training. As Phase 1 training occurs in single Service training establishments, the Service they are assigned to matches the Service which operates the school at which they are based. For example, a Phase 1 recruit at HMS Raleigh is always going to belong to the Navy.

71. The results of the survey questions, presented by Service, are detailed overleaf. Statistically significant differences¹⁰ between sub groups (such as Service, gender, age of recruit and ethnicity) are highlighted.

PRE-TRAINING EXPERIENCES OF THE SERVICES¹¹

FACTORS IMPORTANT IN DECISION TO JOIN THE ARMED FORCES

72. In Phase 1 the top motivations for joining a particular Service were to keep fit (93%), challenge/adventure (92%), an appealing lifestyle (91%), to gain skills/qualifications (91%), and job security (90%). Having no other job choices was the reason least likely to be rated as important (25%).

73. Overall, 93% (down from 94% last year) of recruits saw opportunities to keep fit as an important factor in their decision to join a Service. Recruits in the Army (95%) were the most likely to rate this factor as important compared with Navy recruits (91%) and RAF recruits (90%) (figures 5-7).

74. Ninety-two per cent of recruits cited challenge/adventure as an important factor in their decision to join a Service. Navy recruits (94%) were more likely to say this than Army recruits (91%). Recruits aged 18 years and above (93%) were more likely to rate challenge/adventure as important than those aged 16-17 years old (89%).

75. Overall, 91% of recruits saw an appealing lifestyle as an important factor in their decision to join a Service. RAF recruits (93%) were more likely to rate this factor as important than those in the Navy (91%) and the Army (90%). Female recruits (94%) were more likely to rate this aspect as important than male recruits (91%) as were white recruits (91%) compared with non-white recruits (85%).

76. Ninety-one per cent of recruits cited gaining skills and qualifications as an important factor in their decision to join a Service. RAF recruits (95%) were more likely to say this than Navy recruits (91%, up from 87%) and Army recruits (90%, down from 92%). Female recruits (95%) were more likely than male recruits (91%) to

¹⁰Results are statistically significant if they are unlikely to have occurred by chance

¹¹ This is the third year in which Gurkha recruits have been included in the survey in the Phase 1 section of this report. However, they were not asked questions that concerned joining Phase 1 and where they received information prior to arrival. The base for these Phase 1 only questions (excluding Gurkhas) is 10,189 recruits. The base for Phase 1 in the remainder of the report is 10,303, unless otherwise stated. Gurkha recruits are only recruited into the Army.

say this was important, as were recruits aged 20 years and above (93%) compared with those aged 16-19 years old (90%).

77. Nine in ten (90%) recruits saw job security as an important factor in their decision to join a Service. Recruits in the RAF (94%) and the Navy (92%) were more likely than Army recruits (89%, down from 90%) to say this. Recruits aged 18 years and above (91%) were more likely to rate job security as important than those aged 16-17 years old (86%).

78. Overall, 88% of recruits cited doing a specific job as an important factor in their decision to join a Service. RAF recruits (92%) were more likely to say this than Army recruits (89%) who were in turn more likely than Navy recruits (81%) to say this. Female recruits (90%) were more likely to rate this as important than male recruits (88%).

79. Eighty-eight per cent of recruits cited being a member of the Armed Services as an important factor in their decision to join a Service. Recruits in the Army (90%) were more likely to rate this as important than RAF recruits (84%) and Navy recruits (82%). Recruits aged 16-25 years old (88%) were more likely to rate being a member of the Armed Services as important than older recruits (85% of recruits aged 26 years or older).

80. White recruits were more likely to say this was not important (11%) than non-white recruits (8%).

81. Eighty-five per cent of recruits said travel was an important factor in deciding to join a Service. Navy and RAF recruits (both 88%) were more likely to say this than Army recruits (84%). Recruits aged 18 years and over were more likely to say this (87%) than those aged 16-17 years old (78%), as were female recruits (89%) compared with male recruits (85%).

82. Eighty-five per cent of recruits said wanting to defend the country was an important factor in their decision to join a Service (down from 87%). Army recruits (86%, down from 89%) were more likely than Navy recruits (84%, up from 79%) and RAF recruits (81%) to rate this factor as important. Recruits aged 16-19 years old (87%) were more likely to say this than those aged 20 years and above (84%) as were non-white recruits (89%) compared with white recruits (85%).

83. Seventy-nine per cent of recruits saw opportunities to do sports as an important factor in their decision to join a Service. RAF recruits (82%) were more likely to say this than Army recruits (79%).

84. White recruits were more likely to say that the opportunity to play sports was not an important factor in their decision to join a Service (20%) compared with non-white recruits (16%).

85. Overall, seventy-two per cent of recruits cited salary as an important factor in their decision to join a Service (down from 73% last year). RAF (77%) and Army recruits (72%, down from 75% last year) were more likely to rate this as important compared with Navy recruits (69%, up from 64%). Female recruits (78%) were more likely to rate this factor as important than male recruits (71%), as were recruits aged 16-19 years old (76%) compared with those aged 20 years and above (69%).

86. White recruits (27%) were more likely to say that salary was not important compared with non-white recruits (22%).

87. Sixty per cent of recruits cited the influence of family members/friends as an important factor in their decision to join a Service. Recruits in the Army (62%, down from 65% last year) were the most likely to rate this as important, followed by RAF recruits (57%) who were more likely to say this than Navy recruits (52%, up from 46%). Recruits aged 16-19 years old were more likely to rate the influence of family members/friends as important (66%) than older recruits (54% of those aged 20 or older). Non-white recruits were more likely to rate the influence of family members/friends as important (64%) than white recruits (60%).

88. Overall, thirty-three per cent of recruits cited wanting to move away from home/current situation as an important factor in their decision to join a Service. Recruits in the Army (34%) were more likely to rate this as important than Navy recruits (30%). Non-white recruits (39%) were more likely to say this than white recruits (33%).

89. A quarter (25%) of recruits cited having no other job choices as an important factor in their decision to join a Service. Male recruits were more likely to rate this aspect as important (26%) than female recruits (19%), as were recruits aged 16-19 years old (28%) than those aged 20 years and above (23%).

90. There has been very little change in the importance of factors this year. The most important factors continue to be to keep fit, challenge/adventure, lifestyle appealed, to gain skills and qualifications and job security. No other job choices and to move away from current situation continue to be the least important.

91. The three most important joining factors for Navy recruits were challenge/adventure (first last year) job security (fourth last year) and to gain skills/qualifications (sixth last year). The fourth and fifth most important joining factors were lifestyle appealed (second last year) and to keep fit (third last year). The least important factors were salary, influence of family members/friends, wanting to move away from home/current situation and having no other job choices. This is consistent with last year. Figure 5 below is ranked so that the factors are displayed in order of importance (with very important and fairly important combined).

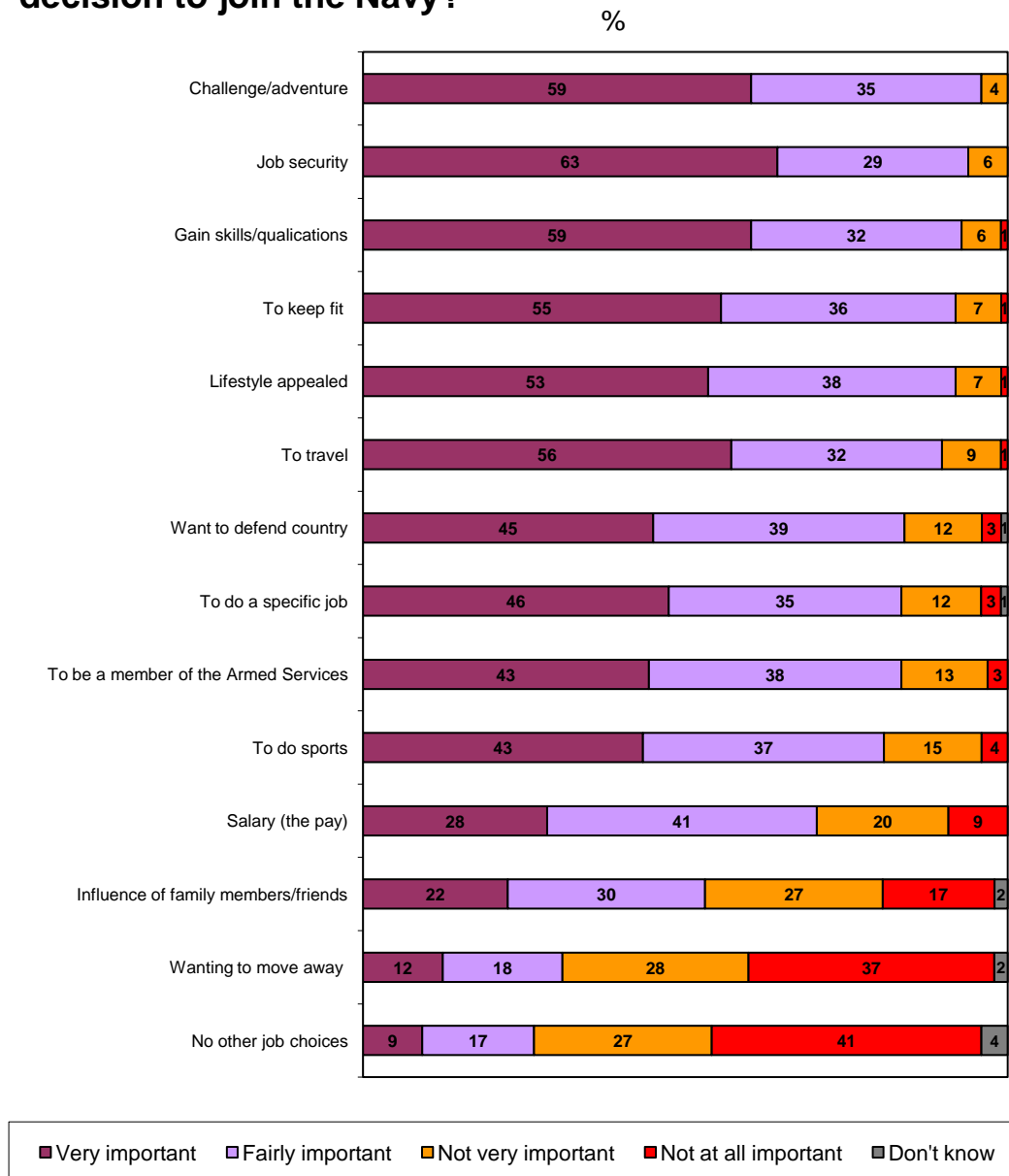
92. The top four joining factors for Army recruits remain in the same order as last year; to keep fit, challenge/adventure, to gain skills/qualifications and lifestyle appealed. The fifth, sixth and seventh most important factors remain in a similar ranking and were to be a member of the Armed Forces, job security and to do a specific job. The least important factors were unchanged from last year: salary, influence of family members/friends, wanting to move away from home/current situation and having no other job choices. Figure 6 below is ranked so that the factors are displayed in order of importance (with very important and fairly important combined).

93. The three most important joining factors for RAF recruits were skills/qualifications (fourth last year), job security (second last year) and lifestyle appealed (first last year). The fourth and fifth most important joining factors were challenge/adventure (third last year) and to do a specific job (sixth last year). The least important factors were salary, influence of family members/friends, wanting to move away from home/current situation and having no other job choices. This is

consistent with last year. Figure 7 below is ranked so that the factors are displayed in order of importance (with very important and fairly important combined).

Phase 1 - Navy

How important were each of the following in your decision to join the Navy?

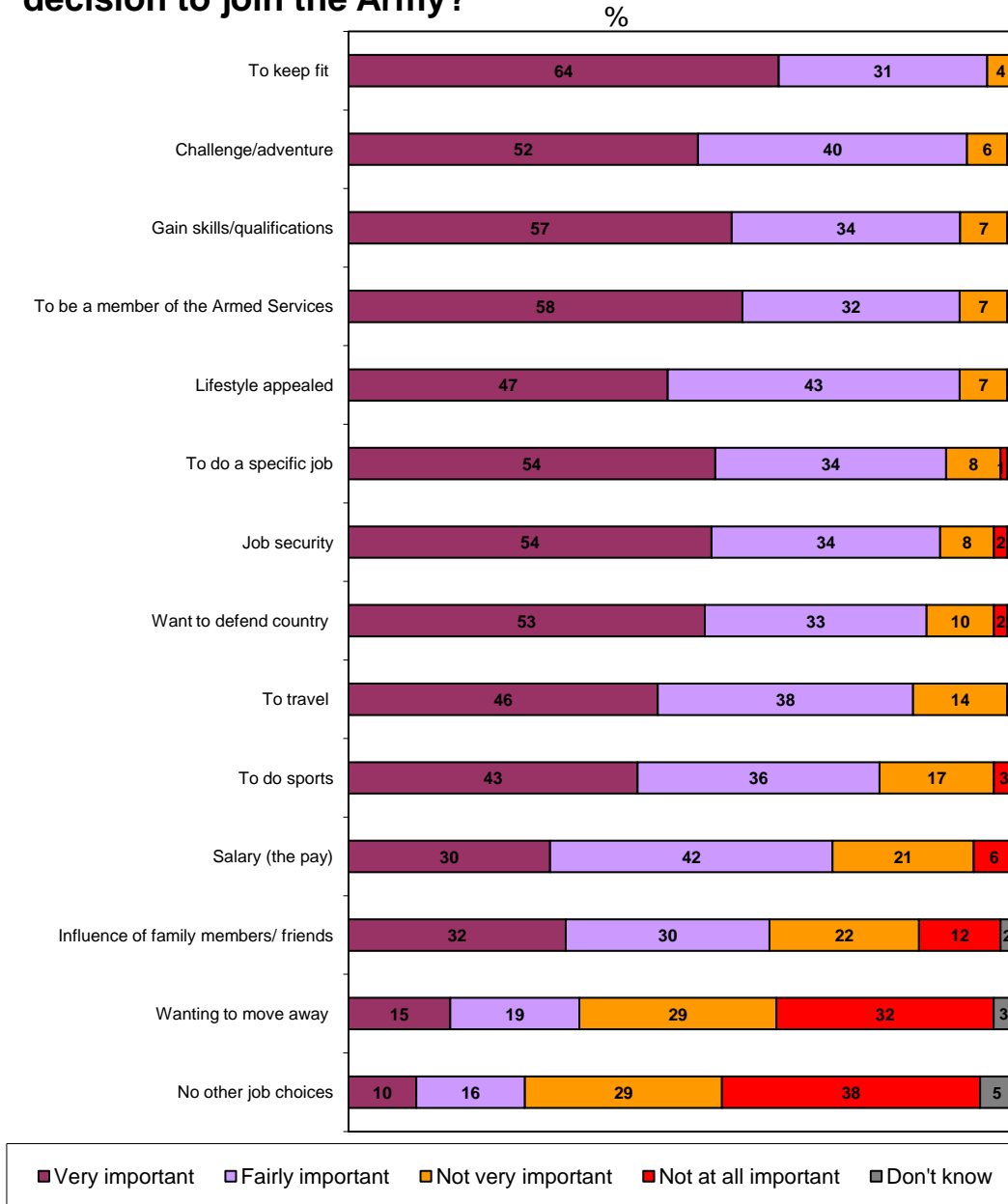


Number of respondents: Royal Navy schools (1,823)

Figure 5

Phase 1 - Army

How important were each of the following in your decision to join the Army?

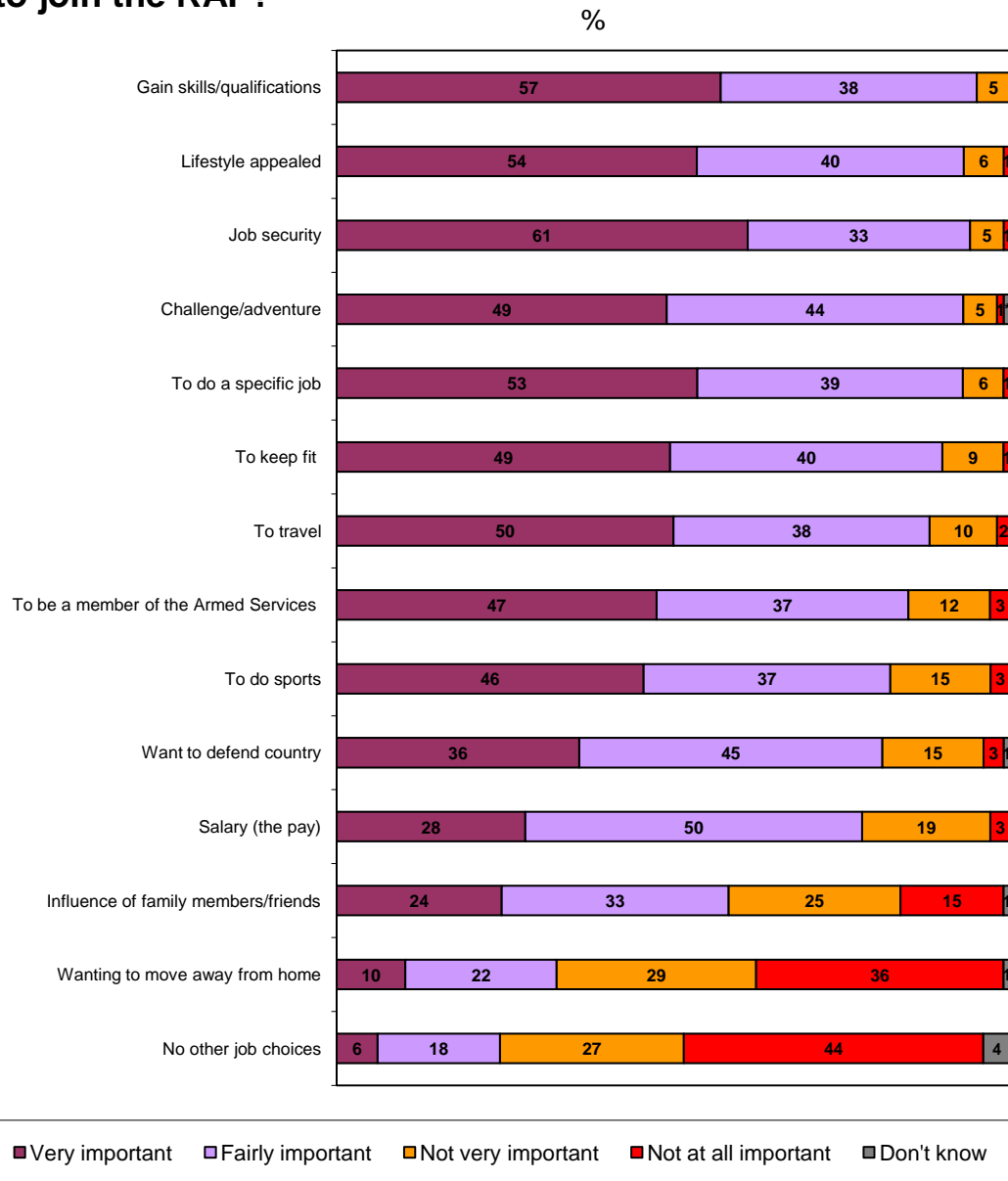


Number of respondents: Army schools (7,209)

Figure 6

Phase 1 - RAF

How important were each of the following in your decision to join the RAF?



Number of respondents: RAF schools (1,157)

Figure 7

Where did you learn about careers in the Armed Forces?

94. When asked about sources for learning about careers in the Armed Forces, recruits were the most likely to cite the Armed Forces Careers Office (AFCO), Army Careers Information Office (ACIO) or Royal Navy Careers Office (RNCIO) (57%, down from 59%), followed by friends and family who have served (52%). They were less likely to cite sources such as site visits and guided tours (10%) and youth organisations (Scouts, Guides etc) (2%).

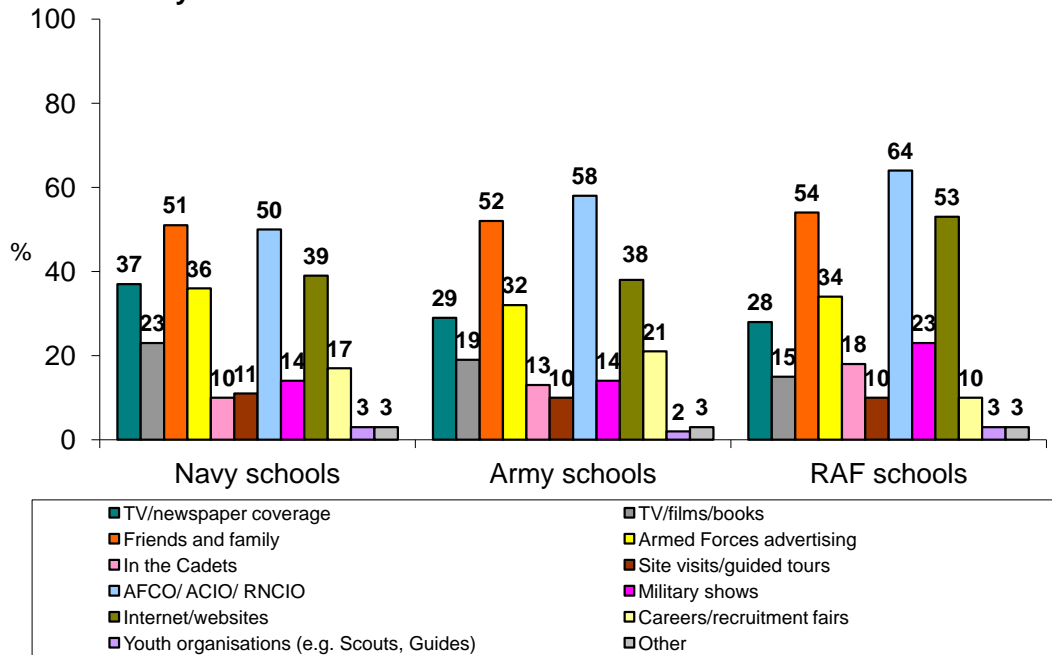
95. Those in the Navy were more likely than those in the other Services to cite TV/ Newspaper coverage – news, documentaries/factual programmes (37%) and TV/Films/Books (23%) (figure 8). They were also more likely (36%) than Army recruits (32%) to cite Armed Forces Advertising e.g. TV, cinema, newspapers. Recruits in the Army were more likely to cite TV/films/books (19%) than RAF recruits (15%) and more likely to cite the Cadets (13%) than Navy recruits (10%). RAF recruits were more likely to cite the Armed Forces Careers Office (AFCO) (64%) than Army recruits (58%) and Navy recruits (50%) and Internet/websites (53%, up from 47%) than Navy recruits (39%) and Army recruits (38%).

96. Male recruits were more likely than female recruits to learn about the Armed Forces through Armed Forces Advertising (34% compared with 27%), TV/ Newspaper coverage – news, documentaries/factual programmes (31% compared with 22%) and TV/Films/Books (20% compared with 9%). White recruits were more likely than non-white recruits to have used a number of these sources of information, in particular an Armed Forces Careers Office (AFCO), Army Careers Information Office (ACIO) or Royal Navy Careers Office (RNCIO) (58% of white recruits, 46% of non-white recruits) and Armed Forces Advertising (34% of white recruits compared with 25% of non-white recruits).

97. Younger recruits were more likely than older recruits to cite a number of these sources of information, in particular, an Armed Forces Careers Office (AFCO) (59% of those aged 16-25 compared with 53% of those aged 26 years or older) and Careers/recruitment fairs (21% of those aged 16-25 years old compared with 12% of those aged 26 years or older). Those aged 26 years or older (45%) were more likely to cite Internet/websites than those aged 16-25 years old (41%).

Phase 1

Where did you learn about careers in the Armed Forces?



Number of respondents: Navy schools (1,823), Army schools (7,209), RAF schools (1,157)

Figure 8¹²

¹²This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

Where did you get information prior to your arrival?

98. The Armed Forces Careers Office (AFCO), Army Careers Information Office (ACIO) or Royal Navy Careers Office (RNCIO) was the main source of information for Phase 1 recruits prior to their arrival at their school (91%, down from 93%). Recruits in the RAF (94%, down from 96%) and the Navy (93%) were more likely to cite AFCO as their main source of information than Army recruits (90%) (figure 9). White recruits (91%) were more likely than non-white recruits (89%) to say this, as were female recruits (95%) compared with male recruits (91%).

99. Overall, the Selection Centre was used for information by 22% of recruits. Thirty per cent of Army recruits used the selection centre, compared with six per cent of RAF recruits and five per cent of Navy recruits. The Selection Centre was more likely to be an information source for male recruits (23%) than female recruits (16%). Recruits aged 16-25 years old (23%) were more likely to have received information from the Selection Centre prior to the course than those aged 26 years and above (17%).

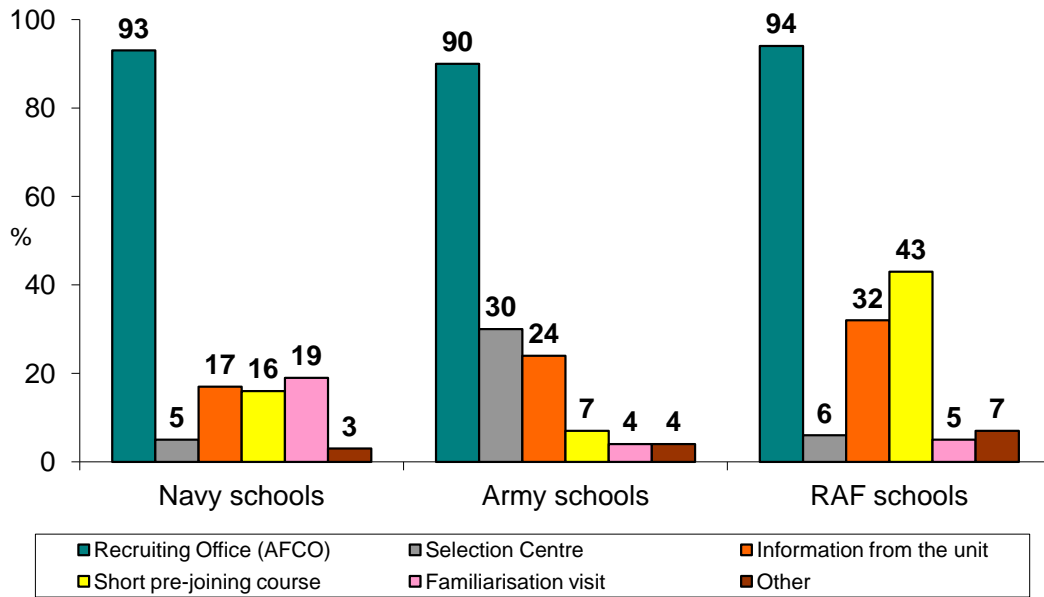
100. Twenty-four per cent of recruits said that they received information from the unit e.g. leaflets, joining instructions, website etc. RAF recruits were more likely to say this (32%, up from 29%) than Army recruits (24%) who were in turn more likely to say this than Navy recruits (17%).

101. Overall, 12% of recruits went on a short pre-joining course at the training unit (up from 10%). RAF recruits were the most likely to get information from a short pre-joining course (43%), followed by recruits in the Navy (16%), who were more likely to do so than Army recruits (7%). White recruits (13%) were more likely to get their information from this source than non-white recruits (9%). Recruits aged 18 years and above (14%) were more likely to say this than those aged 16-17 years old (7%).

102. Six per cent of recruits used a familiarisation visit (7%, up from 6% last year). Navy recruits were the most likely to get information from a familiarisation visit (19%) compared with five per cent of RAF recruits and four per cent of Army recruits.

Phase 1

Once you had been accepted for XXX, where did you get information prior to your course?



Number of respondents: Navy schools (1,823), Army schools (7,209), RAF schools (1,157)

Figure 9¹³

¹³This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

INFORMATION PRIOR TO ARRIVAL

103. Overall, 78% of recruits said that the information they were given prior to their arrival enabled them to prepare well enough for the physical demands of the course. Navy recruits (84%) and RAF recruits (80%) were more likely to agree with this statement than those in the Army (77%) (figure 10).

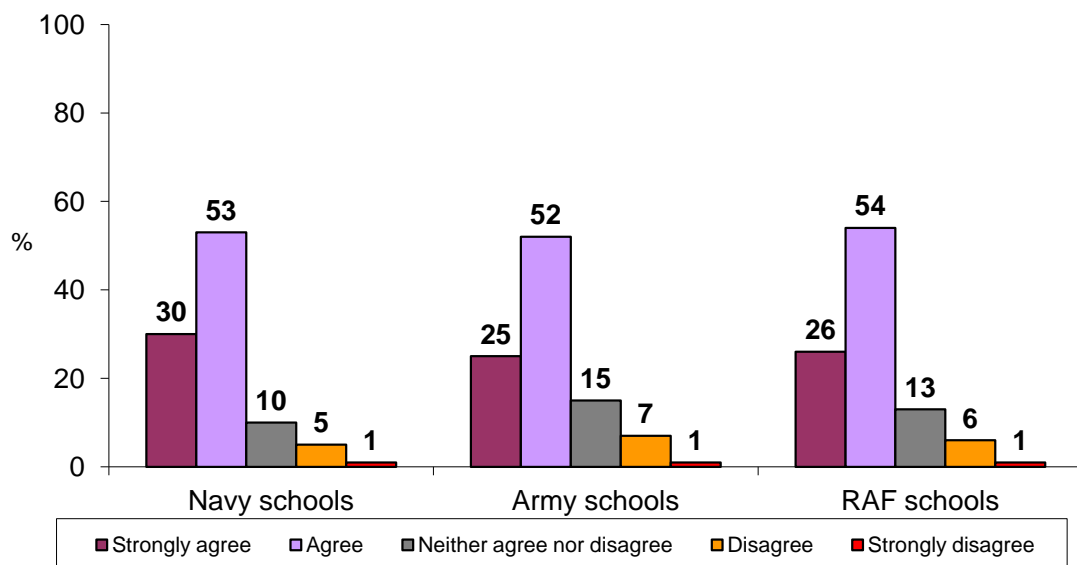
104. A higher proportion of non-white recruits (84%) than white recruits (78%) agreed that the information enabled them to prepare sufficiently for the physical demands of the course.

105. There were also differences between age groups. Younger recruits (16-17 years old) were the least likely to agree (73%), whereas those aged 18 years and over were the most likely to agree (79%).

Phase 1

The information I was given prior to arrival at XXX ...

Enabled me to prepare myself well enough for the physical demands of the course



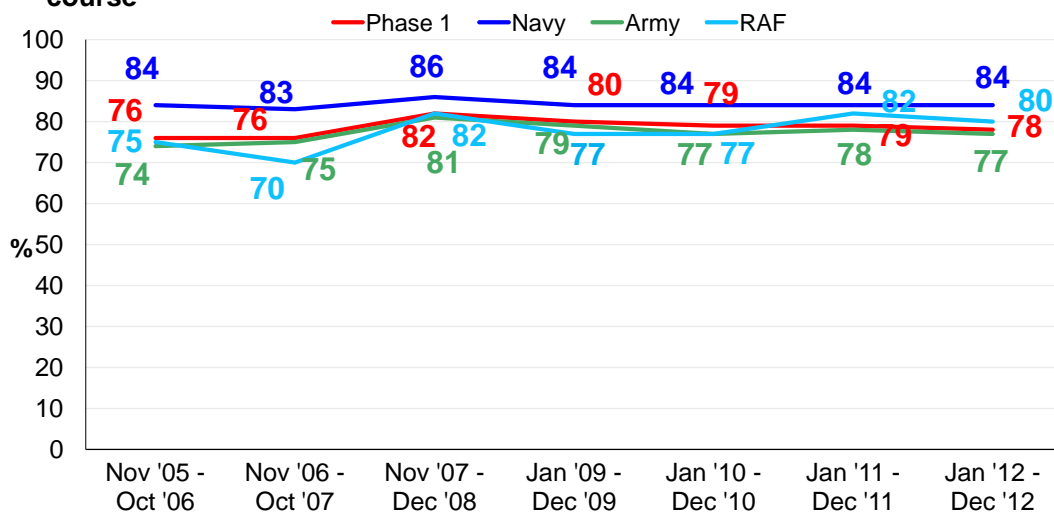
Number of respondents: Navy schools (1,823), Army schools (7,209), RAF schools (1,157)

Figure 10

Phase 1

The information I was given prior to arrival at XXX...

Enabled me to prepare myself well enough for the physical demands of the course



% Positive
 Number of respondents: October '06 (Phase 1, 13,600, Navy, 2,656, Army, 10,211, RAF, 733), October '07 (Phase 1, 14,501, Navy, 2,459, Army, 10,505, RAF, 1,537), December '08 (Phase 1, 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807), December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,210, Navy, 2,257, Army, 5,460, RAF, 1,493), December '11 (Phase 1, 8,589, Navy, 1,435, Army, 6,083, RAF, 1,071), December '12 (Phase 1, 10,189, Navy, 1,823, Army, 7,209, RAF, 1,157)

Figure 11

106. Overall, half of recruits thought that the information provided to them gave an accurate picture of what life would be like at their school. Navy recruits (53%) were more likely to agree compared with Army recruits (49%) (figure 12).

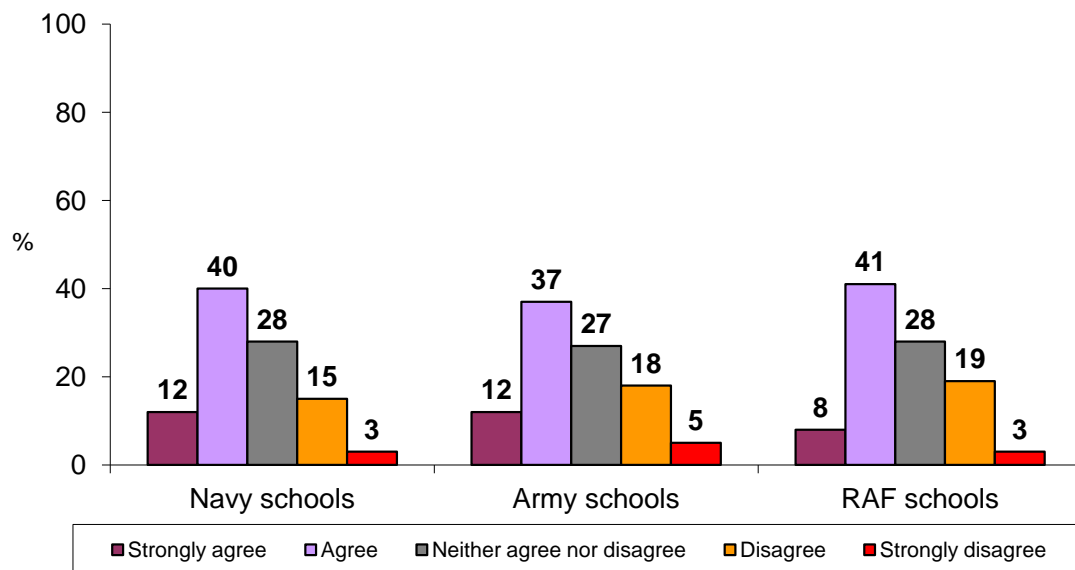
107. Fifty-three per cent of recruits aged 20 years and above agreed that the information provided to them gave an accurate picture of what life would be like at their school compared with 44% of those aged 16-19 years old.

108. Female recruits (55%) were more likely to agree than male recruits (49%) that the information they were given prior to their arrival gave them an accurate picture of what life would be like at their unit. Non-white recruits were also more likely to agree (62%) than white recruits (48%).

Phase 1

The information I was given prior to arrival at XXX ...

Gave me an accurate picture of what life would be like at XXX



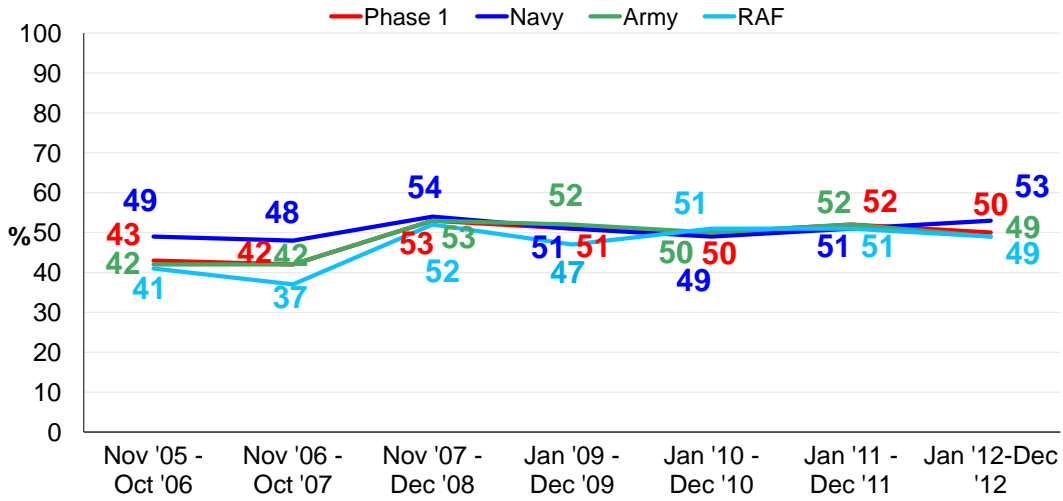
Number of respondents: Navy schools (1,823), Army schools (7,209), RAF schools (1,157)

Figure 12

Phase 1

The information I was given prior to arrival at XXX...

Gave me an accurate picture of what life would be like



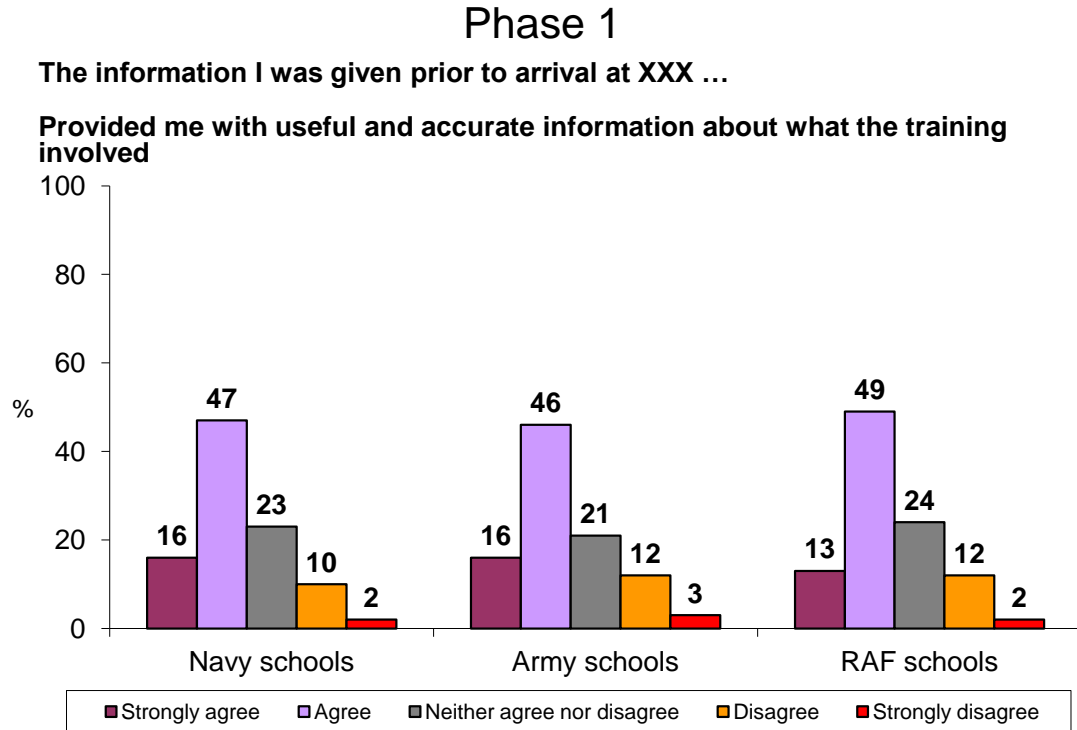
% Positive

Number of respondents: October '06 (Phase 1, 13,600, Navy, 2,656, Army, 10,211, RAF, 733), October '07 (Phase 1, 14,501, Navy, 2,459, Army, 10,505, RAF, 1,537), December '08 (Phase 1, 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807), December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,210, Navy, 2,257, Army, 5,460, RAF, 1,493), December '11 (Phase 1, 8,589, Navy, 1,435, Army, 6,083, RAF, 1,071) December '12 (Phase 1, 10,189, Navy 1,823, Army 7,209, RAF, 1157)

Figure 13

109. Sixty-two per cent of recruits agreed that the information they were given prior to their arrival in training was useful and accurate about what the training involved. Army recruits (15%) were more likely to disagree with this statement than Navy recruits (13%) (figure 14).

110. Seven in ten non-white recruits (70%) agreed that the information provided was useful and accurate compared with 62% of white recruits.



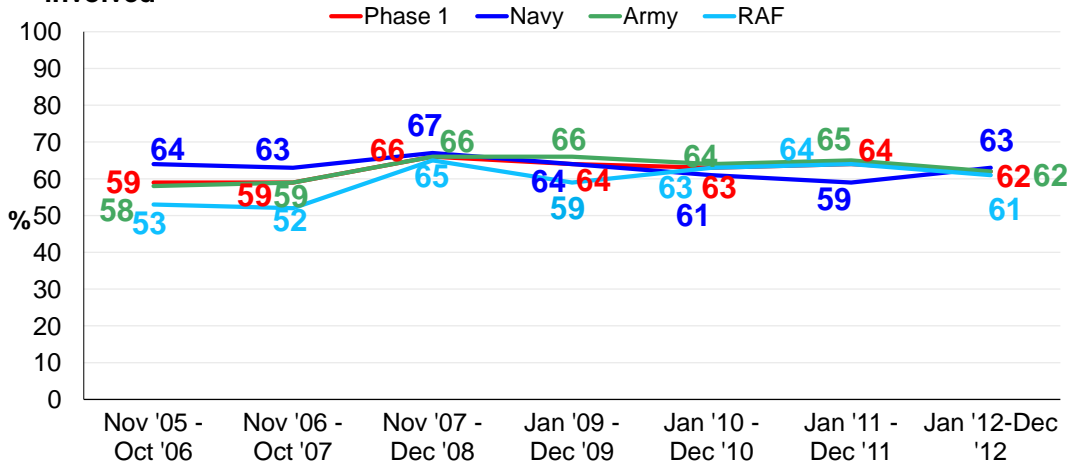
Number of respondents: Navy schools (1,823), Army schools (7,209), RAF schools (1,157)

Figure 14

Phase 1

The information I was given prior to arrival at XXX...

Provided me with useful and accurate information about what the training involved



% Positive

Number of respondents: October '06 (Phase 1, 13,600, Navy, 2,656, Army, 10,211, RAF, 733), October '07 (Phase 1, 14,501, Navy, 2,459, Army, 10,505, RAF, 1,537), December '08 (Phase 1, 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807), December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,210, Navy, 2,257, Army, 5,460, RAF, 1,493), December '11 (Phase 1, 8,589, Navy, 1,435, Army, 6,083, RAF, 1,071) December '12 (Phase 1, 10,189, Navy, 1,823, Army, 7,209, RAF, 1,157)

Figure 15

FACILITIES AND SUPPORT

ACCOMMODATION

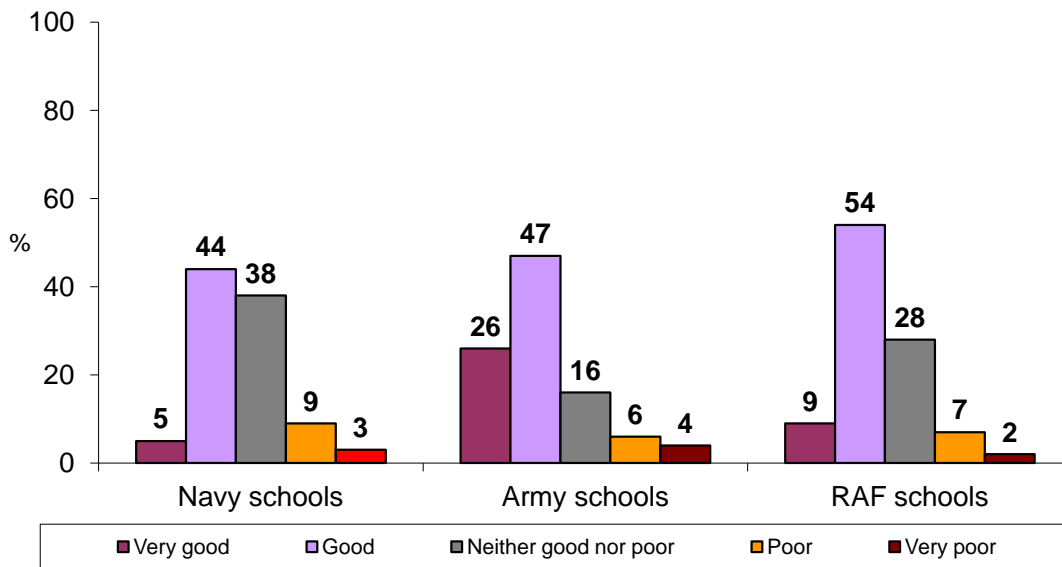
111. Sixty-eight per cent of Phase 1 recruits (down from 70% last year) rated the standard of their accommodation as good. Army recruits were more likely to rate accommodation as good (74%) compared with RAF recruits (62%), who were, in turn, more likely to say this than Navy recruits (49%) (figure 16).

112. Female recruits were more likely to rate accommodation as good (74%) than male recruits (68%). Non-white recruits (76%) were more likely to say this compared with white recruits (67%).

113. Recruits aged 16-17 were more likely to rate the standard of their living accommodation as good (75%) than those aged 18 or older (67%).

Phase 1

How would you rate ...standard of living accommodation?

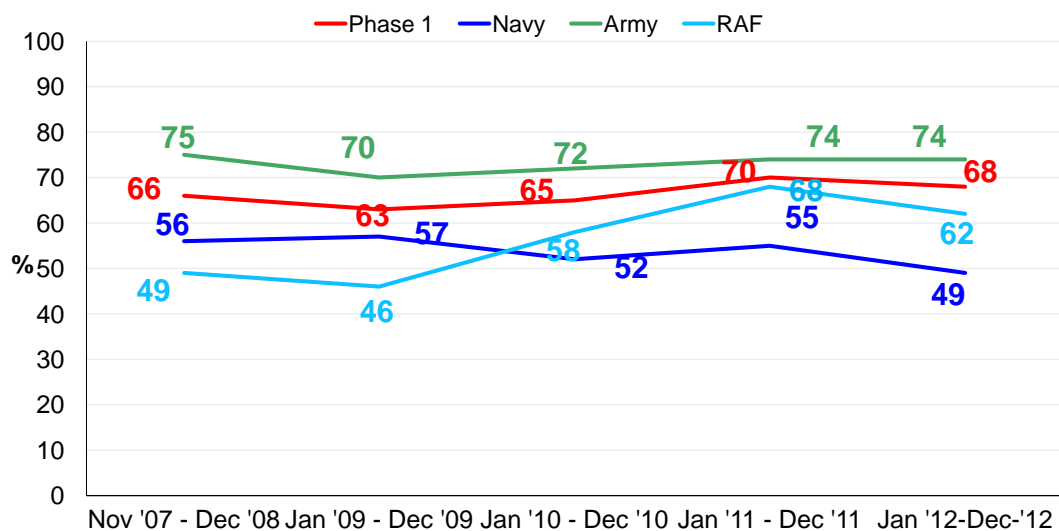


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 16

Phase 1

How would you rate EACH of the following at Unit
-Standard of living accommodation



% Positive

Number of respondents: December '08 (Phase 1, 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807), December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071) December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

Figure 17

OFF DUTY RECREATION

114. Forty per cent of recruits (down from 45%) felt that the range of things to do when off duty on site was good. Army recruits were more likely to rate the range of things to do as good (44%, down from 50%) than Navy recruits (34%) (figure 18). Both were more likely to do so than RAF recruits (26%).

115. Female recruits were more likely to rate such opportunities as good (46%) compared with male recruits (40%), as were non-white recruits (53%) compared with white recruits (39%).

Phase 1

How would you rate...things to do when off duty on site?

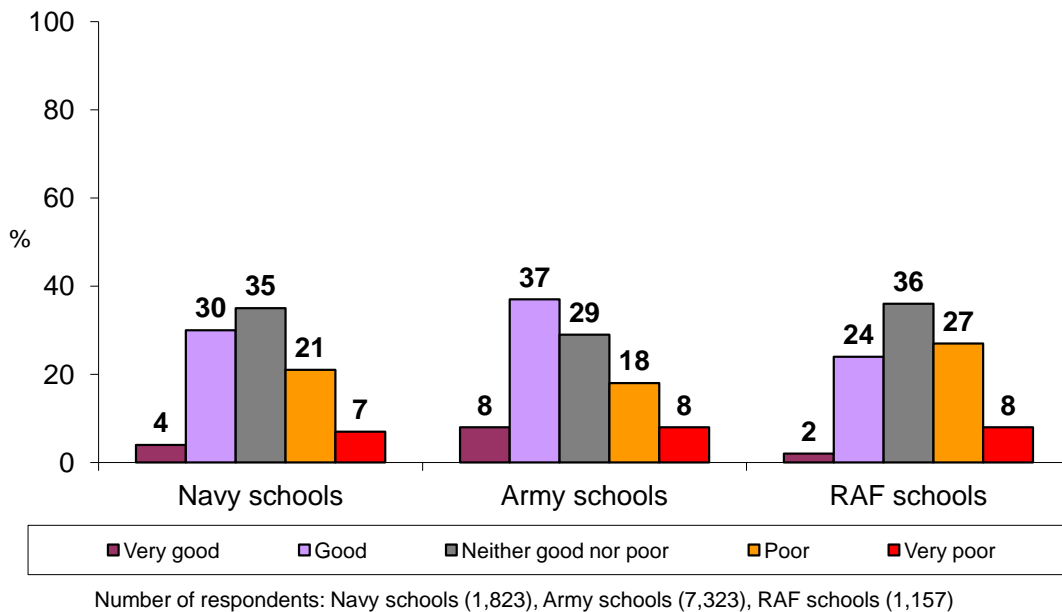


Figure 18

SPORTS FACILITIES

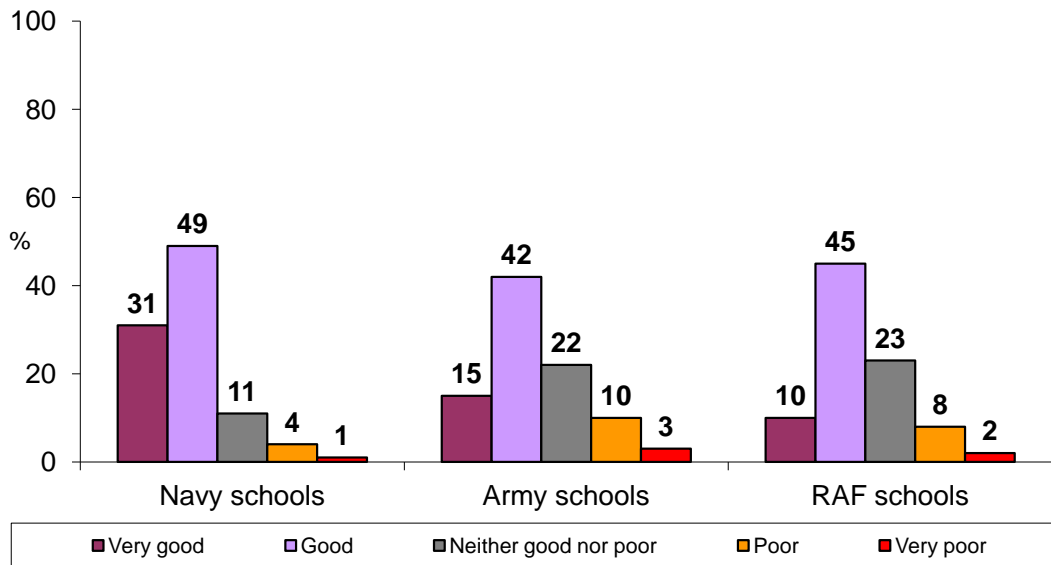
116. Overall, sixty-one per cent of recruits (down from sixty-five per cent) rated sports facilities as good. Navy recruits were more likely to rate their sports facilities as good (80%) compared with Army (58%) and RAF recruits (55%) (figure 19).

117. Eleven per cent of recruits rated sports facilities as poor (up from 10% in 2011 and 9% in 2009).

118. Female recruits were more likely to rate sports facilities as good (71%) compared with male recruits (61%). Recruits aged 16-17 years old (67%) were more likely than those aged 18 years and above to rate sports facilities as good (61%).

Phase 1

How would you rate ...sports facilities?



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 19

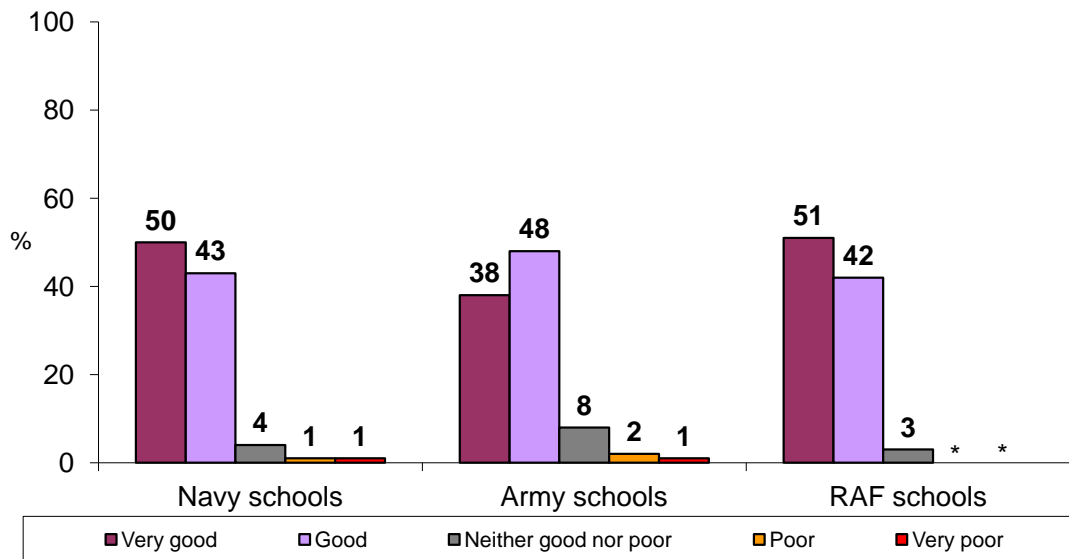
MEDICAL CARE

119. Eight-eight per cent of recruits thought that the level of medical care was good (down from 89% last year). RAF and Navy recruits (both 93%) were more likely to say this than Army recruits (86%) (figure 20).

120. Three per cent of female recruits rated medical care as poor compared with two per cent of male recruits.

Phase 1

How would you rate ...medical care?



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 20

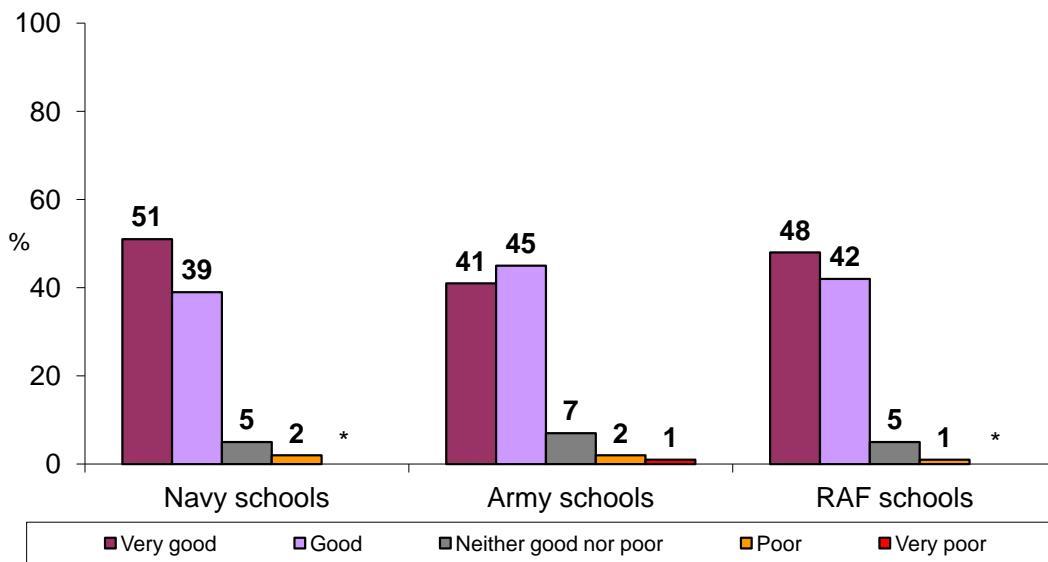
DENTAL CARE

121. Overall, eighty-seven per cent of recruits rated dental care as good. Navy recruits (90%) and RAF recruits (90%, up from 87% last year, 74% in 2010 and 71% in 2009) were more likely to do so than Army recruits (85%, down from 87%) (figure 21).

122. Trainees aged 20 years and above (88%) were more likely to rate dental care as good than those aged 16-19 years old (86%).

Phase 1

How would you rate ...dental care?

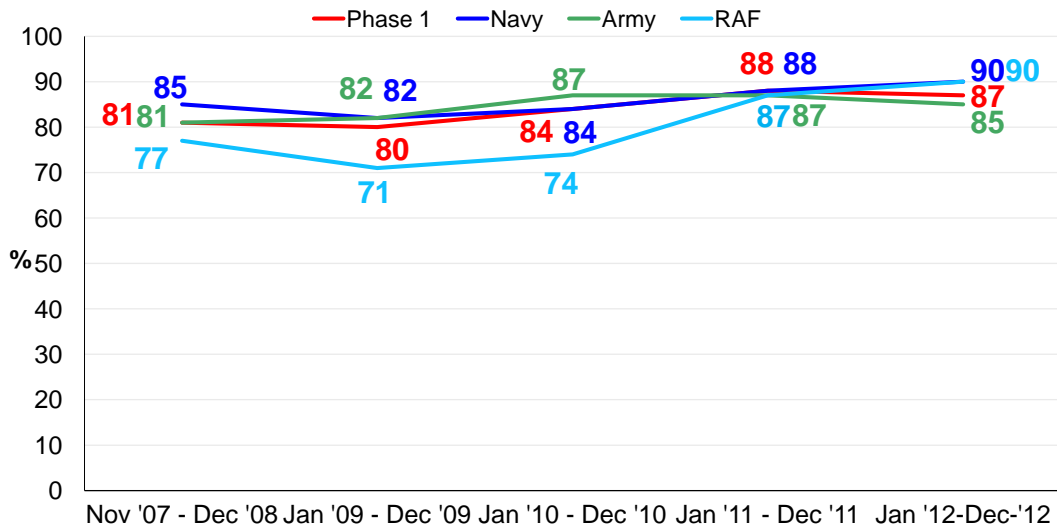


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 21

Phase 1

How would you rate EACH of the following at Unit
-Dental Care



% Positive

Number of respondents: December '08 (Phase 1, 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807), December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071) : December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

Figure 22

TIME FOR ESSENTIAL PERSONAL ADMINISTRATION

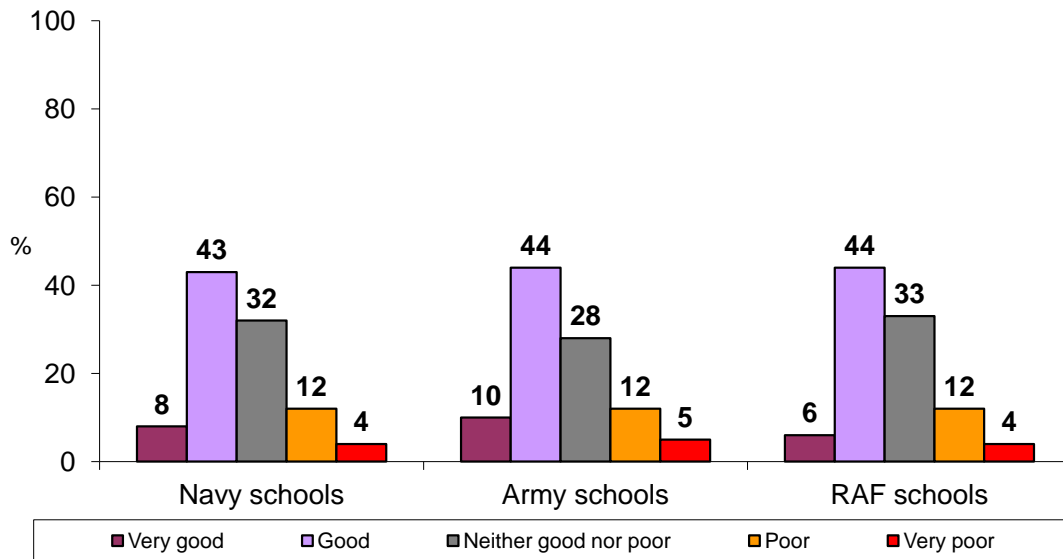
123. Fifty-three per cent of recruits rated time available for essential personal administration as good. Army recruits (54%) were more likely to say this than Navy recruits (50%) and RAF recruits (49%) (figure 23).

124. Overall, 17% of recruits rated the time available for essential personal administration as poor (up from 15%).

125. Recruits aged 16-19 years old were more likely to rate this aspect as good (56%) than older recruits (51% of those aged 20 years and above). Non-white recruits were more likely to rate this as good (57%) than white recruits (52%).

Phase 1

How would you rate ...time for essential personal administration?



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 23

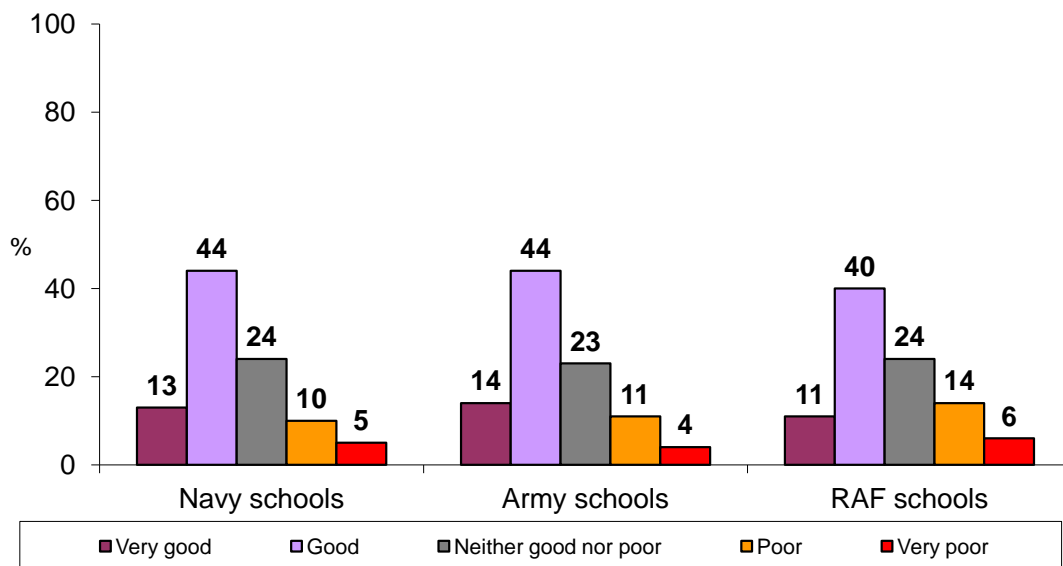
ACCESS TO IT FOR PERSONAL USE

126. Overall, 57% of recruits rated access to IT for personal use as good (down from 61%). Army recruits (58%, down from 61%) and Navy recruits (57%, down from 67%) were both more likely to rate access as good compared with RAF recruits (52%) (figure 24).

127. Recruits aged 18 years and above (58%) were more likely than those aged 16-17 years old to rate this aspect as good (53%).

Phase 1

How would you rate ...access to IT for personal use?



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 24

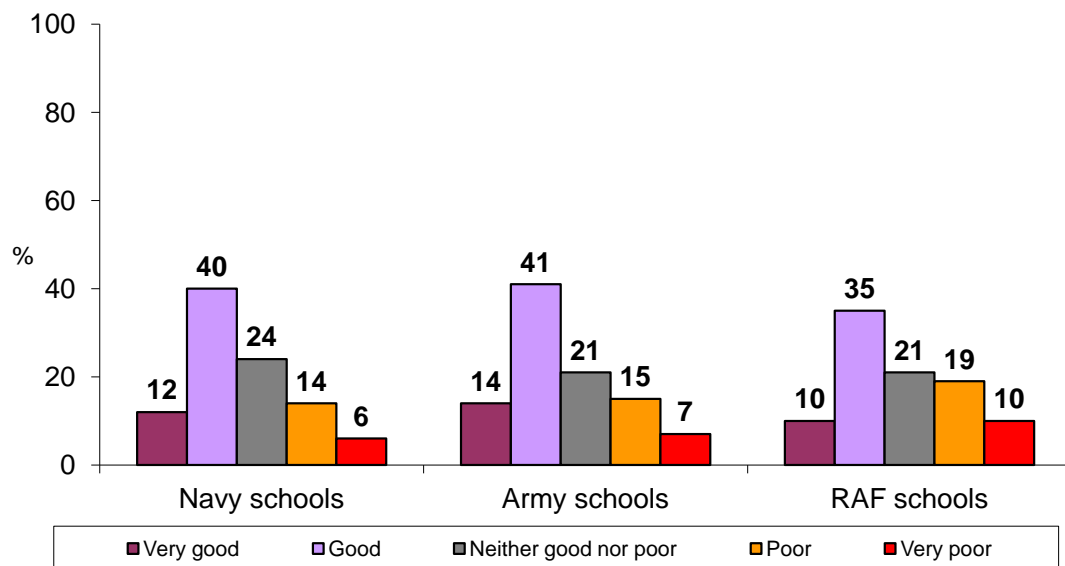
INTERNET ACCESS

128. Overall, fifty-three per cent of recruits rated internet access as good (down from 61%). Army recruits (55%, down from 63%) and Navy recruits (53%, down from 66%) were both more likely to rate access as good compared with RAF recruits (45%) (figure 25).

129. Female recruits were more likely to rate internet access as good (59%) than male recruits (53%).

Phase 1

How would you rate ...internet access?



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 25

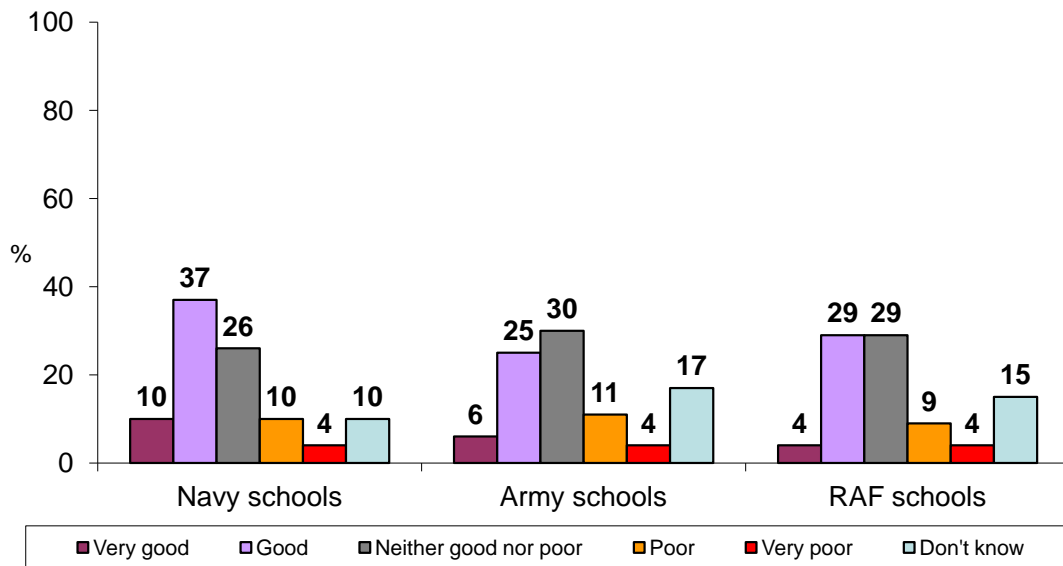
LEARNING CENTRE TO STUDY AFTER HOURS

130. Thirty-four per cent of Phase 1 recruits rated the Learning Centre for study after hours as good (down from 36% in 2011 and 2010). Navy recruits (47%) were more likely to say this than RAF recruits (34%) who were in turn more likely to say this than Army recruits (31%, down from 33% last year and 39% in 2010) (figure 26).

131. Recruits aged 16-19 years old (37%) were more likely to do so than older recruits (31% of those aged 20 years and above).

Phase 1

How would you rate ...learning centre to study after hours?



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 26

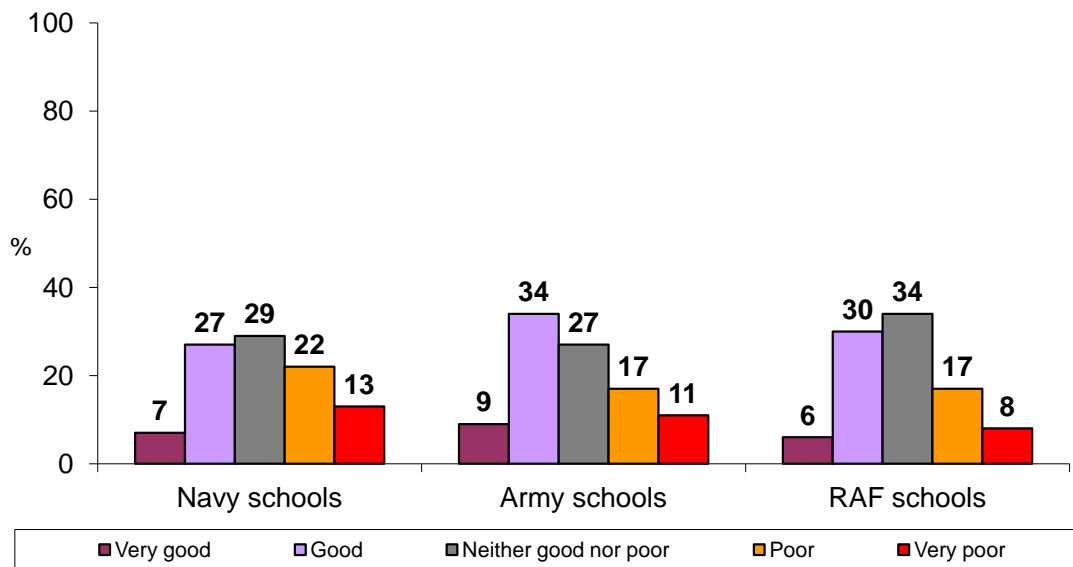
VARIETY OF EATING AND DRINKING AREAS

132. Forty-one per cent of recruits (down from 44%) rated the variety of eating and drinking areas in their school as good. Army recruits (44%, down from 47%) were more likely to say this than RAF recruits (36%) and Army recruits (34%, down from 38%) (figure 27).

133. Recruits aged 16-19 years old were more likely to rate this aspect as good (45%) than recruits aged 20 years and above (38%). Non-white recruits (48%) were more likely to rate the variety as good compared with white recruits (40%).

Phase 1

How would you rate ...variety of eating and drinking areas?



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 27

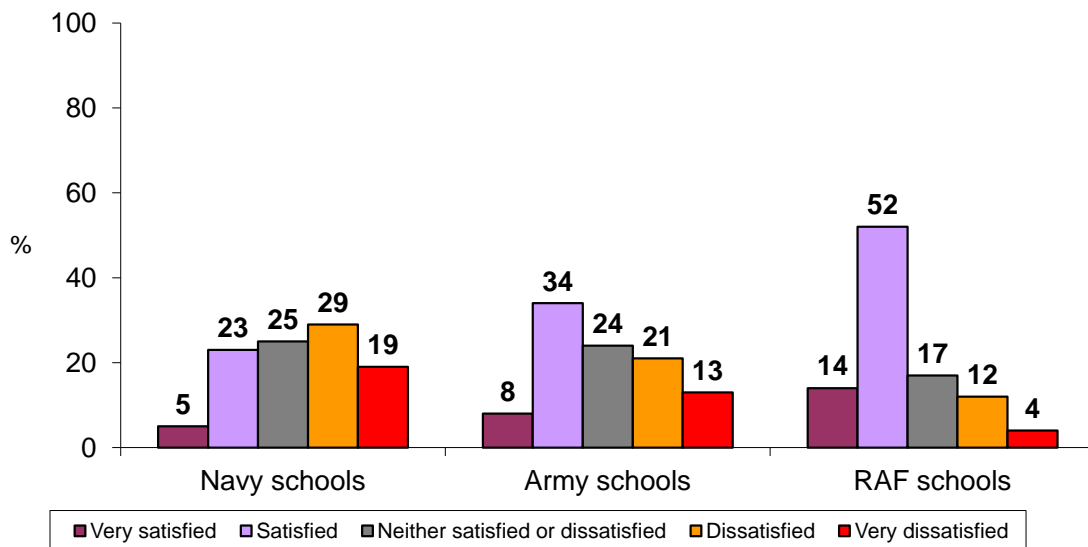
SATISFACTION WITH FOOD

134. Overall, 42% of recruits were satisfied with food at their school (down from 46% last year). RAF recruits were the more likely to say that they were satisfied with their food (66%) compared with Army recruits (42%, down from 45%) who were in turn more likely to say this than Navy recruits (28%, down from 33%) (figure 28).

135. Female recruits (49%) were more likely to be satisfied with the food than male recruits (42%), as were non-white recruits (56%) compared with white recruits (41%). Recruits aged 26 years or older (51%) were more likely to be satisfied with food at their school than their younger colleagues (42% of those aged 25 years and below).

Phase 1

Overall how satisfied were you with the food at XXX?

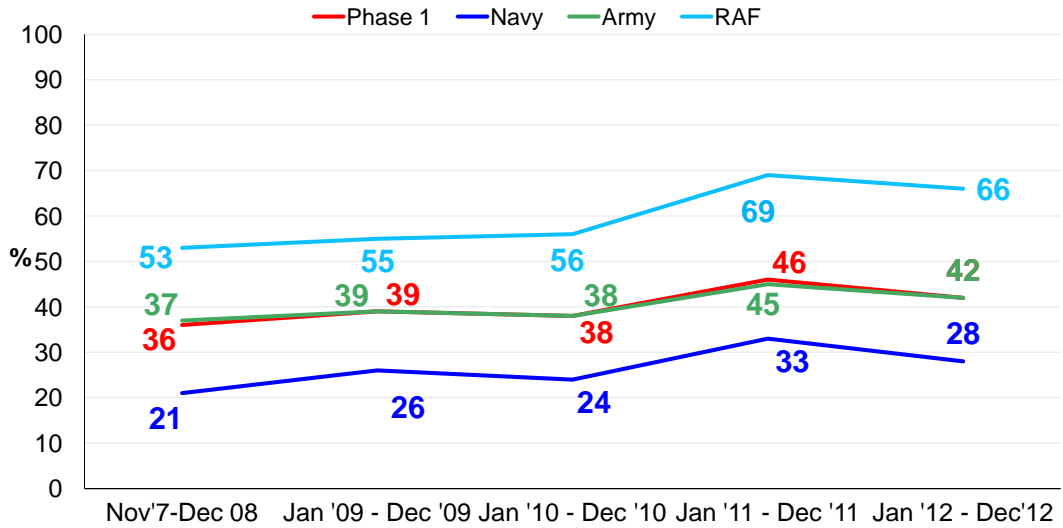


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 28

Phase 1

Overall how satisfied were you with the food at xxxx



% Positive

Number of respondents: December '08 (Phase 1, 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807), December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071), December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

Figure 29

Which aspects of the food were you dissatisfied with?

136. Of those who were dissatisfied with food, the most common causes were the quality of food (86%), choice of food (73%) and overall variety (66%).

137. Eighty-six per cent of recruits cited the quality of food as a reason for their dissatisfaction. Recruits in the Navy (91%) were more likely to say this than recruits in the Army (85%) (figure 30). White recruits (87%) were more likely to cite the quality of food than non-white recruits (74%), as were male recruits (88%) compared with female recruits (71%).

138. Seventy-three per cent of recruits were dissatisfied with the choice of food. Army recruits (75%) were more likely to say this than Navy recruits (71%) and RAF recruits (64%, down from 76%). White recruits were more likely to say this (74%) than non-white recruits (67%).

139. Overall variety of food was cited by 66% of Phase 1 recruits dissatisfied with the food. Female recruits were more likely to say this (72%) than male recruits (65%).

140. Thirty-five per cent of recruits who were dissatisfied with the food were dissatisfied with the availability of healthy food. Navy recruits (47%) and RAF recruits (43%) were more likely to be dissatisfied with this aspect compared with Army recruits (31%). Female recruits (44%) were more likely to be dissatisfied with this than male recruits (34%). Recruits aged 18 years and above (39%) were more likely to be dissatisfied with this aspect than recruits aged 16-17 years old (21%).

141. Thirty-four per cent of recruits were dissatisfied with the nutritional value of food (up from 32%). Navy recruits were more likely to say this (55%, up from 45% last year, 34% in 2010 and 27% in 2009) compared with RAF recruits (38%) who were in turn more likely to say this than Army recruits (27%). Recruits aged 18 years and above were more likely to be dissatisfied with this aspect (38%) than recruits aged 16-17 years old (19%).

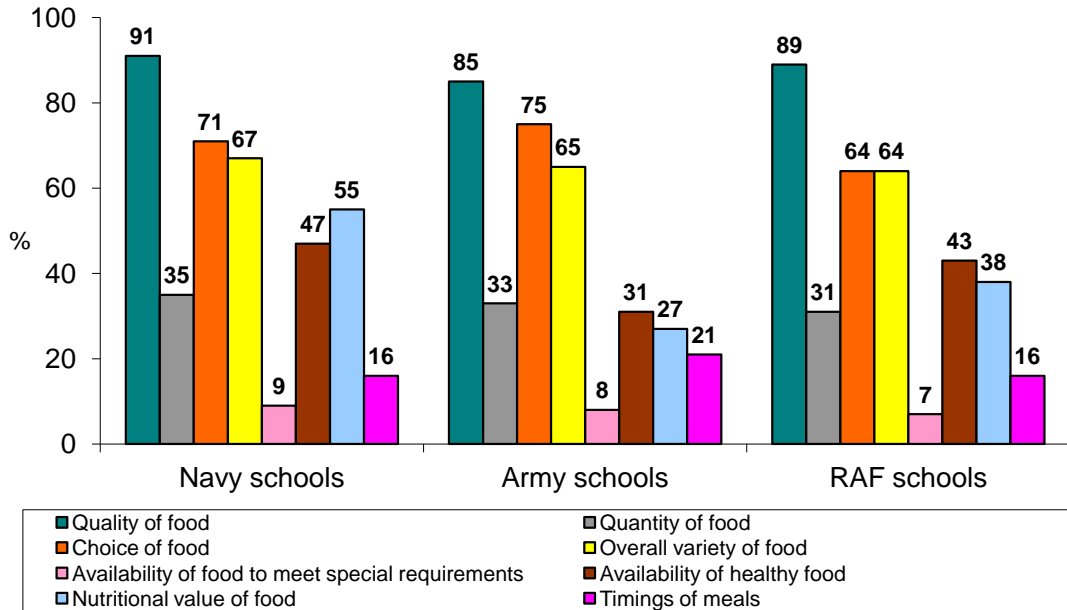
142. The quantity of food was cited as a cause of dissatisfaction by 33% of recruits who were dissatisfied with the food. Male recruits were more likely to be dissatisfied with the quantity of food (34%) than female recruits (17%). Recruits aged 16-19 years old (37%) were more likely to cite the quantity of food than recruits aged 20 years and above (31%).

143. Nineteen per cent of recruits who were dissatisfied with the food cited the timings of meals as a reason for their dissatisfaction. Army recruits (21%, up from 18% last year and 13% in 2010) were more likely to say this than Navy recruits. Recruits aged 16-17 years old were more likely to cite the timings of meals as a reason (28%) than those aged 18 years and above (17%).

144. Eight per cent of recruits who were dissatisfied with the food cited the availability of food to meet special requirements as a reason for dissatisfaction (up from 6%). Female recruits were more likely to be dissatisfied with the availability of food to meet special requirements (13%) than male recruits (8%) as were non-white recruits (19%) compared with white recruits (7%).

Phase 1

Which aspects of the food were you dissatisfied with?



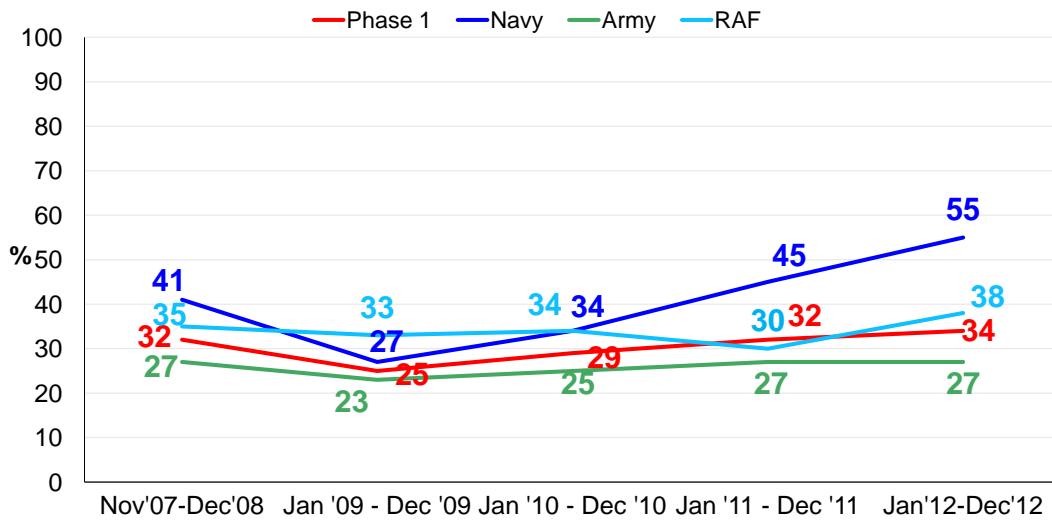
Number of respondents (those dissatisfied): Navy schools (861), Army schools (2,489), RAF schools (192)

Figure 30¹⁴

Phase 1

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

Nutritional value of food



% Dissatisfied

Number of respondents: Dec'08 (Phase1: 2,806, Navy 836 Army 1,030,RAF 220) December '09 (Phase 1: 1,498, Navy, 427, Army, 843, RAF, 228), December '10 (Phase 1: 1,039 Navy, 404, Army, 530 RAF, 105), December '11 (Phase 1: 874 Navy: 280, Army: 548, RAF: 46) December '12 (Phase 1: 1,212, Navy 473, Army 666, RAF 73)

Figure 31

¹⁴This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

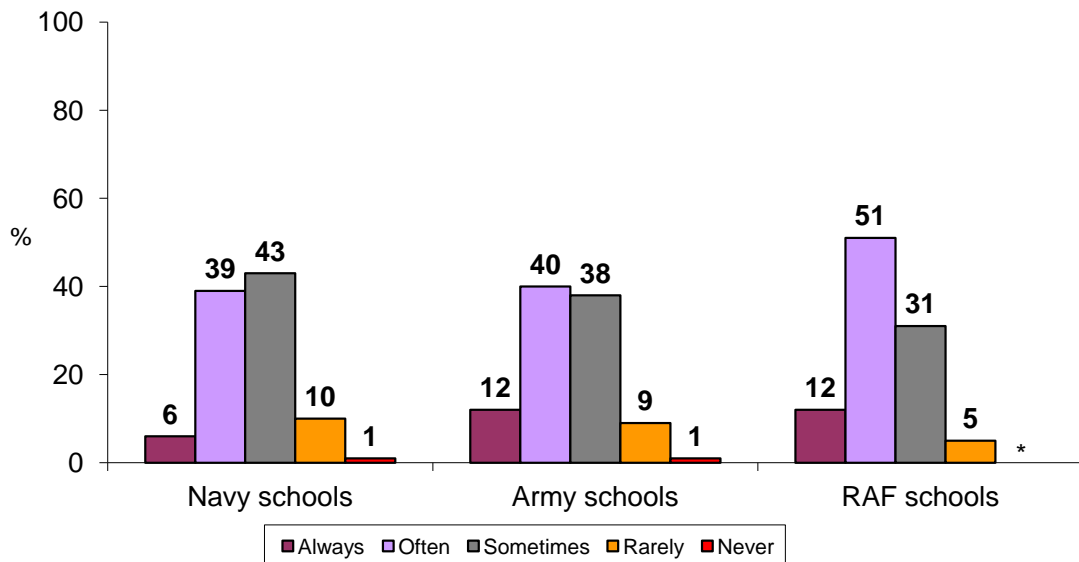
Were you given enough time to eat your meals?

145. Fifty-one per cent of Phase 1 recruits (down from 54% last year and 56% in 2010) felt that they were given enough time to eat their meals. Recruits in the RAF were the most likely to have said that they were given enough time to eat their meals (63%) compared with Army recruits (51%, down from 54% last year and 58% in 2010) who were in turn more likely to say this than Navy recruits (45%) (figure 32).

146. Male recruits were more likely to feel that they were given enough time to eat (53%) compared with female recruits (41%), as were recruits aged 16-25 years old (53%) compared with those aged 26 years and above (46%).

Phase 1

Were you given enough time to eat your meals?

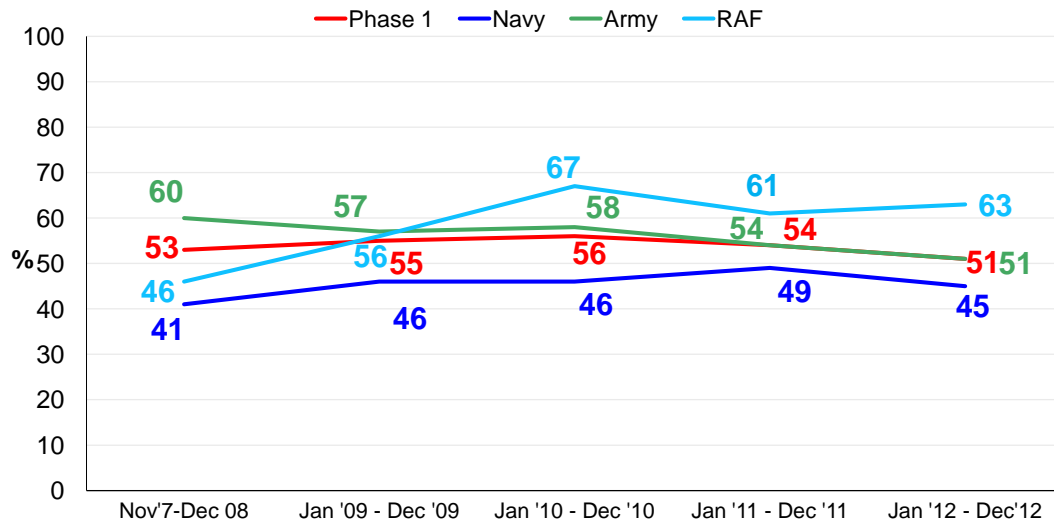


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 32

Phase 1

Were you given enough time to eat your meals?



% Positive

Number of respondents: December '08 (Phase 1, 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807), December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071), December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

Figure 33

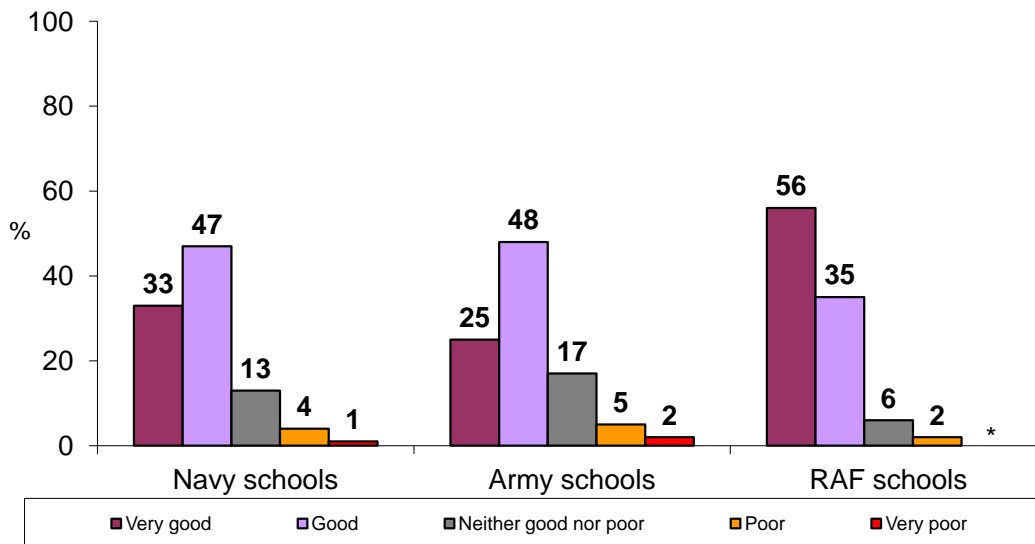
PRIVATE CONTACT WITH TRAINING STAFF

147. Seventy-six per cent of Phase 1 recruits rated the opportunity to talk privately with training staff as good (down from 78%). RAF recruits were more likely to rate this as good (91%) compared with Navy recruits (80%) who were in turn more likely to do so than Army recruits (73%, down from 76%) (figure 34).

148. A higher proportion of female recruits (80%) rated this as good than male recruits (76%). White recruits (77%) were more likely to do so than non-white recruits (73%).

Phase 1

How would you rate ...talk privately with training staff?

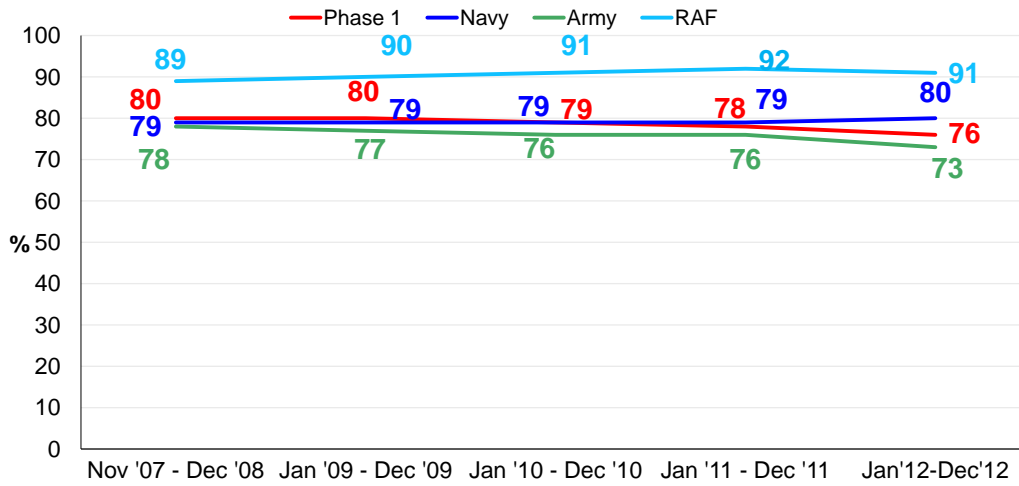


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 34

Phase 1

How would you rate the opportunity to talk privately with training staff if you had wanted to?



% Positive

Number of respondents: December '08 (Phase 1, 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807, December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071) December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

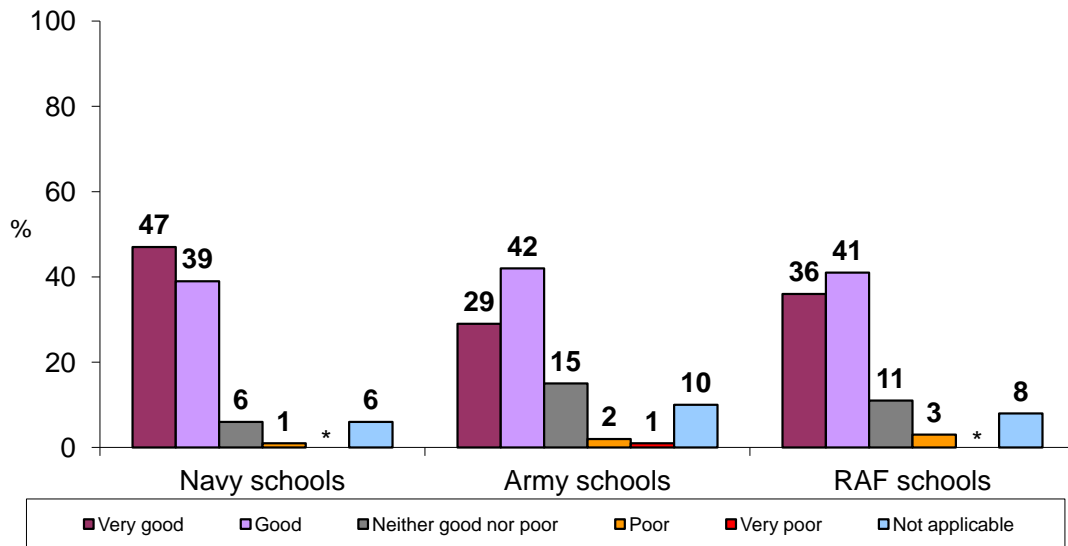
Figure 35

RELIGION¹⁵

149. Seventy-four per cent of recruits rated the opportunity to talk privately with the chaplains/padres at their schools as good (down from 78%). Recruits in the Navy were more likely to rate this as good (85%) compared with followed RAF recruits (78%) who were in turn more likely to say this than Army recruits (71%, down from 76%) (figure 36).

Phase 1

How would you rate ...talk privately with chaplains/padre?



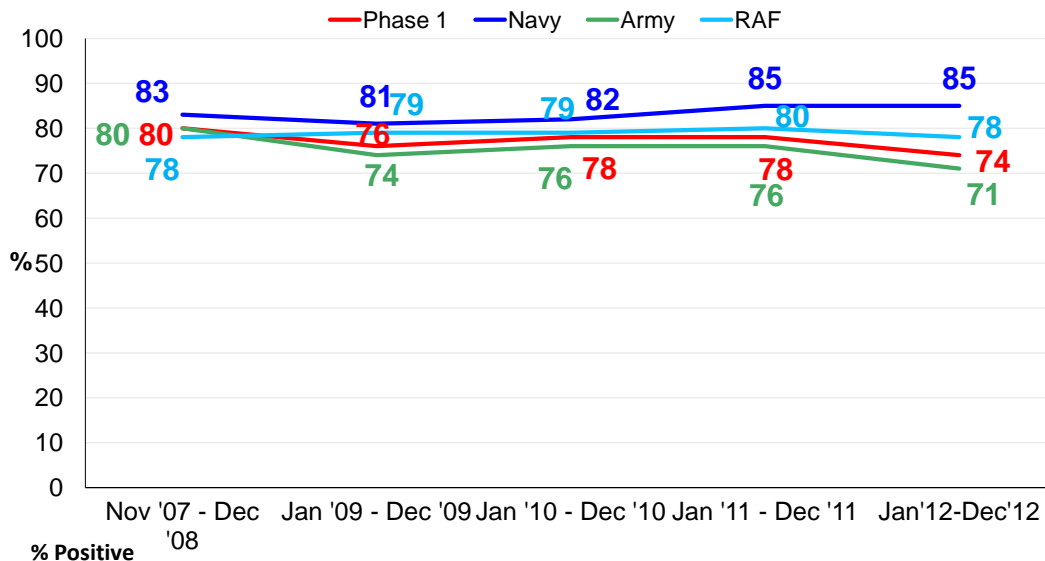
Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 36

¹⁵Questions on the subject of religion were asked of all trainees, not just those with religious convictions.

Phase 1

How would you rate...talk privately with chaplains/padre?



Number of respondents: December '08 (Phase 1 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807), December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071) December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

Figure 37

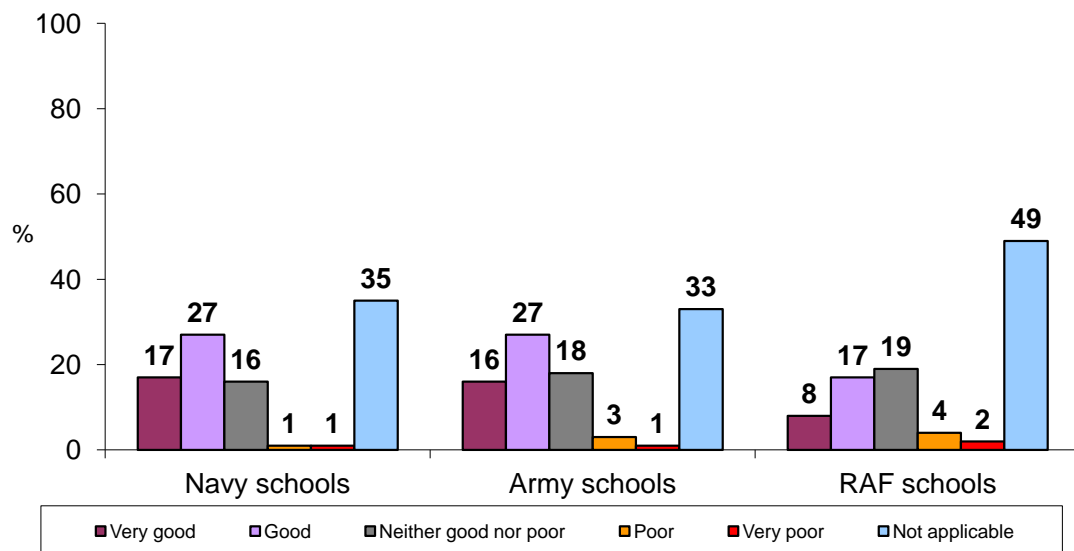
150. Forty-one per cent of recruits rated the opportunity to practise their faith as good. Navy recruits (44%) and Army recruits (43%) were more likely to say this than those in the RAF (25%) (figure 38). Non-white recruits were more likely to rate the opportunity to practise their faith as good (59%) than white recruits (39%).

151. Overall, thirty-five per cent said that this question did not apply to them. RAF recruits were the most likely to say this (49%), followed by Navy recruits (35%), who were more likely to say this than those in the Army (33%). Recruits aged 16-25 years old were more likely to say this question did not apply to them (37%) than those aged 26 years and above (31%). White recruits (37%) were more likely to say this compared with non-white recruits (15%).

152. Four per cent rated the opportunity to practise their faith as poor (up from 3%). RAF recruits were more likely to say this (6%) than those in the Army (4%) who were in turn more likely to say this than Navy recruits (2%). Non-white recruits were more likely to say this (9%) than white recruits (3%).

Phase 1

How would you rate ...practise your faith?

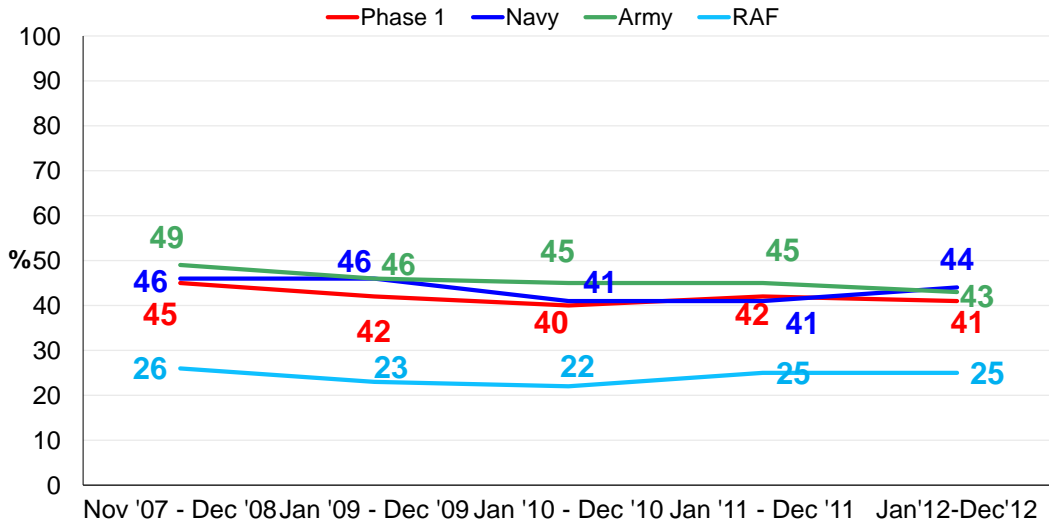


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 38

Phase 1

How would you rate the opportunity to practise your faith/religion if you had wanted to?



% Positive

Number of respondents: December '08 (Phase 1 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807), December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071) December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

Figure 39

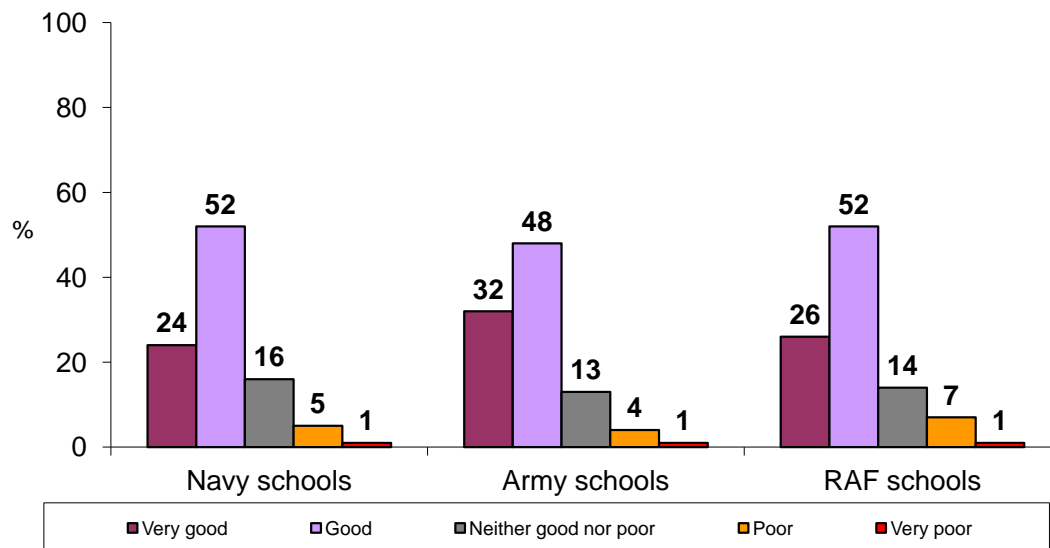
CONTACT WITH FRIENDS AND FAMILY

153. The majority of recruits (79%, down from 82% last year) said that the opportunity to keep in contact with family and friends was good. Army recruits were more likely to rate this as good (80%, down from 84%) than those in the RAF (77%) and Navy (76%) (figure 40).

154. Female recruits (82%) were more likely to rate such opportunities as good compared with male recruits (79%).

Phase 1

How would you rate ...keep in contact with family and friends?

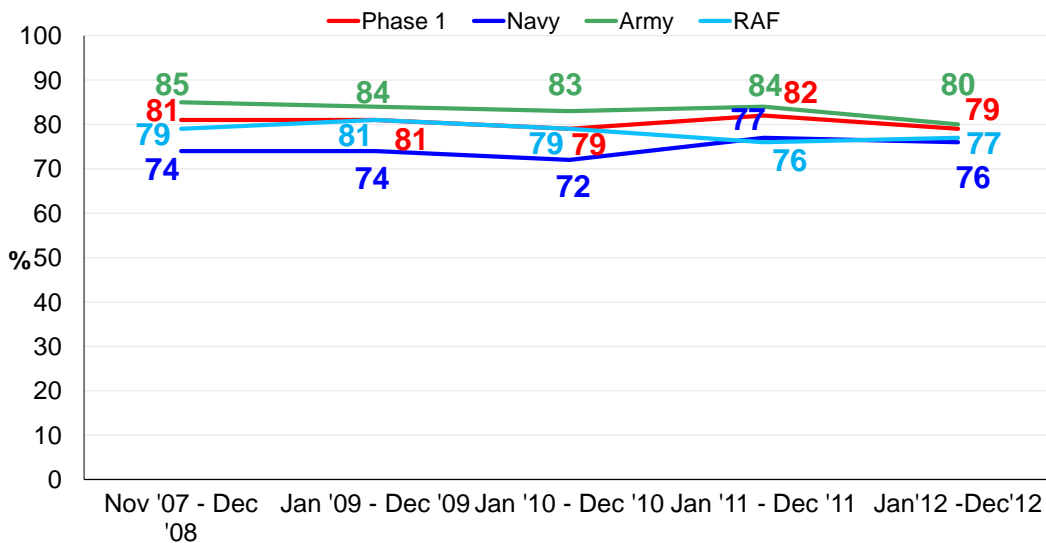


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 40

Phase 1

How would you rate the opportunity to keep in contact with family and friends if you had wanted to?



% Positive

Number of respondents: December '08 (Phase 1 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807), December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071) December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

Figure 41

STAFF SUPPORT

155. Overall, 92% (down from 93%) of Phase 1 recruits said that there was a member of staff easily available to talk to outside of training hours. RAF recruits were the most likely to say that there was a member of staff available (97%) than Navy recruits (94%) who were in turn more likely to say this than Army recruits (90%, down from 92%) (figure 42).

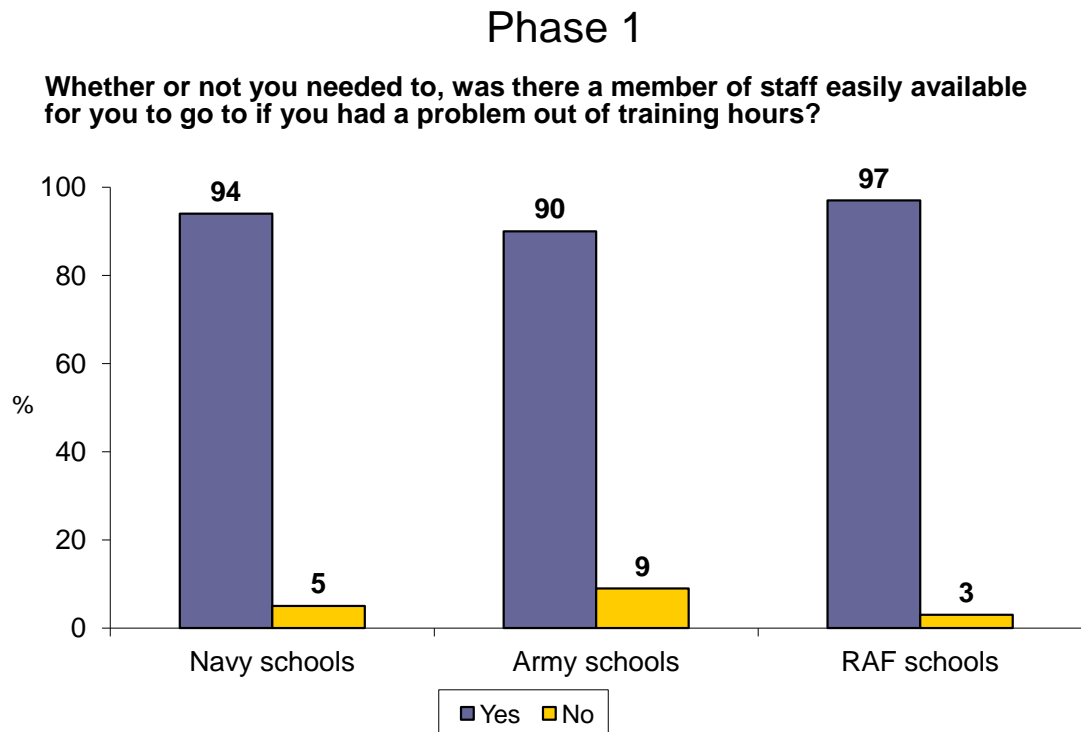
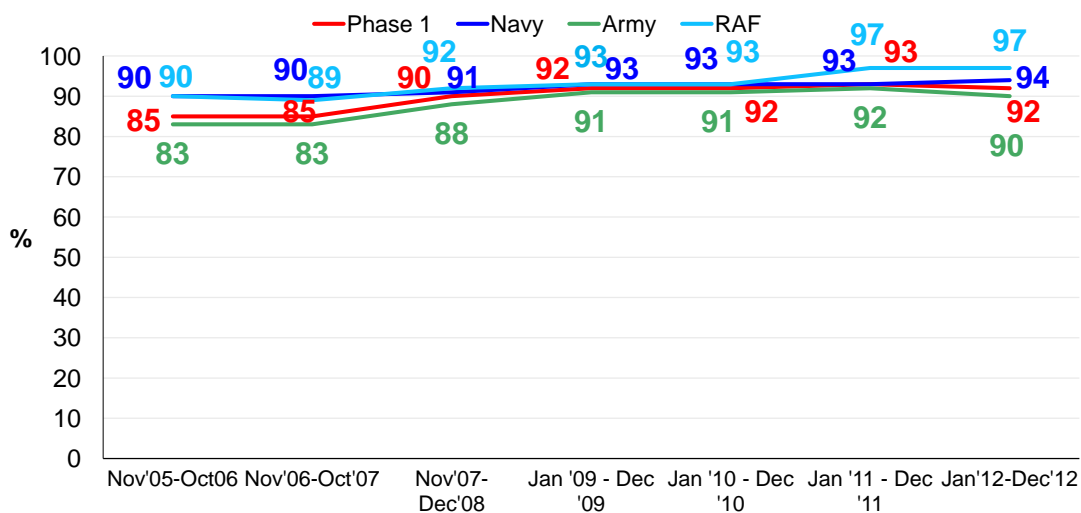


Figure 42

Phase 1

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?



% Positive

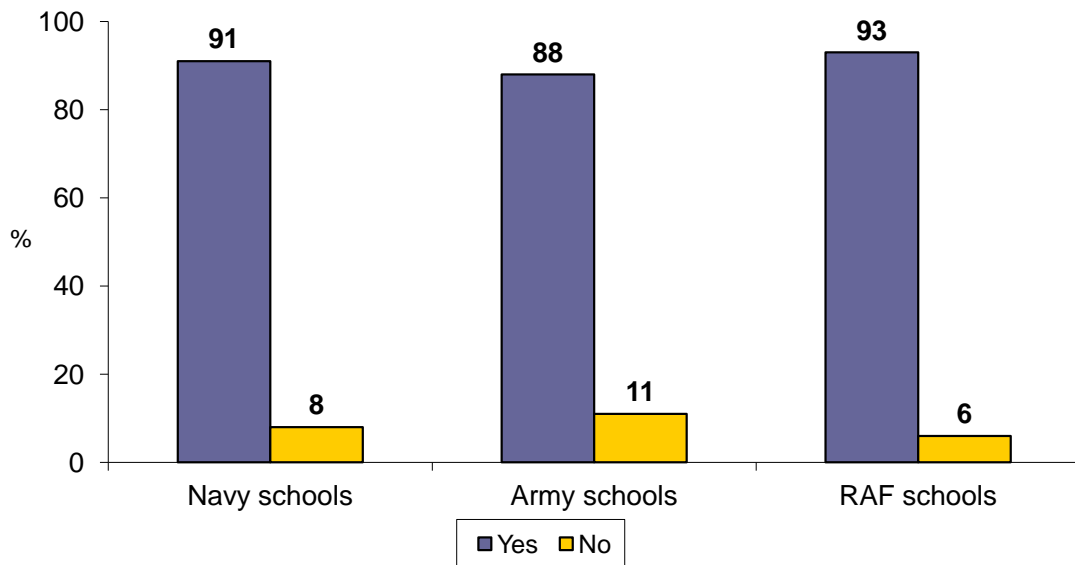
Number of respondents: October '06 (Phase 1, 13,600, Navy, 2,656, Army, 10,211, RAF, 733), October '07 (Phase 1, 14,501, Navy, 2,459, Army, 10,505, RAF, 1,537), December '08 (Phase 1, 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807), December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071), December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

Figure 43

156. In total, eighty-nine per cent of recruits said that they had someone to go to if they had any personal or emotional problems (down from 91%). RAF recruits were the most likely to say this (93%, down from 95%), followed by Navy recruits (91%) and Army recruits (88%, down from 90%) (figure 44). White recruits (90%) were more likely to say that they had someone to go to than non-white recruits (85%).

Phase 1

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

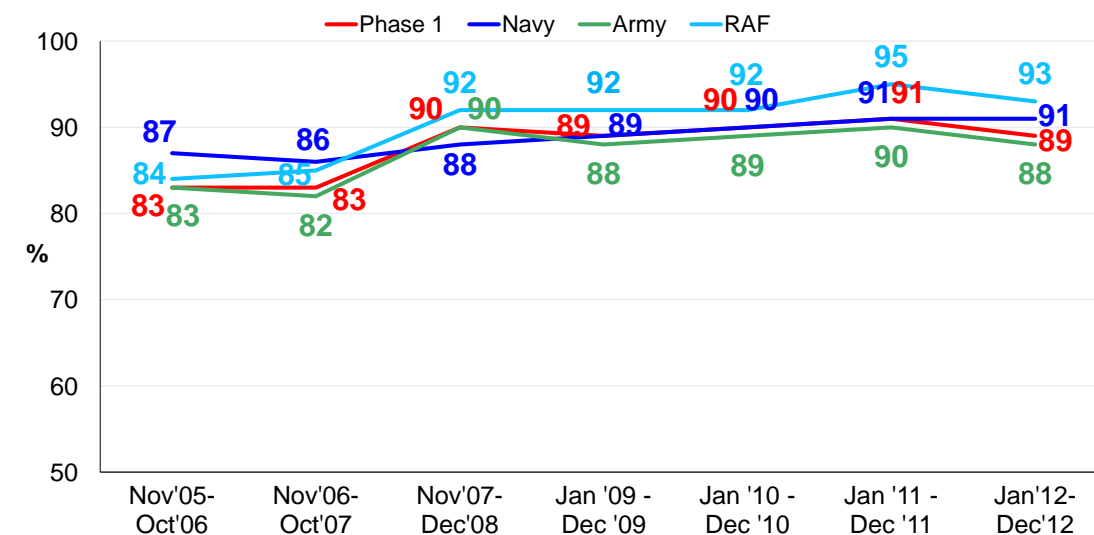


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 44

Phase 1

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



% Positive

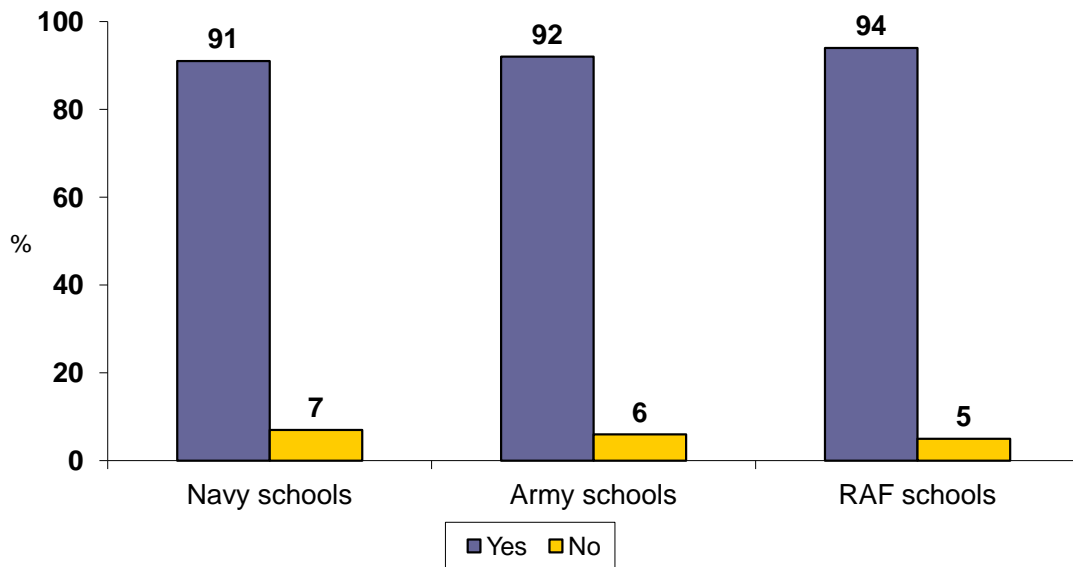
Number of respondents: October '06 (Phase 1, 13,600, Navy, 2,656, Army, 10,211, RAF, 733), October '07 (Phase 1, 14,501, Navy, 2,459, Army, 10,505, RAF, 1,537), December '08 (Phase 1, 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807), December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071), December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

Figure 45

157. Ninety-two per cent of recruits said that if they had problems with administration, there was someone who could help them. Recruits in the RAF were the most likely to say this (94%) compared with those in the Army (92%) and Navy (91%) (figure 46). White recruits (92%) compared with non-white recruits (90%).

Phase 1

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: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

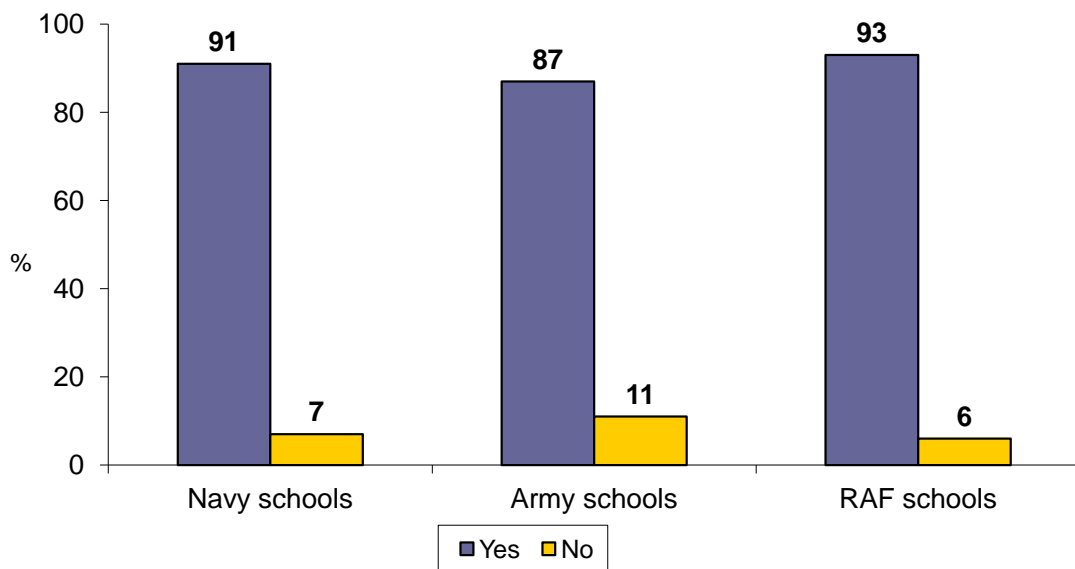
Figure 46

158. Eighty-eight per cent of recruits (down from 90%) felt that they had the opportunity to raise all of their concerns with a person in authority at their school. RAF recruits were the most likely to say this (93%), followed by Navy recruits (91%), who were more likely to say this than those from Army schools (87%, down from 90%) (figure 47). White recruits were more likely to feel they had an opportunity to raise all of their concerns with a person in authority (89%) than non-white recruits (83%).

159. Nine per cent of recruits felt that they did not have an opportunity to raise all of their concerns with a person in authority at their school (up from 8% last year and in 2010). Female recruits were more likely to say this (12%) than male recruits (9%), as were recruits aged 16-17 years old (11%) than older recruits (9%).

Phase 1

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 XXX?

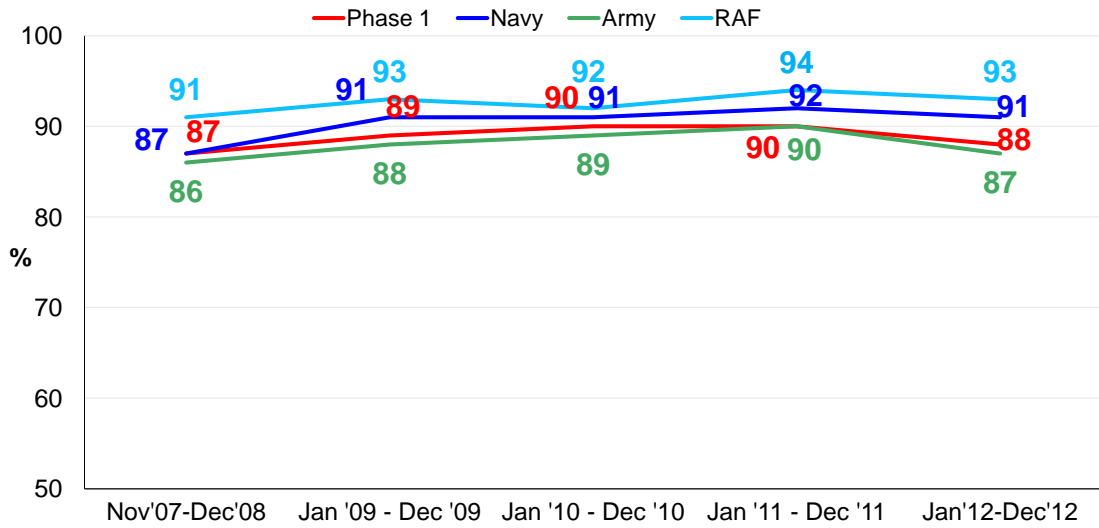


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 47

Phase 1

Whether or not you needed to, did you feel you had the opportunity to raise all concerns with a person in authority at XXX?



% Positive

Number of respondents: December '08 (Phase 1, 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807), December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071), December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

Figure 48

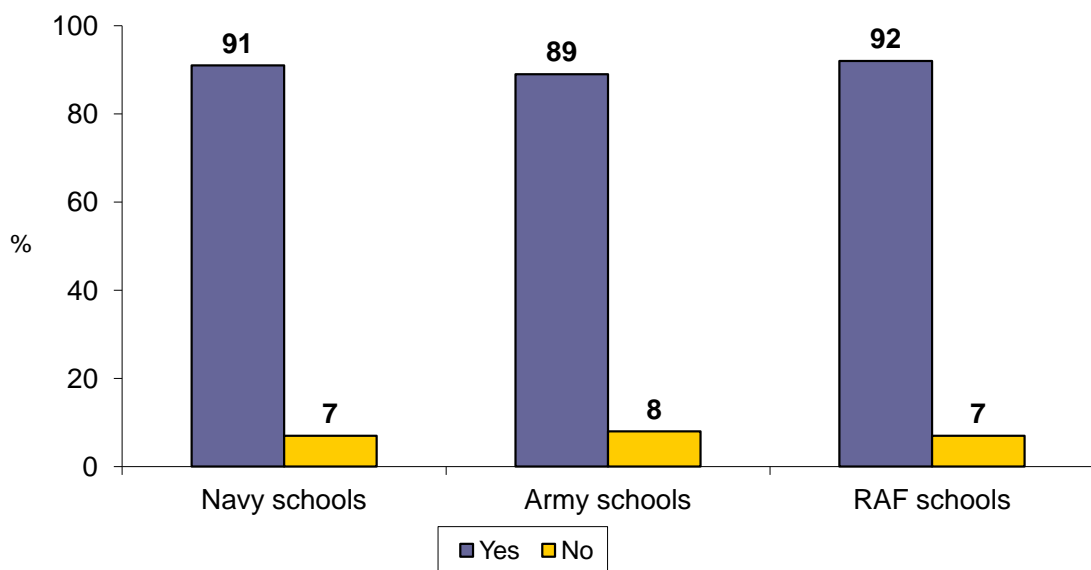
Do you know how to complain about poor or unfair treatment or bullying?

160. Ninety per cent of Phase 1 recruits said that they knew the procedure for complaining about poor or unfair treatment or bullying (down from 91%). RAF recruits (92%) and Navy recruits (91%, up from 87%) were more likely to say this than Army recruits (89%, down from 91% last year) (figure 49).

161. Female recruits were more likely to say they knew the procedure for complaining (94%) than male recruits (90%), as were white recruits (90%) compared with non-white recruits (87%).

Phase 1

Do you know how to complain about poor or unfair treatment or bullying at XXX?

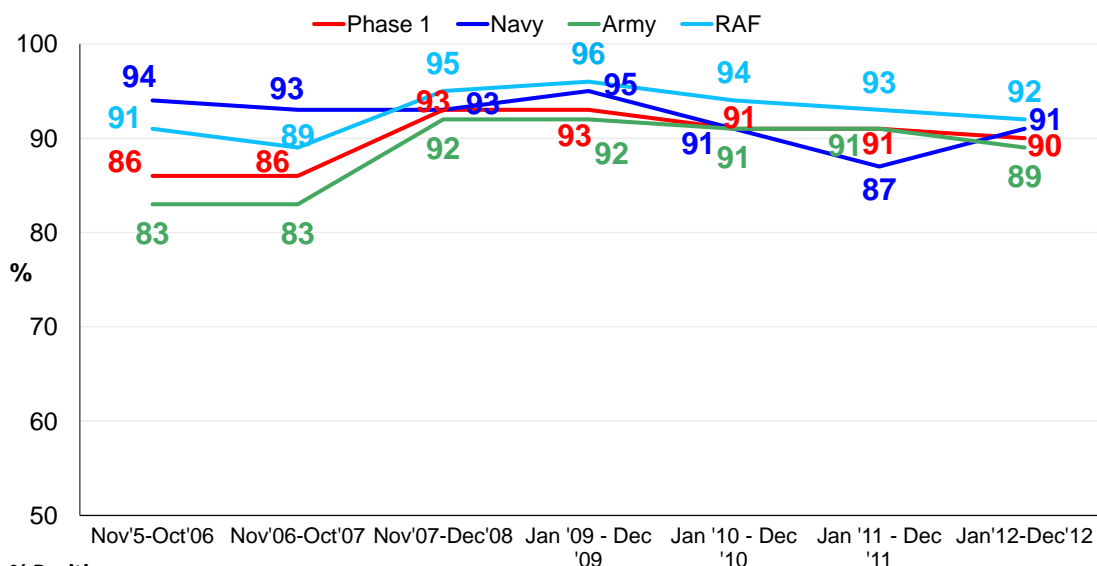


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 49

Phase 1

Do you know to complain about poor or unfair treatment or bullying at XXX?



% Positive

Number of respondents: October '06 (Phase 1, 13,600, Navy, 2,656, Army, 10,211, RAF, 733), October '07 (Phase 1, 14,501, Navy, 2,459, Army, 10,505, RAF, 1,537), December '08 (Phase 1, 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807), December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071), December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

Figure 50

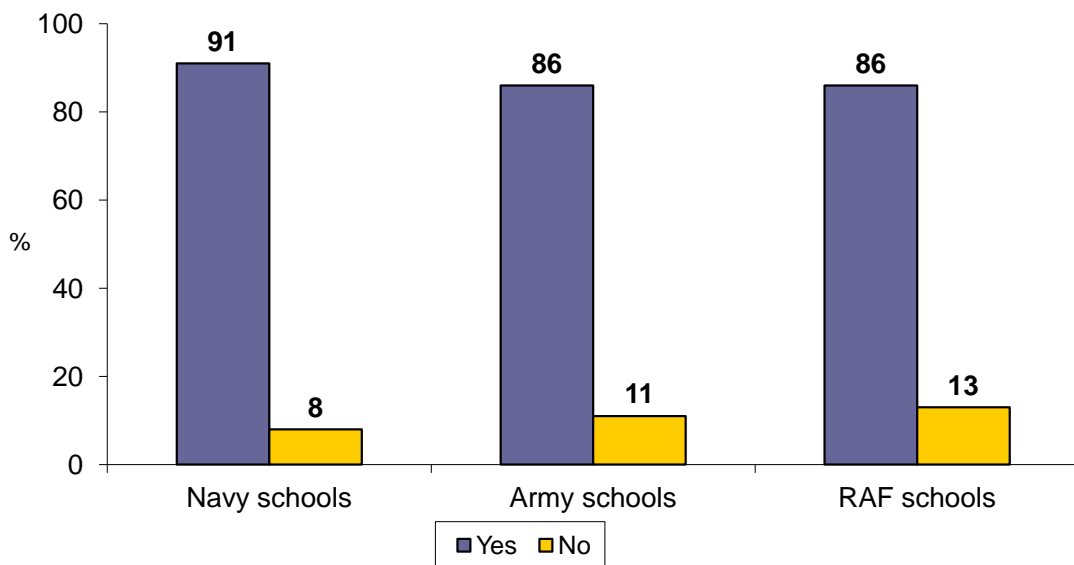
COMPLAINTS

162. Eighty-seven per cent of recruits said that they knew who to go to if they wanted to make a complaint at their school (down from 89%). Navy recruits (91%, up from 87%) were more likely to say this than Army and RAF recruits (both 86%) (figure 51). Recruits aged 18 years and above (89%) were more likely to say this than those aged 16-17 years old (82%).

163. Eleven per cent of recruits said that they did not know who to go to. White recruits (11%) were more likely to say this than non-white recruits (9%).

Phase 1

Did you know who to go to if you wanted to make a complaint at XXX?



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 51

164. Overall, half of recruits (50%) believed that complaints were dealt with in a fair manner at their school. Navy recruits (55%) were more likely to say this than Army or RAF recruits (both 49%) (figure 52).

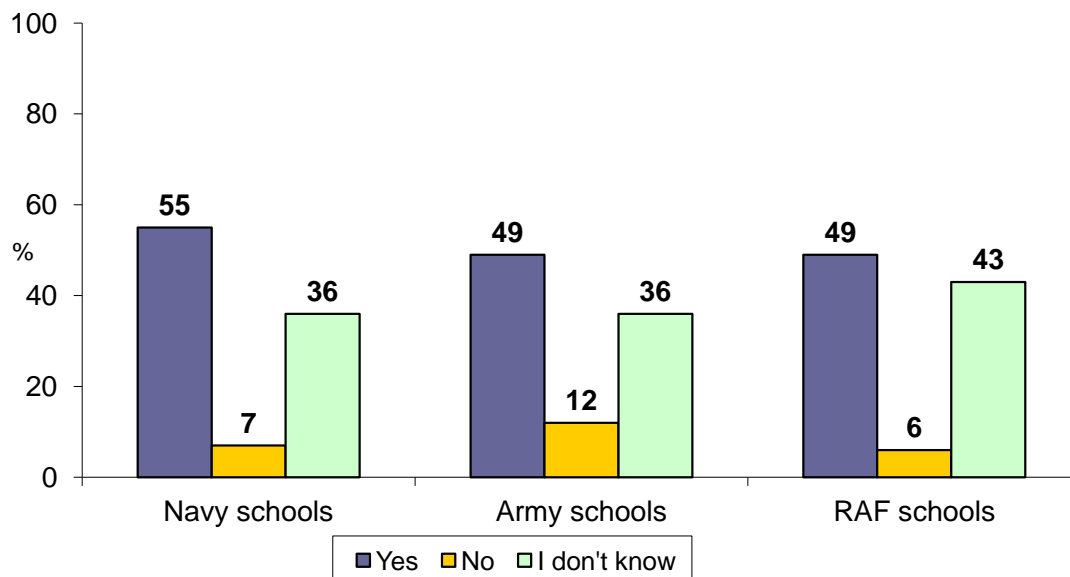
165. Thirty-seven per cent said that they did not know if complaints were dealt with in a fair manner (down from 35%). RAF recruits were more likely to say that they did not know (43%) than Navy or Army recruits (both 36%). White recruits were more likely to say this (38%) than non-white recruits (30%).

166. Ten per cent of recruits said that they did not believe complaints were dealt with in a fair manner (up from 9%). Army recruits were more likely to say this (12%) than Navy recruits (7%) and RAF recruits (6%), as were younger recruits (16% of those aged 16-17 years old) compared with those aged 18 years and above (8%).

167. Three per cent of recruits chose not to answer this question. Army recruits were more likely to not answer (3%) than RAF recruits and Navy recruits (both 2%).

Phase 1

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



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 52

168. The 1,041 Phase 1 recruits who said that they did not think complaints were dealt with fairly were asked why they thought this. The most common reason for the response complaints are not dealt with in a fair manner was the belief that people were not taken seriously (58%). Army recruits (59%) were more likely to say this than RAF recruits (46%) (figure 53).

169. Forty-seven per cent of these recruits (up from 42%) felt that complaining would have caused them problems on the course. The proportion of Navy recruits saying this has increased (51%, up from 37% last year). Non-white recruits (60%) were more likely to say this than white recruits (45%).

170. Thirty-nine per cent of recruits who felt that complaints were not dealt with fairly said that nothing is ever done about complaints. White recruits (41%) were more likely to say this than non-white recruits (26%).

171. The next most commonly cited reason was the belief that higher ranks are always taken more seriously (32%). White recruits (34%) were more likely to say this than non-white recruits (19%).

172. Twenty-seven per cent of recruits felt that people who complain are considered troublemakers. The proportion of Army recruits saying this has increased (25%, up from 21% last year).

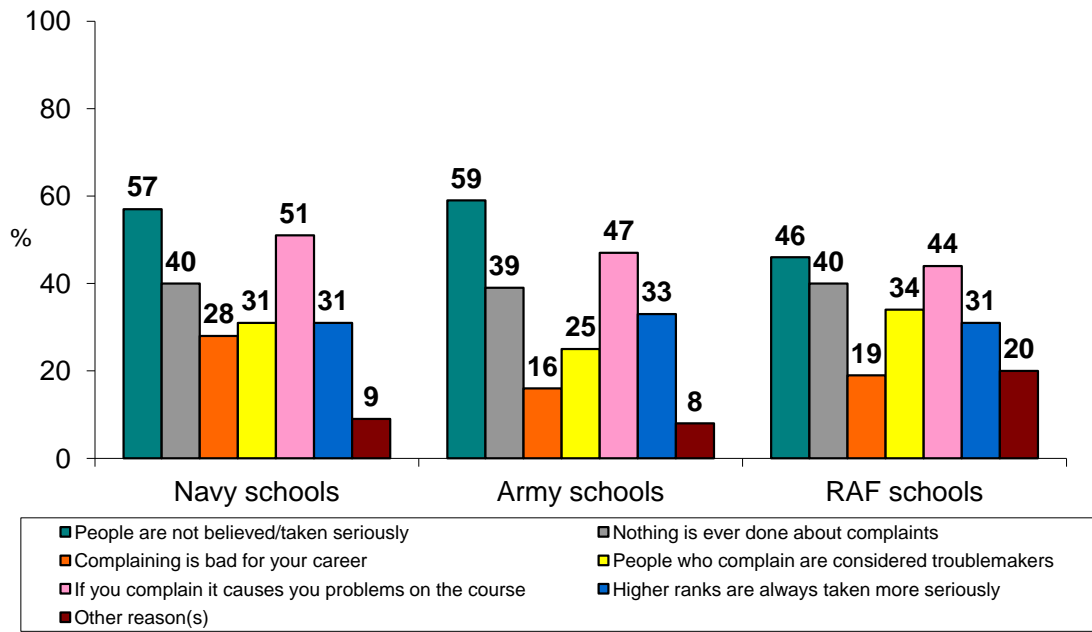
173. Seventeen per cent of recruits felt that complaining is bad for your career. Navy recruits (28%) were more likely to say this than Army recruits (16%). Recruits aged 20 years and above (21%) were more likely to say this than those added 16-19 years old (15%).

174. Nine per cent of recruits specified other reasons. RAF recruits (20%) were more likely to say this than Navy recruits (9%) or Army recruits (8%).

175. The rank order of reasons as to why complaints are not dealt with in a fair manner has not changed since last year.

Phase 1

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



Number of respondents (all those who answered that they did not feel that their complaint would have been dealt with in a fair manner): Navy schools (127), Army schools (844), RAF schools (70)

Figure 53¹⁶

¹⁶This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

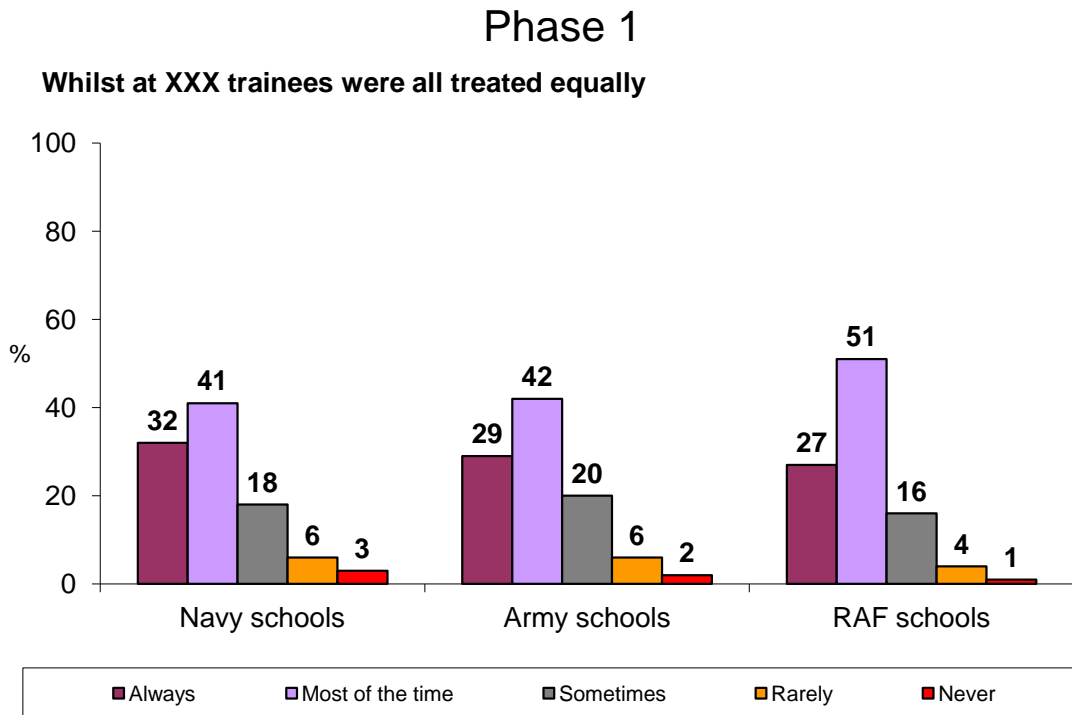
FAIRNESS, EQUALITY AND DIVERSITY

EQUAL TREATMENT

176. The majority of Phase 1 recruits (72%) felt that all trainees were treated equally either 'always' or 'most of the time'. This represents a decrease of four percentage points since last year (76%) but is still higher than the previous five reporting periods when this ranged between 65% and 70%. Eight per cent felt that trainees were treated equally 'rarely' or 'never' at their school, an increase of two points since last year (6%).

177. Trainees in the RAF (79%) were the most likely to feel that all trainees were treated equally, followed by Navy trainees (73%, down from 77%) and Army trainees (71%, down from 75%) (figure 54).

178. A higher proportion of recruits aged 18 years and above (73%) felt that recruits were treated equally than recruits aged 16-17 years old (69%).

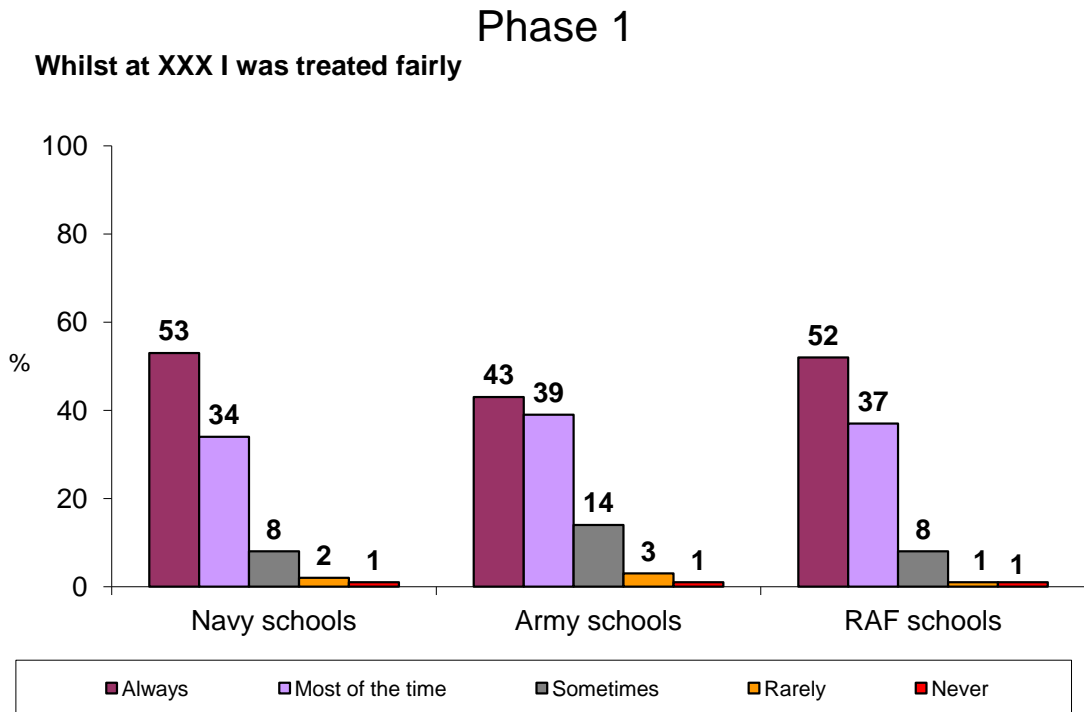


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 54

179. The majority of Phase 1 recruits (84%, down from 86%) felt that they were treated fairly whilst at their school. Recruits in the RAF (89%, down from 92%) and Navy (88%, down from 90%) were more likely to feel that they were treated fairly than those in the Army (82%, down from 85%) (figure 55).

180. Recruits aged 18 years and above (85%) were more likely to feel that they were treated fairly whilst at their school than their colleagues aged 16-17 years old (80%), as were white recruits (84%) compared with non-white recruits (78%).

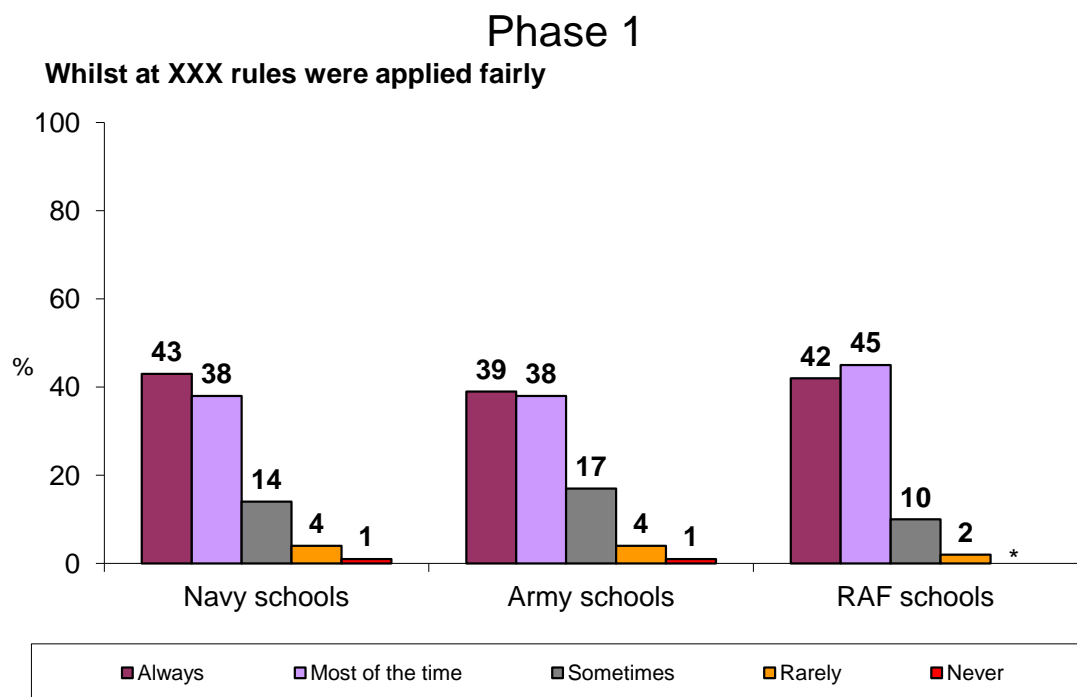


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 55

181. Overall, 79% of recruits believed that rules were applied fairly (down from 83% last year). Recruits in the RAF (87%) were the most likely to say that rules were applied fairly, followed by those in the Navy (81%), who were, in turn, more likely to say this than Army recruits (78%, down from 82%) (figure 56).

182. A higher proportion of recruits aged 18 years and above (81%) said that rules were applied fairly than younger recruits (75% of those aged 16-17 years old). White recruits (80%) were more likely to say this than non-white recruits (76%).



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 56

183. The majority of recruits (94%) felt that training was conducted without sexual or racial harassment 'always' or 'most of the time'. This was at the same level as last year.

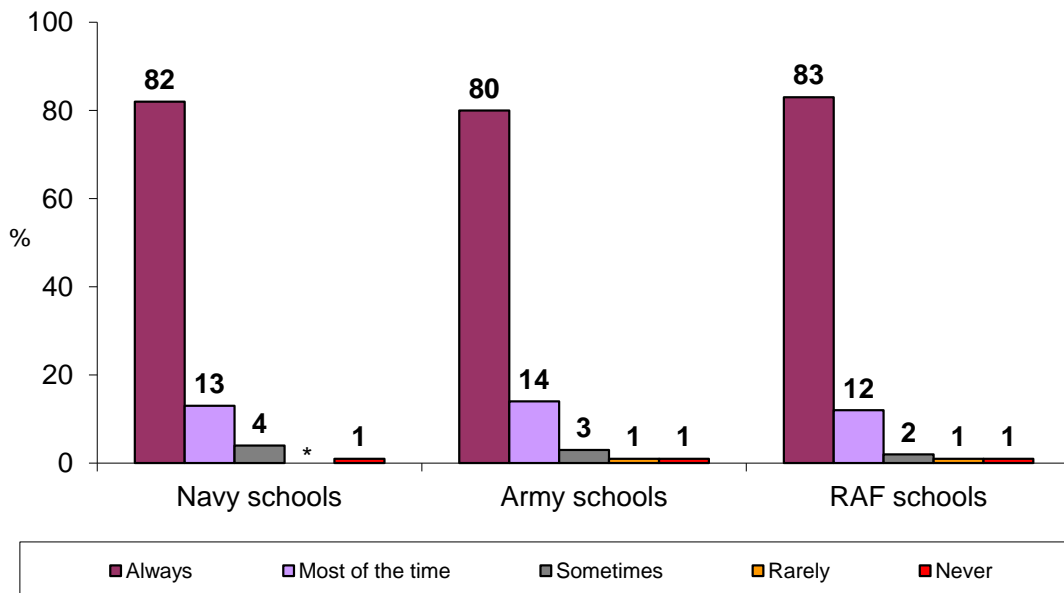
184. Recruits in the RAF (96%) were more likely to say that training was conducted without sexual or racial harassment than those in the Army (93%, down from 94%) (figure 57).

185. Recruits aged 18-25 years old (95%) were more likely to say that training was conducted without sexual or racial harassment than recruits aged 16-17 years old (93%) and recruits aged 31 years and above (92%).

186. White recruits (95%) were more likely to have said that training was conducted without sexual or racial harassment than non-white recruits (86%).

Phase 1

Whilst at XXX training is conducted without sexual or racial harassment



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 57

BAD OR UNFAIR TREATMENT

187. In the reporting period for 2005/6 and 2007/8, recruits were asked 'do you believe that you were badly or unfairly treated by the staff or other trainees whilst at (xxx)'. In 2006/7, 2009, 2010, 2011 and 2012, this was asked as two separate questions, one concerning staff and one trainees.

188. In this report, the findings are reported separately by staff and trainees as per the 2006/7, 2009, 2010 and 2011 reporting periods. Following this, the data for this treatment by staff and other trainees has been amalgamated. Please note, this may not be directly comparable to 2005/6 and 2007/8 due to a change in the way the question is worded.

BAD OR UNFAIR TREATMENT BY STAFF

189. Overall, seven per cent of recruits felt that they had been badly or unfairly treated by staff. Recruits in the Army were more likely to say that they had experienced bad or unfair treatment by staff (8%) than those in the Navy (5%) and those in the RAF (4%) (figure 58).

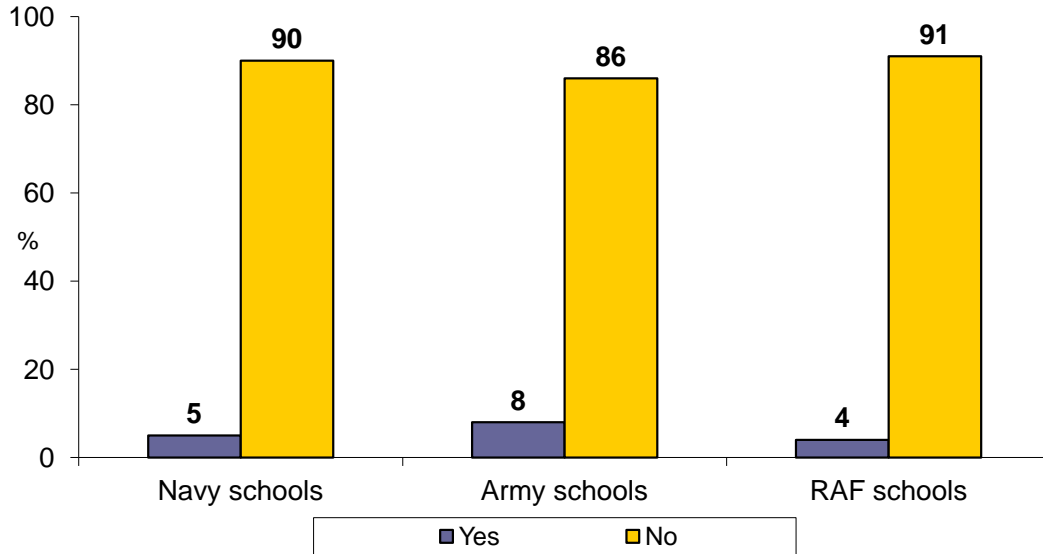
190. The majority of recruits (87%) said that they had not been badly or unfairly treated by staff. However, it should be noted that six per cent of recruits did not wish to answer this question.

191. Recruits in the RAF (91%) and the Navy (90%) were more likely to say that they had not been badly or unfairly treated than those in the Army (86%). Recruits aged 18 years and above (89%) were more likely to say this than younger recruits (85% of those aged 16-17 years old).

192. Non-white recruits (9%) were more likely to say that they had experienced bad or unfair treatment by staff than white recruits (7%) and were more likely to say that they did not wish to answer the question than white recruits (11% of non-white recruits compared with 5% of white recruits).

Phase 1

Do you believe that you were badly or unfairly treated by the staff whilst at XXX?

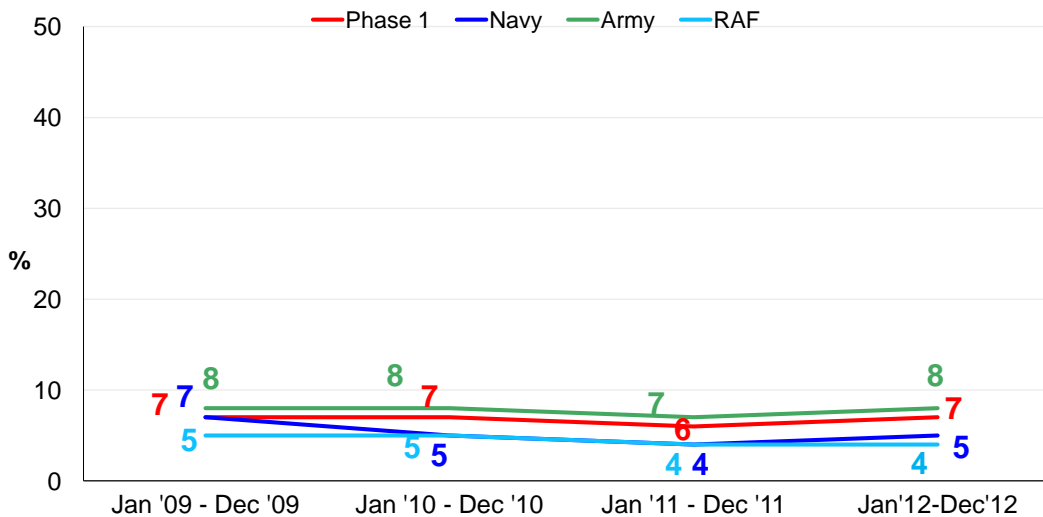


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 58

Phase 1

Do you believe that you were badly or unfairly treated by the staff whilst at XXX?



% Positive

Number of respondents: December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071), December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

Figure 59

BAD OR UNFAIR TREATMENT BY OTHER TRAINEES

193. Overall, seven per cent of recruits felt that they had been badly or unfairly treated by other trainees, this is the same proportion as last year. Recruits in the Army (8%) were more likely to say that they had experienced this treatment by other trainees than those in the Navy (5%) or RAF (4%) (figure 60).

194. Eighty-eight per cent (down from 89%) of recruits said that they had not been badly or unfairly treated by other trainees. Recruits in the RAF (92%, down from 96%) and Navy (91%) were more likely to say this than those in the Army (87%, down from 88%).

195. It should be noted that five per cent of recruits chose not to answer this question. Army recruits (5%) were more likely to do this than RAF recruits (3%).

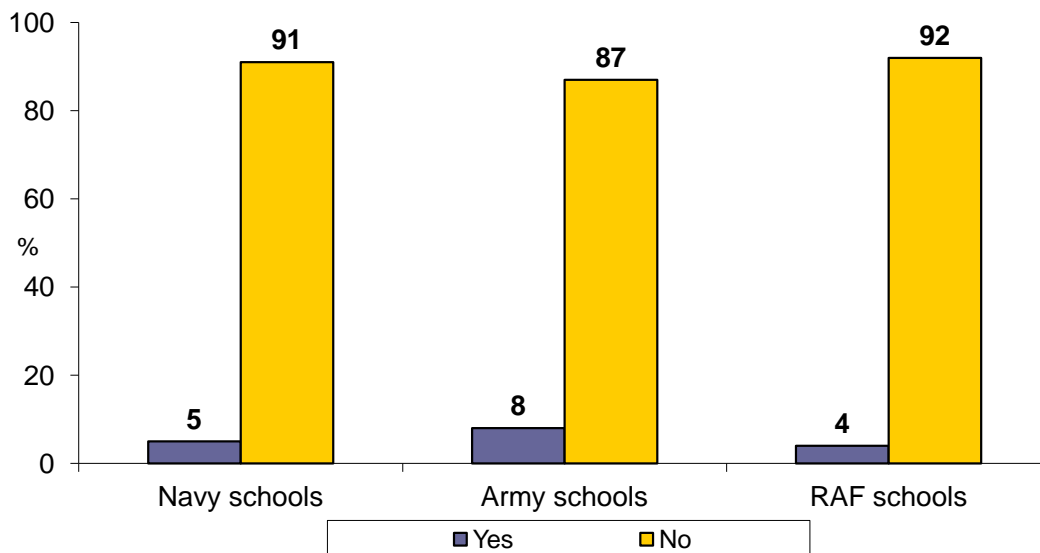
196. Recruits aged 16-17 years old (11%) were more likely to say that they had experienced bad or unfair treatment by other trainees than those aged 18 years and above (6%). Non-white recruits (11%) were more likely to say this than white recruits (7%).

197. In parallel, white recruits (89%) were more likely to say that they had not experienced bad or unfair treatment by other trainees than non-white recruits (82%).

198. Recruits aged 16-17 years old (6%) were more likely than recruits aged 18 years and above (4%) to choose not to answer the question, as were non-white recruits (8%) compared with white recruits (4%).

Phase 1

Do you believe that you were badly or unfairly treated by other trainees whilst at XXX?

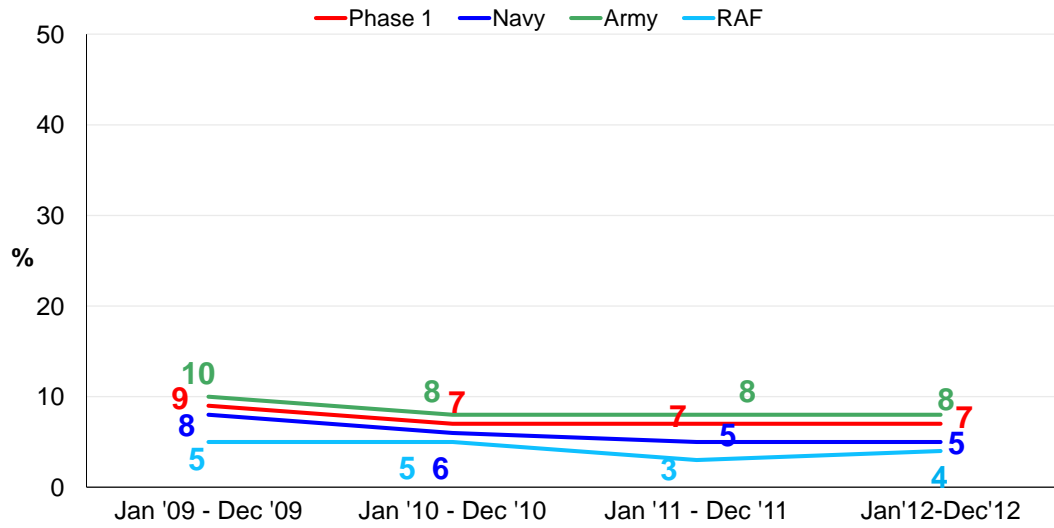


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 60

Phase 1

Do you believe that you were badly or unfairly treated by other trainees whilst at XXX?



% Positive

Number of respondents: December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071), December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

Figure 61

BAD OR UNFAIR TREATMENT BY STAFF AND/OR OTHER TRAINEES

199. When the data for bad or unfair treatment by staff and other trainees is combined for 2012, the majority of recruits (86%, down from 87% last year) said that they had not been badly or unfairly treated by either staff or other trainees whilst at their school.

200. Recruits in the RAF (91%, down from 94%) and Navy (90%) were more likely to say that they had not been badly or unfairly treated by staff or other trainees than Army recruits (84%, down from 86%) (figure 62).

201. Eleven per cent of recruits said that they had been badly or unfairly treated, which represents an increase of one percentage point compared with last year (10%). Army recruits (13%) were more likely to say that they had experienced bad or unfair treatment than Navy and RAF recruits (8% for both).

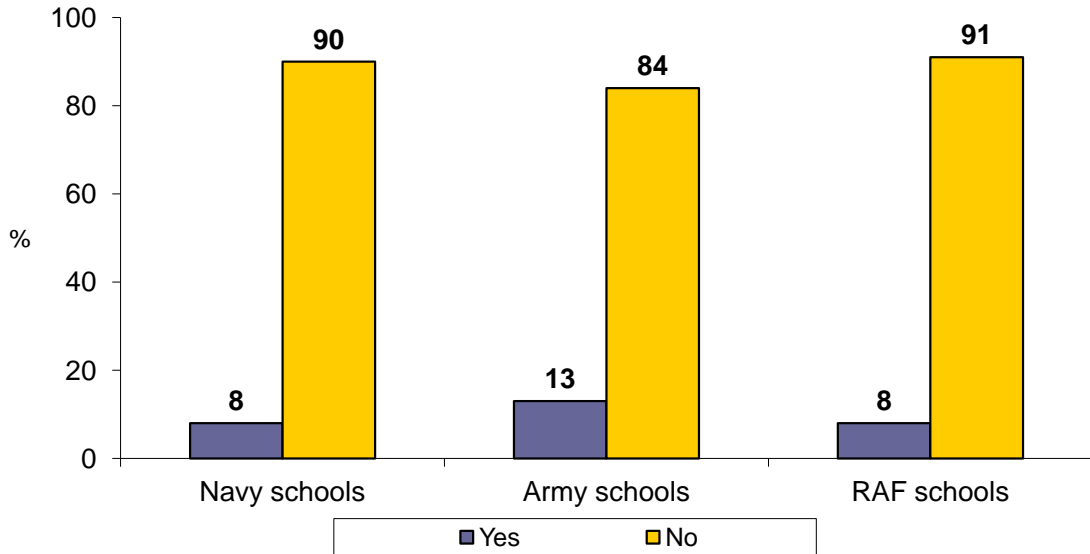
202. Recruits aged 16-17 years old (16%) were more likely to say they had been badly or unfairly treated than their colleagues aged 18 years and above (10%).

203. White recruits (87%) were more likely to say that they had not been badly or unfairly treated by staff or other trainees than non-white recruits (79%).

204. It should be noted that three per cent of recruits chose not to answer this question. Army recruits (3%) and Navy recruits (2%) were more likely to do this than RAF recruits (1%). Five per cent of non-white recruits chose not to answer compared with two per cent of white recruits.

Phase 1

Do you believe that you were badly or unfairly treated by the staff or other trainees whilst at XXX?

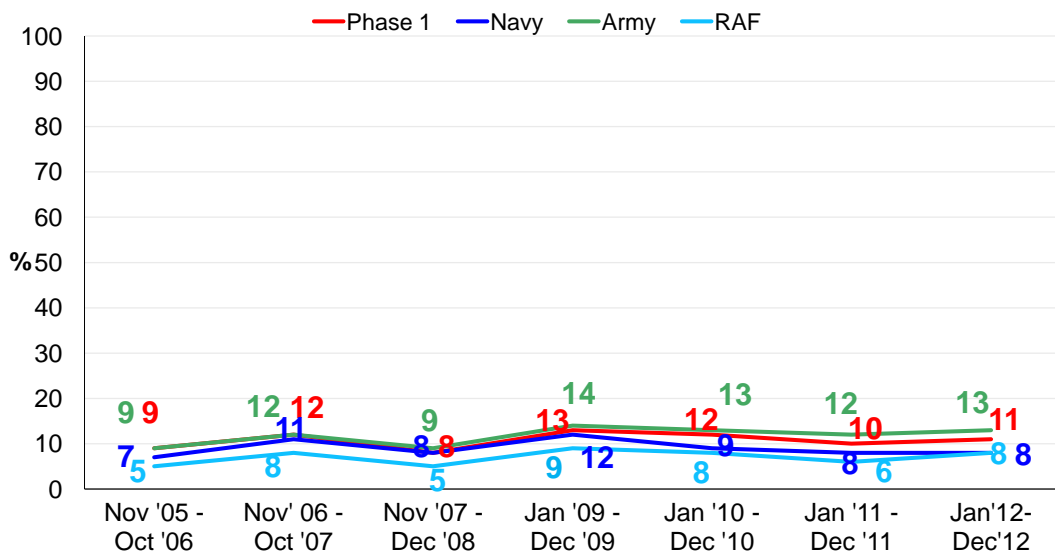


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 62

Phase 1

Do you believe that you were badly or unfairly treated by the staff or other trainees whilst at XXX?



% Positive

Number of respondents: October '06 (Phase 1: 13,600, Navy: 2,656, Army: 10,211, RAF: 733), October '07 (Phase 1: 14,501, Navy: 2,459, Army: 10,505, RAF: 1,537), December '08 (Phase 1: 16,240, Navy: 3,467, Army: 9,966, RAF: 2,807), December '09 (Phase 1: 16,166, Navy: 3,114, Army: 10,100, RAF: 2,952), December '10 (Phase 1: 9,368, Navy: 2,257, Army: 5,618, RAF: 1,493), December '11 (Phase 1: 8,729, Navy: 1,435, Army: 6,223, RAF: 1,071), December '12 (Phase 1: 10,303, Navy: 1,823, Army: 7,323, RAF: 1,157)

Figure 63

BAD OR UNFAIR TREATMENT OVERALL

205. Of all recruits surveyed 11% (1,181 recruits), up from 10% last year, felt that they had been badly or unfairly treated. These recruits were asked to provide more detail on the type of bad or unfair treatment they experienced. It should be noted that 28% of recruits, down from 33% last year (which equates to 331 recruits) stated that they did not wish to answer this question¹⁷. Those who did were able to select more than one category of bad or unfair treatment.

206. The most frequently cited form of bad or unfair treatment continues to be being made fun of or humiliated. This has been the case since the survey began. The order of frequency of the remaining forms of bad or unfair treatment is consistent with last year.

207. Forty-three per cent of recruits who felt that they had been badly or unfairly treated said that they had been made fun of and humiliated (equating to 4.9% of all Phase 1 recruits). Army recruits (44%) and Navy recruits (42%) were more likely to say that they had been made fun of and humiliated than RAF recruits (29%) (figures 64-66). Recruits aged 16-17 years old (49%) were more likely to say this than recruits aged 18 years and above (41%).

208. Verbal abuse was cited by 40% of recruits who said that they had been badly or unfairly treated (equating to 4.6% of all Phase 1 recruits). Navy recruits (45%) and Army recruits (41%) were more likely to say that they had been verbally abused than RAF recruits (30%). Male recruits (41%) were more likely to say that they had been verbally abused than female recruits (31%), as were white recruits (42%) compared with non-white recruits (32%).

209. Twenty-eight per cent of those who stated that they had been badly or unfairly treated said that they had been treated differently to others (equating to 3.2% of all Phase 1 recruits). Recruits aged 16-25 years old (29%) were more likely to say they had been treated in this way than those aged 26 years and above (14%).

210. Twenty-seven per cent of recruits who said that they had been badly or unfairly treated stated that they had been picked on continually (equating to 3.1% of all Phase 1 recruits).

211. Twenty-six per cent of recruits who said that they had been badly or unfairly treated said that they had been intimidated (equating to 3% of all Phase 1 recruits). Army recruits (28%) were more likely to cite being intimidated than RAF recruits (18%).

212. Thirteen per cent of those who said that they had been badly or unfairly treated said that they were always given the worst jobs to do (equating to 1.5% of all Phase 1 recruits). Recruits aged 16-17 years old (18%) were more likely to say that they experienced this form of bad or unfair treatment than those aged 18 years and above (10%).

213. Of the recruits who felt that they had been badly or unfairly treated, 11%, up from 8% said that they had been physically abused (e.g. hit or kicked) (equating to

¹⁷ These respondents are therefore not included in the results to this question, as well as the succeeding follow-up questions. Recruits had the option to select that they did not wish to answer questions throughout this section.

1.3% of all Phase 1 recruits). Army recruits who were badly or unfairly treated were more likely to say that this treatment had been physical abuse (13%, up from 9%) than those in the RAF (3%). Male recruits (12%) who felt that they had been badly or unfairly treated were more likely to say that they had been physically abused than female recruits (4%).

214. Among recruits who reported having been badly or unfairly treated, three per cent stated that they had been racially harassed (equating to 0.4% of all Phase 1 recruits). There was a difference between white and non-white recruits, with non-white recruits (14%) who had been badly or unfairly treated more likely to say that they had been racially harassed than white recruits (2%).

215. One per cent (equivalent to 0.14% of the total number of Phase 1 recruits i.e. 14 recruits) of those who had been badly or unfairly treated said that they had been sexually harassed.

BAD OR UNFAIR TREATMENT BY STAFF

216. Those who said that they had experienced bad or unfair treatment were also asked whether this came from staff or other trainees¹⁸.

217. Thirty-three per cent of recruits who were made fun of or humiliated said that staff were responsible for this (equating to 165 recruits or 1.6% of all Phase 1 recruits). Recruits aged 18 years and above (35%) were more likely to say staff made fun of or humiliated them than younger recruits (23% of those aged 16-17 years old).

218. Of those who said that they experienced verbal abuse, 31% said that this came from staff (equating to 150 recruits or 1.5% of all Phase 1 recruits). Recruits aged 18 years and above (35%) were more likely to say staff verbally abused them than younger recruits (19% of those aged 16-17 years old).

219. Of those who said that they were intimidated, 46% of recruits said that this intimidation came from staff (equating to 142 recruits or 1.4% of all Phase 1 recruits).

220. Forty per cent of recruits said that when they were treated differently, this was by staff (equating to 131 recruits or 1.3% of all Phase 1 recruits).

221. The proportion of recruits who said that when they were picked on, this was by staff, was 28% (equating to 88 recruits or 0.9% of all Phase 1 recruits). Navy recruits (43%) were more likely to say that staff picked on them than Army recruits (25%).

222. Of those who said that they had been physically abused, 39% said that they had experienced this form of treatment from staff (equating to 52 recruits or 0.5% of all Phase 1 recruits).

223. Of those who said that they were given the worst jobs to do, 29% said that this was by staff (equating to 44 recruits or 0.4% of all Phase 1 recruits).

224. Of those who said that they were sexually harassed, 29% said that this was by staff (equating to four recruits or 0.04% of all Phase 1 recruits).

225. The proportion of recruits who said that staff racially harassed them was eight per cent (equating to three recruits or 0.03% of all Phase 1 recruits).

¹⁸ This was a multi-coded question and so respondents had the option to answer both staff and other trainees.

BAD OR UNFAIR TREATMENT BY OTHER TRAINEES

226. Of those who said that they were made fun of or humiliated, 56% said that this came from other trainees (equating to 284 recruits or 2.8% of all Phase 1 recruits). Army recruits (60%) were more likely to say other trainees made fun of or humiliated them than Navy recruits (38%, down from 64%).

227. Of the recruits who said that they experienced verbal abuse, 47% said that this came from other trainees (equating to 224 recruits or 2.2% of all Phase 1 recruits). Younger recruits (59% of those aged 16-17 years old) were more likely to say this than those aged 18 years and above (44%).

228. Forty-seven per cent of those who said that they were intimidated said that this was by other trainees (equating to 145 recruits or 1.4% of all Phase 1 recruits).

229. Forty-two per cent of those who said that they were picked on said that this was by other trainees (equating to 133 recruits or 1.3% of all Phase 1 recruits).

230. Of those who said that they were treated differently, 28% said that this was by other trainees (equating to 91 recruits or 0.9% of all Phase 1 recruits).

231. Of those recruits who said that they were given the worst jobs to do, 39% said that this was by other trainees (equating to 58 recruits or 0.6% of all Phase 1 recruits).

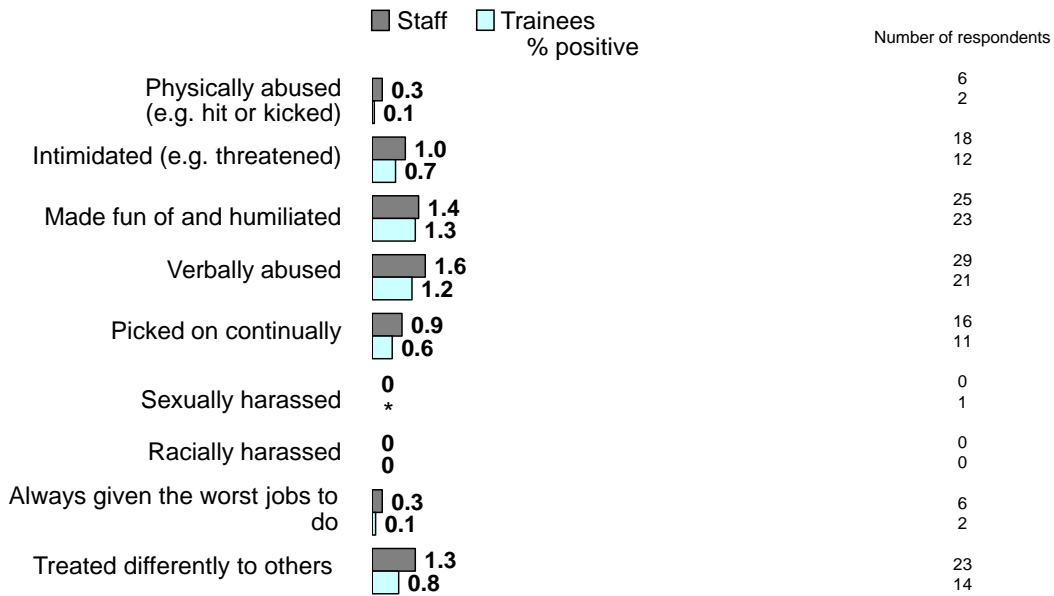
232. Of those who said that they were physically abused, 42% said that this was by other trainees (which equates to 57 recruits or 0.6% of all Phase 1 recruits).

233. Of those who said that they were racially harassed, 34% said that this was by other trainees (equating to 13 recruits or 0.1% of all Phase 1 recruits).

234. Of those who said that they were sexually harassed, 29% said that this was by other trainees (equating to four recruits or 0.04% of all Phase 1 recruits).

Phase 1 – Navy

Of those who were badly or unfairly treated, the split by staff and trainees is ...

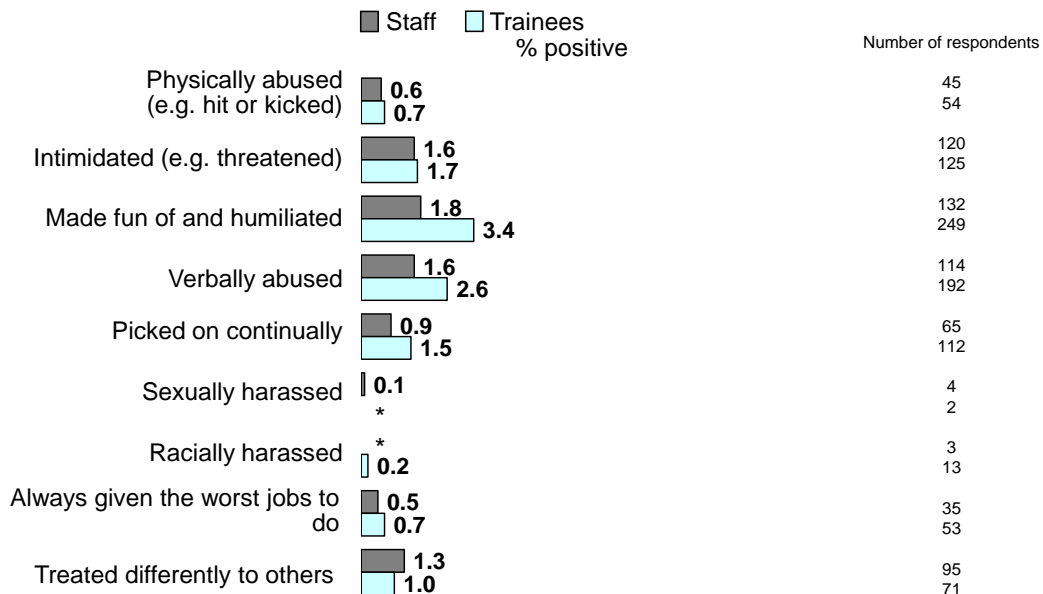


Base Size: % Phase 1 Navy Schools (1,823)
(* Equates to less than 0.05%)

Figure 64¹⁹

Phase 1 – Army

Of those who were badly or unfairly treated, the split by staff and trainees is ...



Base Size: % Phase 1 Army Schools (7,323)
(* Equates to less than 0.05%)

Figure 65²⁰

¹⁹This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

Phase 1 – RAF

Of those who were badly or unfairly treated, the split by staff and trainees is ...

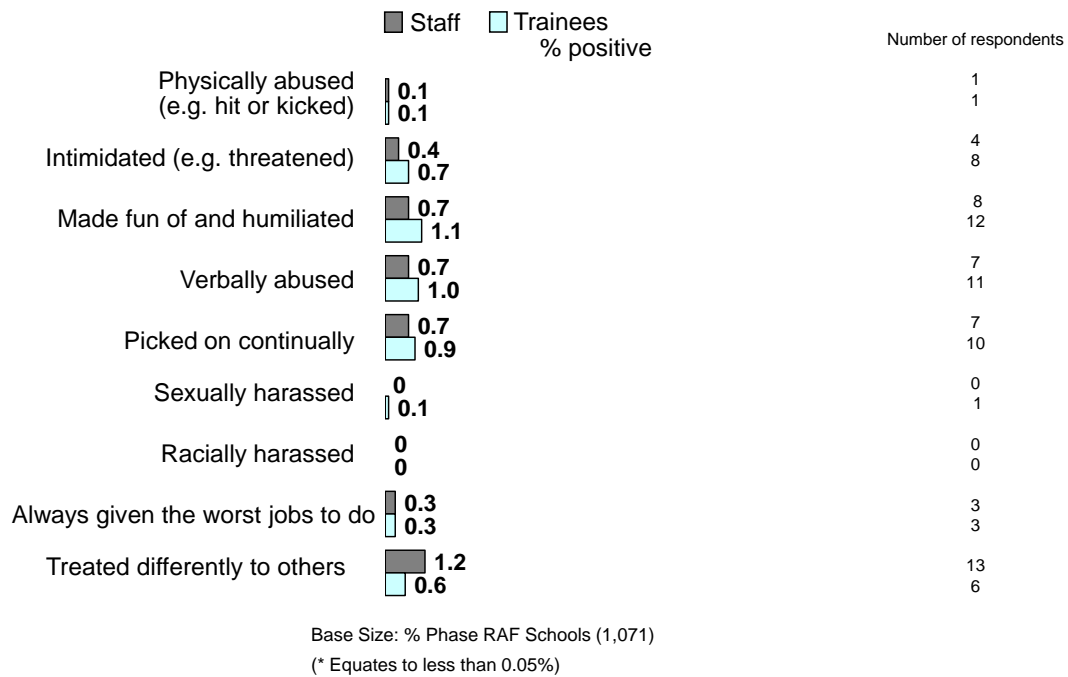


Figure 66²¹

²⁰This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

²¹This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

ACTION FOLLOWING BAD OR UNFAIR TREATMENT

235. Recruits who said that they experienced some form of unfair treatment were then asked what they did following this treatment. It should be noted that 18% of recruits chose not to answer this question. The number of recruits providing an answer to this question was 695. Of those who did answer, the most common response overall was to do nothing (43% of all asked this question). Doing nothing following bad or unfair treatment was the most frequent response for Army recruits (45%) and were more likely to say this than Navy recruits (35%) (figure 67). Of those recruits in the RAF and Navy, the most common response was to speak to a fellow trainee (44% and 38% respectively) and both Services were more likely to say this than Army recruits (27%).

236. The next two most common responses were to speak to a fellow trainee (29%) or to speak to friends or family (25%). Navy and RAF recruits (35% for both) were more likely to speak to friends or family than Army recruits (22%).

237. Seventeen per cent of recruits said that they spoke to a member of military staff while three per cent said that they spoke to a member of civilian staff. Five per cent said that they spoke to the Padre/ Chaplain. Navy recruits (12%) and RAF recruits (9%) were more likely to speak to the Padre/ Chaplain than Army recruits (3%).

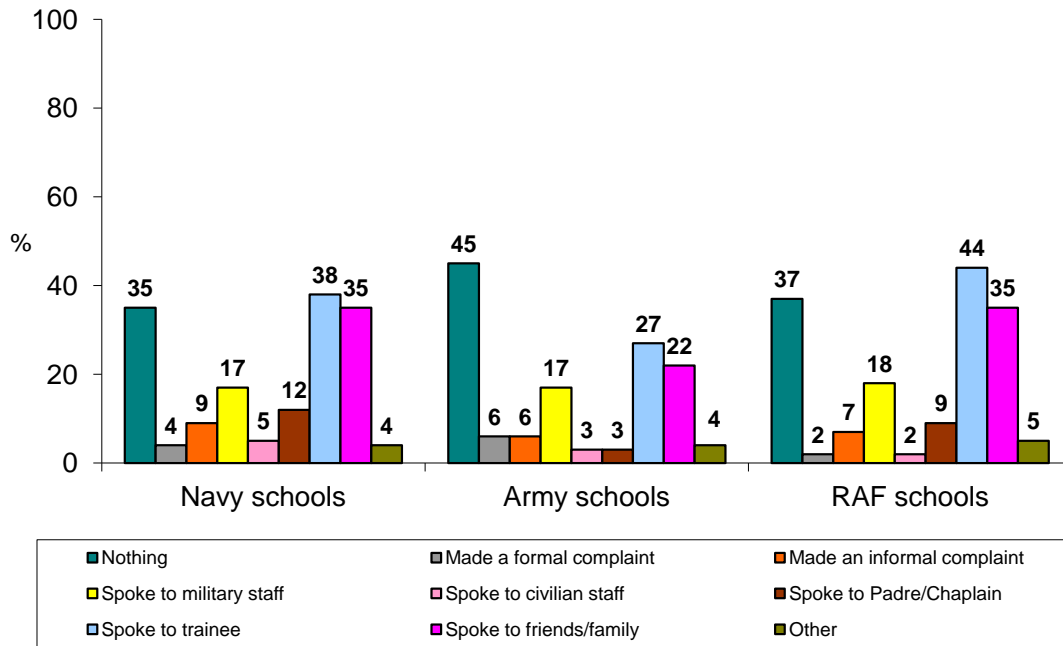
238. Of those who answered this question, 11% of recruits who said that they had experienced bad or unfair treatment made some form of complaint; five per cent of those answering made a formal complaint and seven per cent made an informal complaint.

239. Male recruits (45%) were more likely to have done nothing following bad or unfair treatment than female recruits (23%).

240. Female recruits (31%) were more likely to speak to a member of military staff than male recruits (16%), and more likely to speak to their friends/family (49%) than male recruits (23%). Female recruits (41%) were more likely to speak to a fellow trainee than male recruits (28%), as were recruits aged 18 years and above (34%) compared with younger recruits (23% of those aged 16-17 years old). Female recruits (14%) were also more likely to speak to the Padre/ Chaplain than male recruits (4%), as were recruits aged 18 years and above (6%) compared with their younger counterparts (2% of those aged 16-17 years old).

Phase 1

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



Number of respondents: Navy schools (109), Army schools (684), RAF schools (57)

Figure 67²²

²²This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

REASONS FOR BAD OR UNFAIR TREATMENT

241. Recruits who felt that they had been badly or unfairly treated were asked why they thought this had occurred. It should be noted that 43% of these recruits chose not to answer this question (669 recruits). For those who did answer, the most commonly cited reason was 'because of something else', i.e. something not listed at this question (23%). There has been no change in the top 5 responses this year. 'Because of your sex' is now ranked 6th (8th last year), 'Because of your religion' is now ranked 7th (6th last year) and 'because of your sexual orientation' is now ranked 8th (7th last year).

242. 'Because of something else' was the most commonly cited reason amongst recruits of all three Services. RAF recruits (41%) were more likely to have said that they were badly or unfairly treated because of something else than Navy recruits (25%) and Army recruits (22%) (figure 68). Recruits aged 18 years and above (29%) were more likely to say this than younger recruits (18% of those aged 16-17 years old), as were white recruits (25% compared with non-white recruits (14%).

243. The next most commonly mentioned perceived reason for bad or unfair treatment was because of where the respondent came from (18%). There has been an increase in the proportion of RAF recruits who cited this as a reason (12%, up from 2%). Recruits aged 16-17 years old (24%) were more likely to cite this as the reason for bad or unfair treatment than recruits aged 18 years and above (15%).

244. The third most commonly mentioned cause for bad or unfair treatment was the respondent's social background/class (18%). Army recruits (19%) were more likely to say this than RAF recruits (10%). Younger recruits (19% of those aged 16-25 years old) were more likely to cite social background/class as a reason than older recruits (11% of those aged 26 years and above).

245. Nine per cent of recruits who had been badly or unfairly treated said that this was because of their age. Recruits aged 26 years and above (18%) and recruits aged 16-19 years old (11%) were more likely to cite age as a reason than recruits aged 20-25 years old (3%). White recruits (9%) were more likely to say this than non-white recruits (4%).

246. Race, colour or ethnic origin was cited by six per cent (up from 4% last year) of recruits who had been badly or unfairly treated. There has been an increase in the proportion of Army recruits who cited this as a reason (7%, up from 5%). Recruits aged 20 years and above (10%) were more likely to cite this as a reason than recruits aged 16-19 years old (3%). Non-white recruits (36%) were more likely to cite this as a reason for being badly or unfairly treated than white recruits (2%).

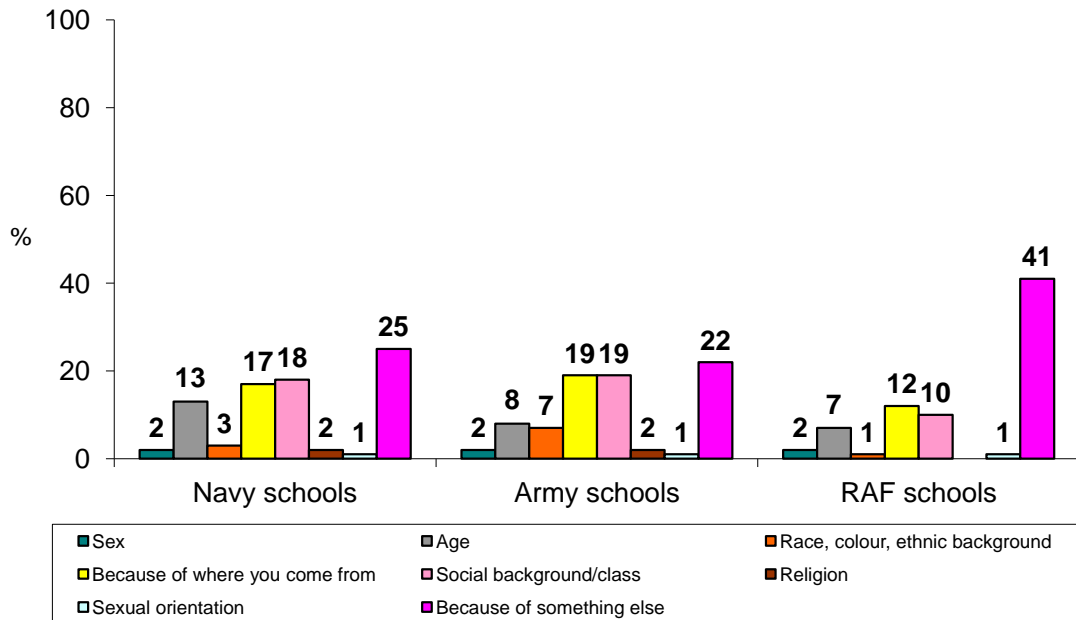
247. Two per cent of recruits who had been badly or unfairly treated said that this was because of their religion. Non-white recruits (3%) were more likely to cite this reason than white recruits (1%).

248. Two per cent of recruits who had been badly or unfairly treated said that this was because of their sex. Female recruits (11%) were more likely to cite this as a reason than male recruits (1%).

249. Sexual orientation was cited by one per cent of recruits who had been badly or unfairly treated.

Phase 1

Why do you think you were badly or unfairly treated?



Number of respondents: Navy schools (146), Army schools (944), RAF schools (91)

Figure 68²³

²³This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

COMPLAINTS

250. The 758 recruits who felt that they had experienced bad or unfair treatment but did not complain about it were asked why they did not complain. It should be noted that 16% of recruits chose not to answer this question. Navy recruits (23%) were more likely to choose this option than RAF recruits (6%) (figures 69-71).

251. The most common reason given by Phase 1 recruits for not complaining was that they thought that it would have caused problems on the course (32%). RAF recruits (47%) were more likely to say this than Army recruits (30%). Recruits aged 18 years and above (37%) were more likely to cite this reason than younger recruits (27% of those aged 16-17 years old).

252. Overall, 28% of recruits cited the reason that they did not complain because they did not believe anything would be done following a complaint and 27% said that they considered the incident too minor to report.

253. Of those who felt that they had experienced bad or unfair treatment but did not complain, 23% said this was because they did not think people would believe them/take them seriously and the same proportion said that they were worried it would be repeated or get worse.

254. Eighteen per cent of those recruits said that they were worried they would be labelled a troublemaker. Recruits aged 26 years and above (31%) were more likely to say this than younger recruits (18% of those aged 16-25 years old).

255. Of those who felt that they had experienced bad or unfair treatment but did not complain, 17% said this was because they were worried it would be bad for their career. Older recruits (28% of those aged 26 years and above) were more likely to say this than younger recruits (17% of those aged 16-25 years old).

256. Fifteen per cent of recruits said that they did not complain because they did not want to go through the complaints procedure and 13% said that it was too difficult.

257. One in ten recruits (10%) who felt that they had experienced bad or unfair treatment but did not complain about it said this was because they did not know what to do.

258. Seven per cent of recruits said that they did not complain because they did not know who to complain to. White recruits (7%) were more likely to give this as a reason than non-white recruits (2%).

259. Overall, six per cent of recruits who felt that they had experienced bad or unfair treatment but did not complain said that this was because they were persuaded not to.

Phase 1 - Navy

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

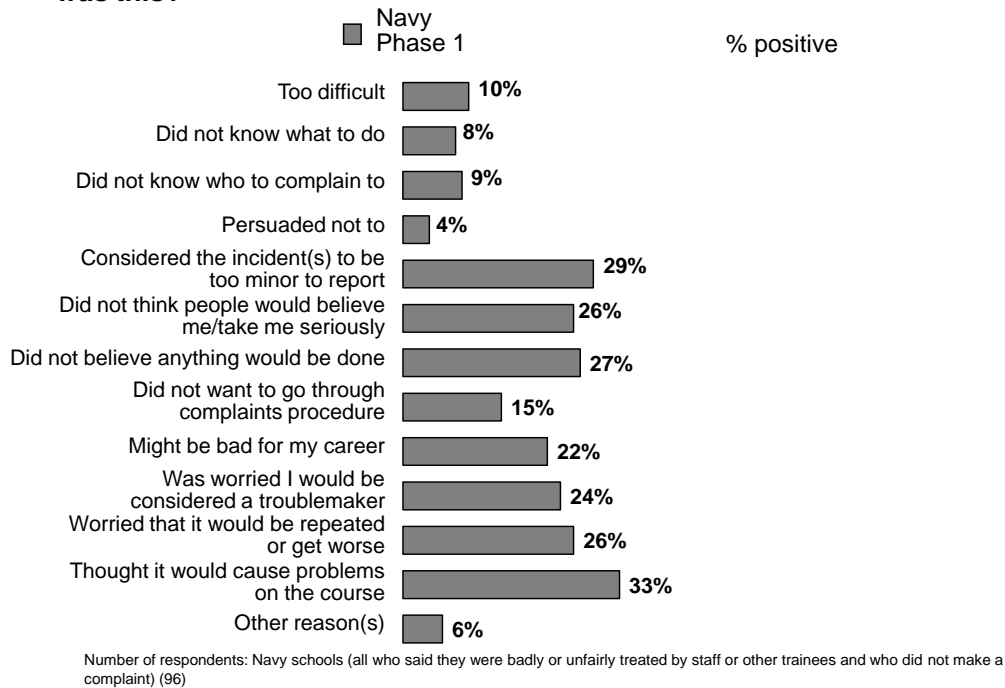
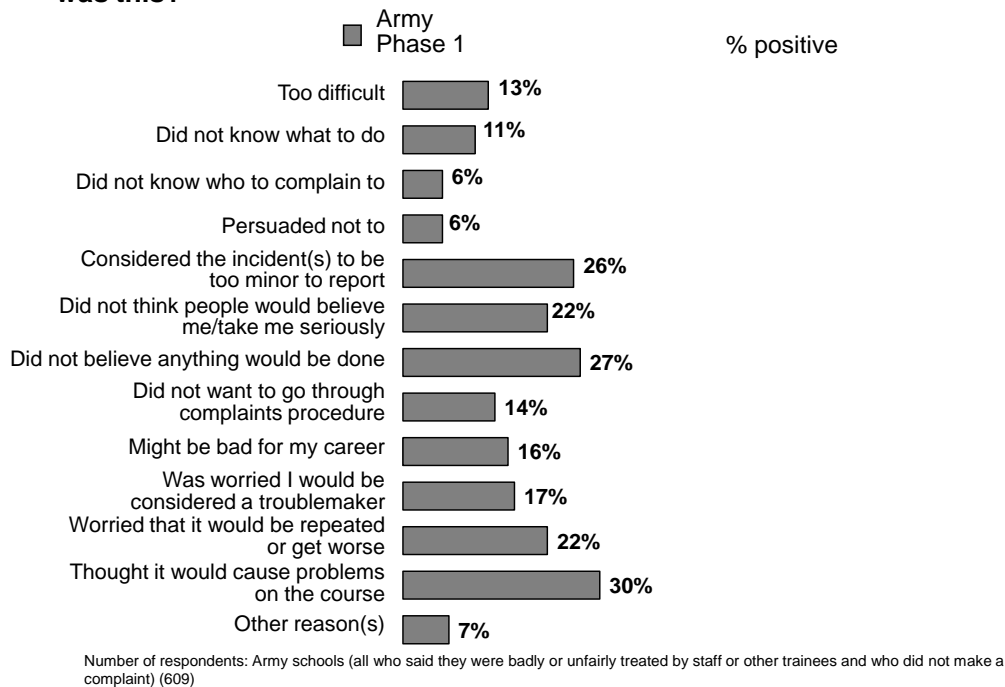


Figure 69²⁴

Phase 1 - Army

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

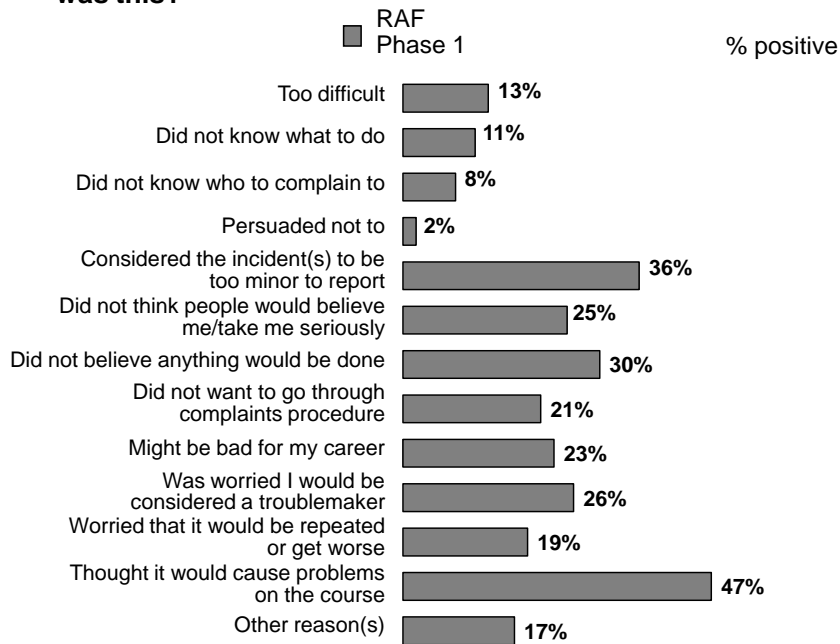


²⁴This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

Figure 70²⁵

Phase 1 - RAF

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



Number of respondents: RAF schools (all who said they were badly or unfairly treated by staff or other trainees and who did not make a complaint) (53)

Figure 71²⁶

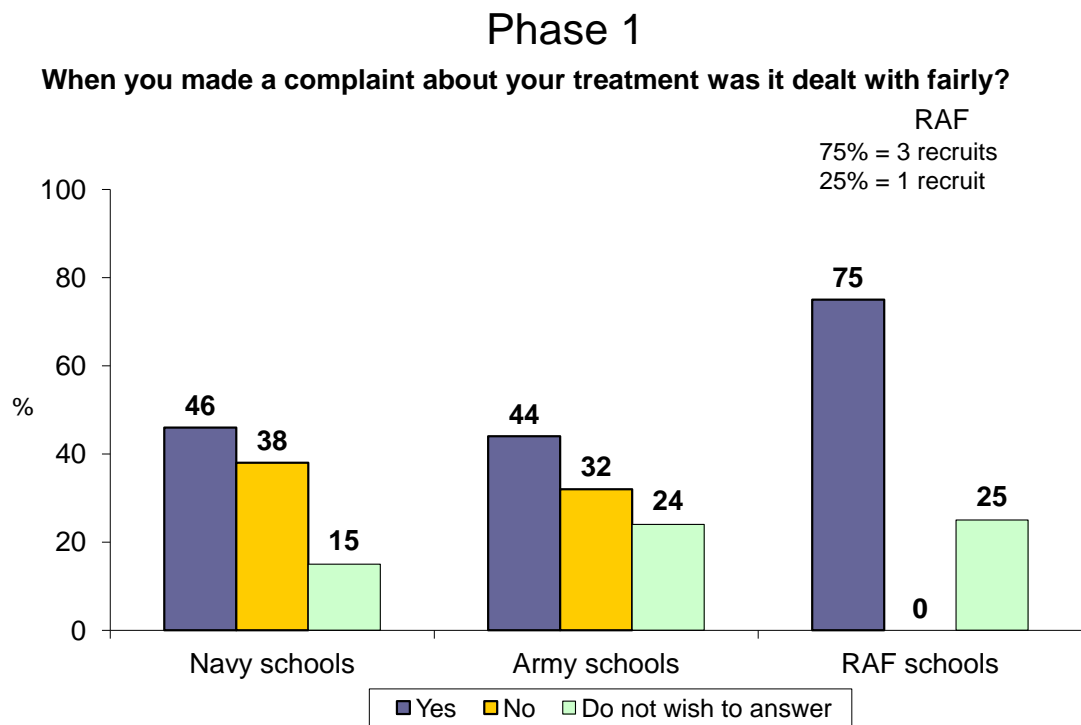
²⁵This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

²⁶This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

Was your complaint dealt with fairly?

260. Recruits who said that they made a complaint were asked whether their complaint was dealt with fairly. It should be noted that 23% of recruits who were asked this question chose not to answer.

261. Forty-six per cent of Phase 1 recruits who made a complaint about their treatment thought that it had been dealt with fairly. For a full breakdown by Service, see figure 72.



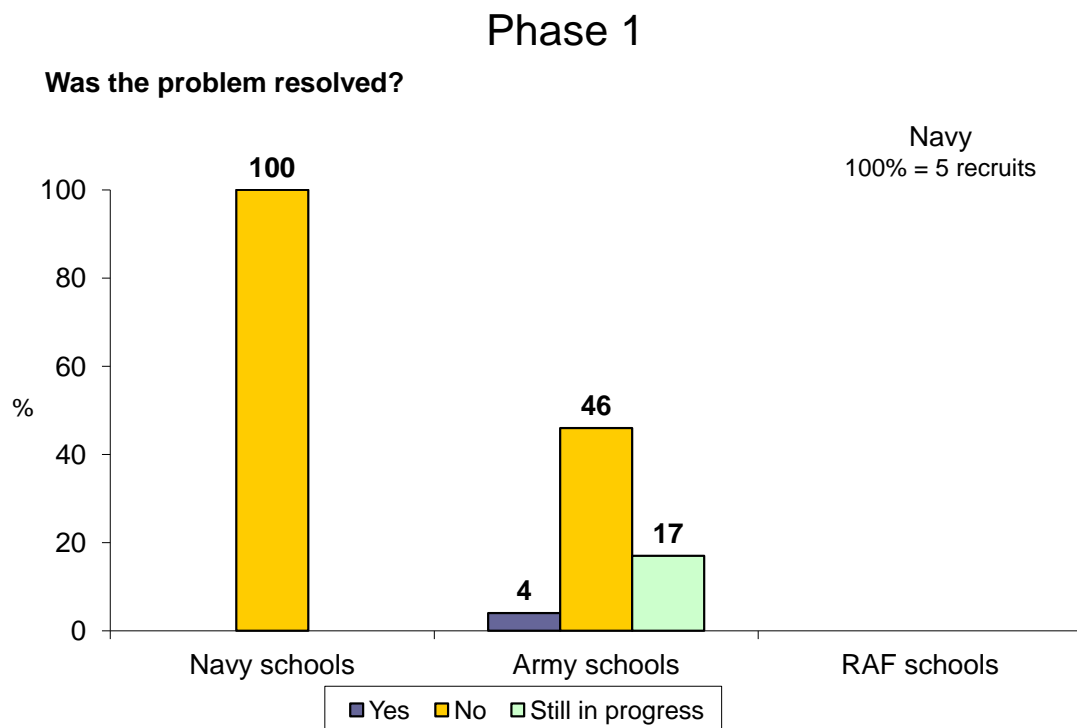
Number of respondents (all who were badly or unfairly treated and made a complaint): Navy schools (13*), Army schools (75), RAF Schools (4*)

Figure 72

Resolution of the problem?

262. Recruits who said that they made a complaint and that it had not been dealt with fairly (29 recruits) were asked whether the problem had been resolved. It should be noted that seven per cent of recruits who were asked this question chose not to answer.

263. Fifty-five per cent of recruits said that their problem had not been resolved, while three per cent said that it had been resolved and 14% said that this was still in progress. For a full breakdown by Service, see figure 73.



Number of respondents (All who were badly or unfairly treated, made a complaint and did not think their complaint was dealt with fairly) : Navy schools (5*), Army schools (24*), RAF Schools (0)

Figure 73²⁷

²⁷ None of the RAF recruits said that their complaint was not dealt with fairly and as a result were not asked the follow up question.

SETBACKS DURING TRAINING

ILLNESS AND INJURY

264. Overall, 64% of recruits said that they were ill or injured during Phase 1 training.

265. Half (50%) of these recruits said that they reported this. Army recruits (52%) were the most likely to report being ill or injured during training, followed by RAF recruits (46%), who were, in turn, more likely to say this than Navy recruits (42%, down from 47%) (figure 74). Female recruits (59%) were more likely to say this than male recruits (49%), as were younger recruits (54% of those aged 16-17 years old) compared with their older counterparts (50% of those aged 18 years and above).

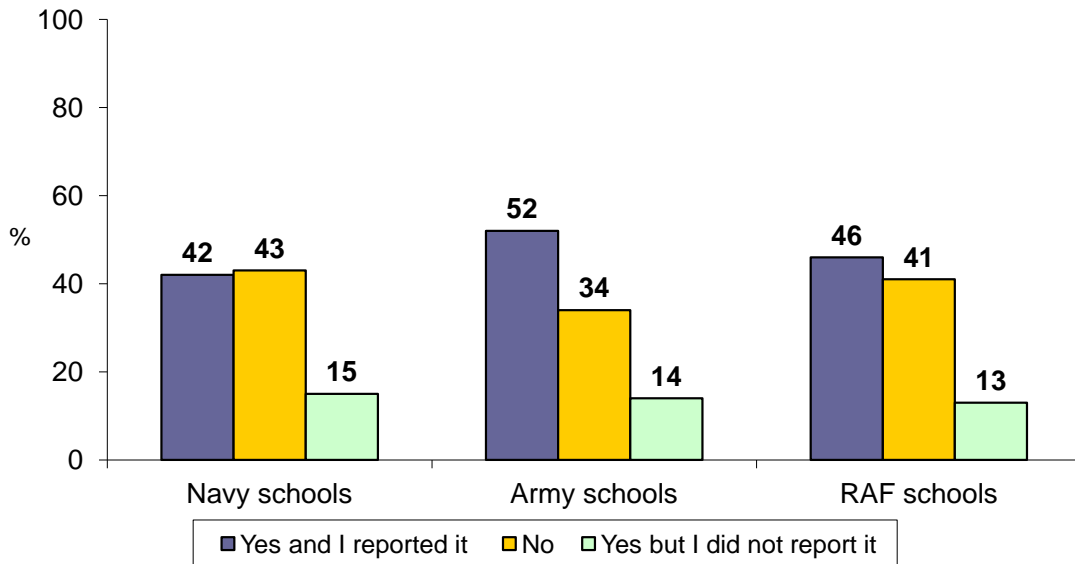
266. The proportion of recruits who had been ill or injured but did not report it was 14% (up from 12% last year). There have been increases in the proportion of Army recruits (14%, up from 12%) and RAF recruits (13%, up from 10%) who said this. Male recruits (14%) were more likely to say this than female recruits (8%).

267. Thirty-six per cent of recruits (down from 38% last year) said they were not ill or injured. Navy recruits (43%, up from 39%) and RAF recruits (41%, down from 47%) were more likely to have not been ill or injured during training than Army recruits (34%, down from 36%). Non-white recruits (41%) were more likely to say this than white recruits (36%).

268. Recruits aged 18 years old and above (37%) were more likely to state that they had not been ill or injured during training than recruits aged 16-17 years old (32%).

Phase 1

Were you ever ill or injured during training?



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 74

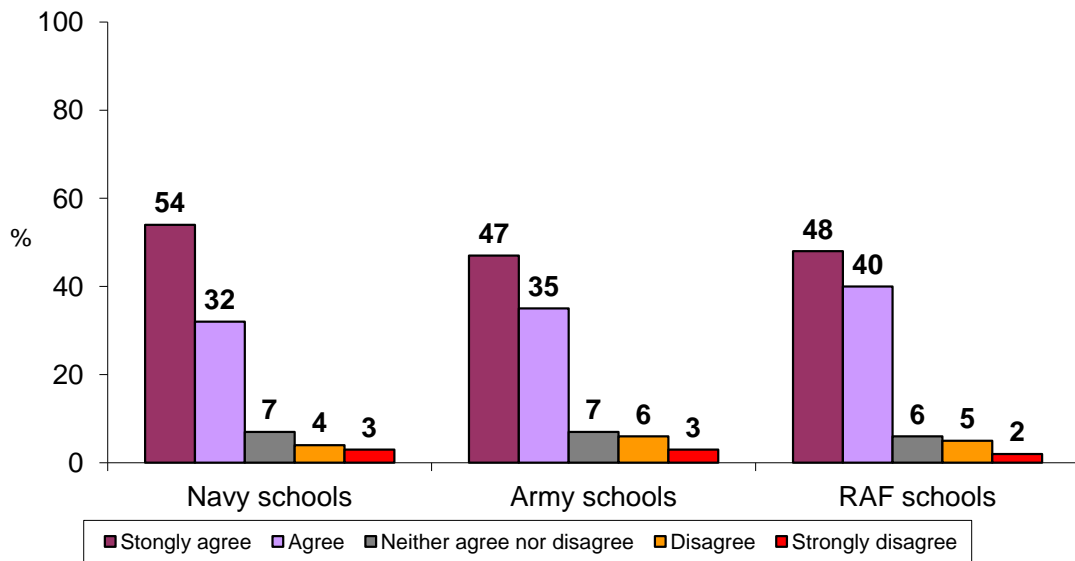
269. Amongst recruits who reported sick, the majority felt that their illness or injury was properly dealt with (83%, down from 87% last year). Nine per cent felt that this was not the case (up from 7% last year).

270. Recruits in the RAF (87%) and Navy (86%) were more likely to say that their injury was properly dealt with than those in the Army (82%, down from 87%), as were male recruits (84%) compared with female recruits (80%) (figure 75).

Phase 1

Please indicate how you feel about the following statements:

My injury/illness was properly dealt with



Number of respondents (all who were ill or injured and reported it): Navy schools (758), Army schools (3,844), RAF schools (534)

Figure 75

271. Seventy-one per cent of those who reported sick said that staff helped and supported them when they were ill or injured (down from 75% last year). Eleven per cent felt that this was not the case. Recruits in the Navy (84%) and RAF (81%) were more likely to say staff helped and supported them when ill or injured than those in the Army (68%, down from 73%) (figure 76).

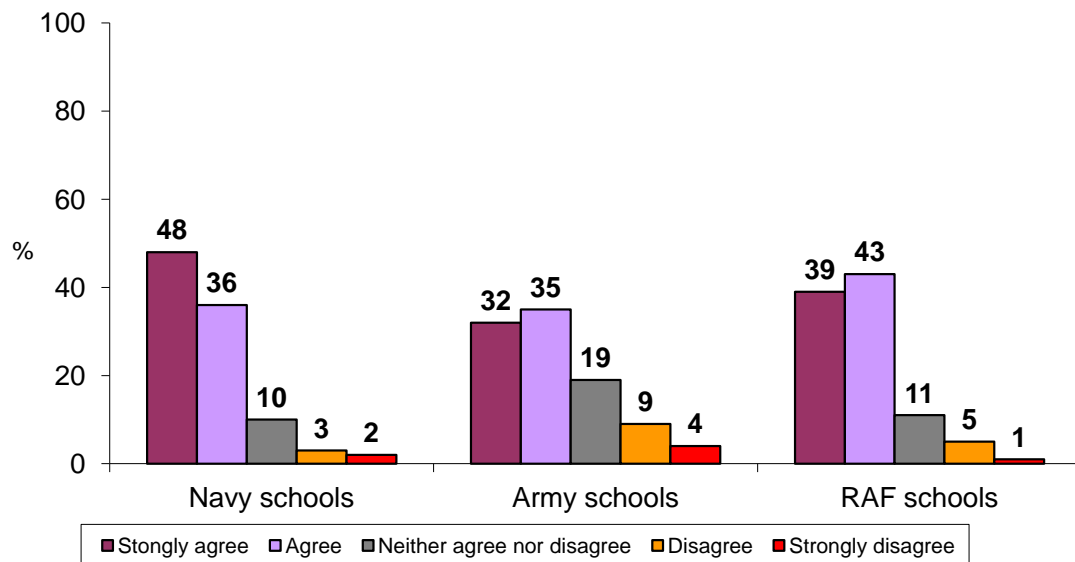
272. Recruits aged 18 years and above (74%) were more likely to say that staff helped and supported them when they were ill or injured than recruits aged 16-17 years old (65%).

273. Eleven per cent (up from 8%) said that they did not think that staff helped or supported them when they were ill or injured. Recruits in the Army (12%, up from 9%) were more likely to say this than recruits in the RAF (6%) and the Navy (5%).

Phase 1

Please indicate how you feel about the following statements:

Staff helped and supported me when I was ill/injured



Number of respondents (all who were ill or injured and reported it): Navy schools (758), Army schools (3,844), RAF schools (534)

Figure 76

274. Thirty-three per cent of recruits who reported sick said that they would advise others in a similar situation not to report sick if they could avoid it. This represents an increase of three percentage points compared with last year (30%). In total, 45% said that they would advise others to report sick. This represents a decrease of four percentage points compared with last year (49%).

275. Army recruits (35%, up from 31%) were the most likely to say that they would advise others in a similar situation not to report sick if they could avoid it, followed by RAF recruits (27%, up from 21%) and Navy recruits (23%) (figure 77).

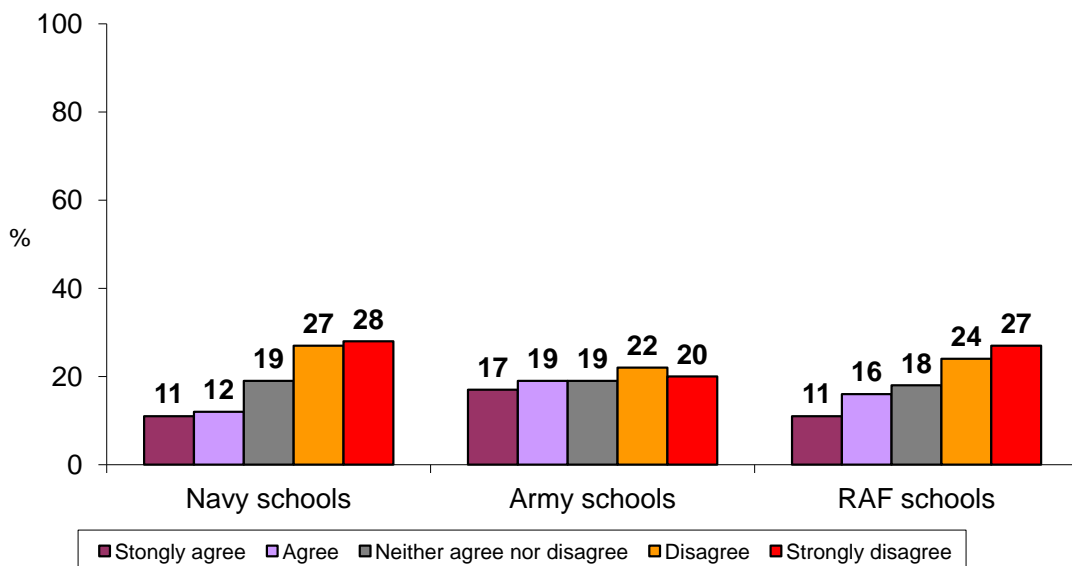
276. Recruits aged 16-19 years old (37%), were more likely to say that they would advise others in a similar situation not to report sick than those aged 20 years and above (28%). White recruits (33%) were also more likely to advise others in a similar position to not report sick than non-white recruits (27%).

277. Female recruits (50%) were more likely to disagree when asked if they would advise others in a similar situation not to report sick if they can avoid it than male recruits (44%).

Phase 1

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 who were ill or injured and reported it): Navy schools (758), Army schools (3,844), RAF schools (534)

Figure 77

278. Amongst recruits who reported sick, 41% felt that they were considered weak for reporting this. This represents an increase of three percentage points since last year (38%). Thirty-five per cent of recruits said that they did not agree that reporting sick made them feel that they were considered weak. This represents a decrease of five percentage points (40%).

279. Recruits in the Army (46%, up from 42%) were the most likely to feel that they were considered weak for reporting sick, followed by Navy recruits (31%, up from 25%) and RAF recruits (25%) (figure 78).

280. There has been decreases in the proportion of Navy recruits (45%, down from 51%) and Army recruits (31%, down from 35%) who disagreed when asked if they felt people considered them weak because they reported sick.

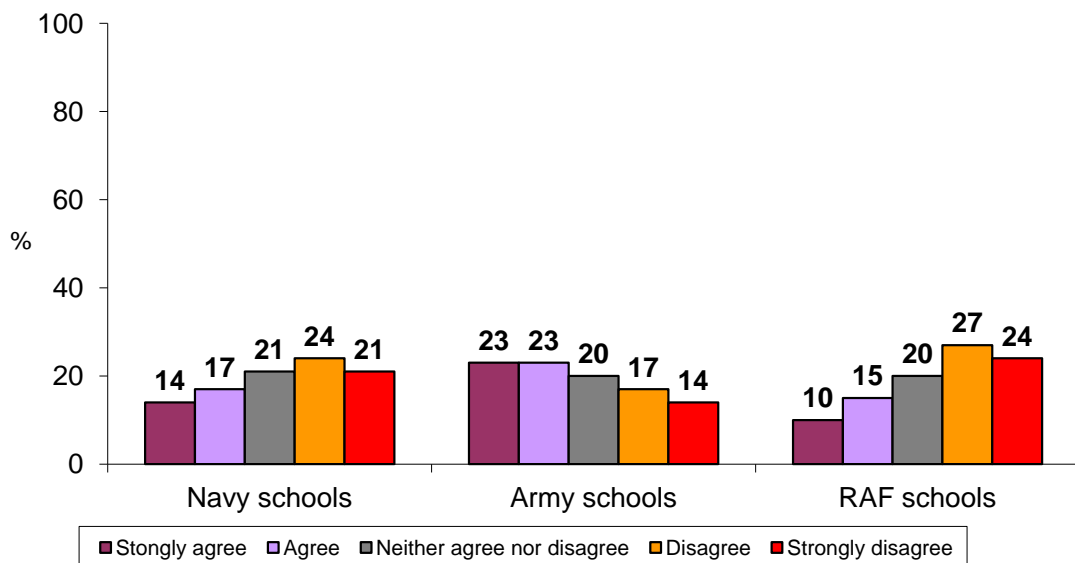
281. Recruits aged 16-17 years old (57%) were more likely to say that they felt people considered them weak for reporting sick than those aged 18 years and over (37%). White recruits (42%) were more likely to say this than non-white recruits (37%).

282. Male recruits (36%) were more likely to say that they did not agree that reporting sick made them feel that they were considered weak than female recruits (31%).

Phase 1

Please indicate how you feel about the following statements:

I felt that people considered me weak because I reported sick



Number of respondents (all who were ill or injured and reported it): Navy schools (758), Army schools (3,844), RAF schools (534)

Figure 78

Why did you not report it?

283. Recruits who were ill or injured but did not report sick were asked why. The most common reason, cited by 71% of recruits, was because they did not wish to risk delaying their training. White recruits (72%) were more likely to state this as a reason for not reporting sick than non-white recruits (63%).

284. The next most commonly cited reason for not reporting sick was that the incident was too minor to report (42%). Recruits in the RAF (50%) and Navy (49%) were more likely to say this than those in the Army (40%), as were recruits aged 18 years and above (45%) compared with recruits aged 16-17 years old (35%) (figure 79).

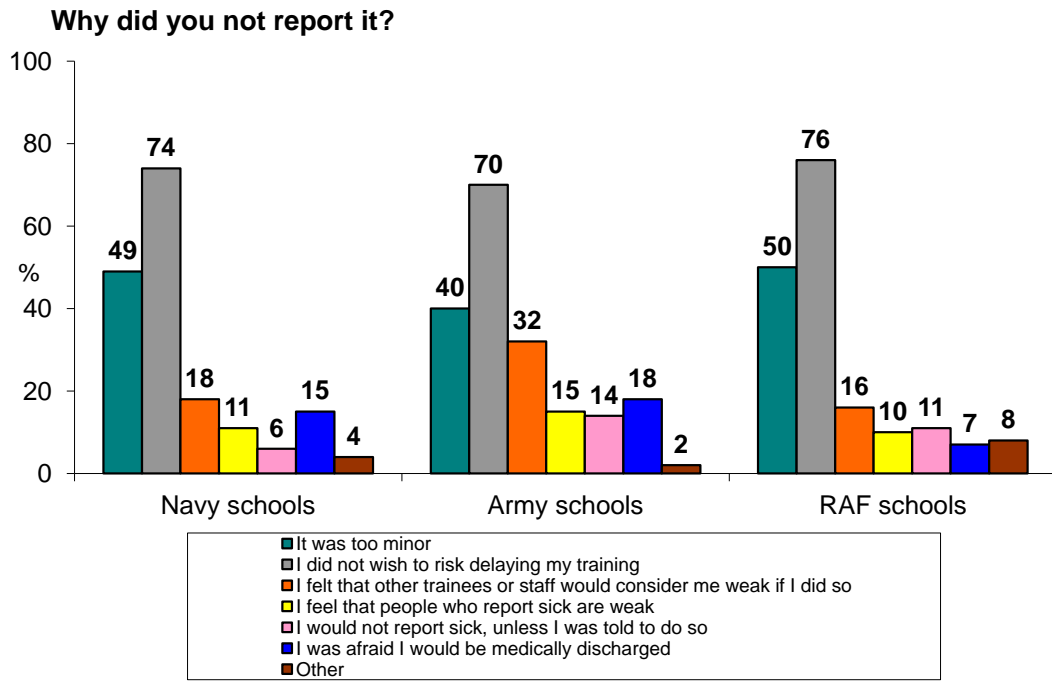
285. Twenty-eight per cent of recruits felt that other recruits/ staff would consider them weak if they did report sick. This represents an increase of six percentage points (22%). A higher proportion of Army recruits did not report sick because of this (32%, up from 26%) than Navy (18%) and RAF recruits (16%). Younger recruits (39% of those aged 16-17 years old) were more likely to state this than recruits aged 18 years and above (25%).

286. Overall, 17% of recruits said that they did not report their illness or injury because they were afraid they would be medically discharged. Army recruits (18%) and Navy recruits (15%) were more likely to say this than RAF recruits (7%, down from 15%). Younger recruits (24% of those aged 16-17 years old) were more likely to say that they were afraid they would be medically discharged than recruits aged 18 years and above (15%).

287. The next most commonly cited reason was the feeling that people who report sick are weak (14%). Recruits aged 16-17 years old (20%) were more likely to say this than those aged 18 years and above (12%).

288. Twelve per cent of recruits said that they would not report sick unless they were told to do so. Army recruits (14%) were more likely to say this than Navy recruits (6%). Younger recruits (15% of those aged 16-19 years old) were more likely to say that they would not report sick unless they were told to do so than older recruits (8% of those aged 20 years and above).

Phase 1



Number of respondents (all who were ill or injured and did not report it): Navy schools (268), Army schools (992), RAF schools (152)

Figure 79

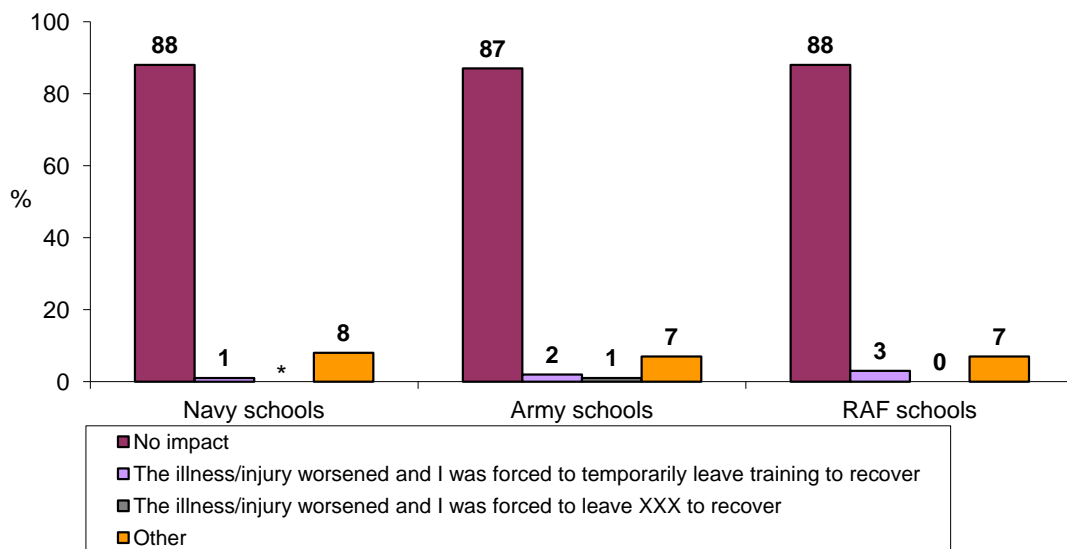
What was the result of not reporting sick?

289. The majority of recruits who did not report sick felt that this had no impact on their training (87%). White recruits (88%) were more likely to say that there was no impact due to reporting sick than non-white recruits (80%).

290. Two per cent said that the illness or injury worsened and that they were forced to take a temporary break from training to recover. This was higher amongst non-white recruits (5%) than white recruits (1%). One per cent of recruits said that they were forced to leave the school. Seven per cent of recruits answered 'other' when asked what the result was of not reporting sick. For a full breakdown by Service, see figure 80.

Phase 1

What was the result of not reporting sick?



Number of respondents (all who were ill or injured and did not report it): Navy schools (268), Army schools (992), RAF schools (152)

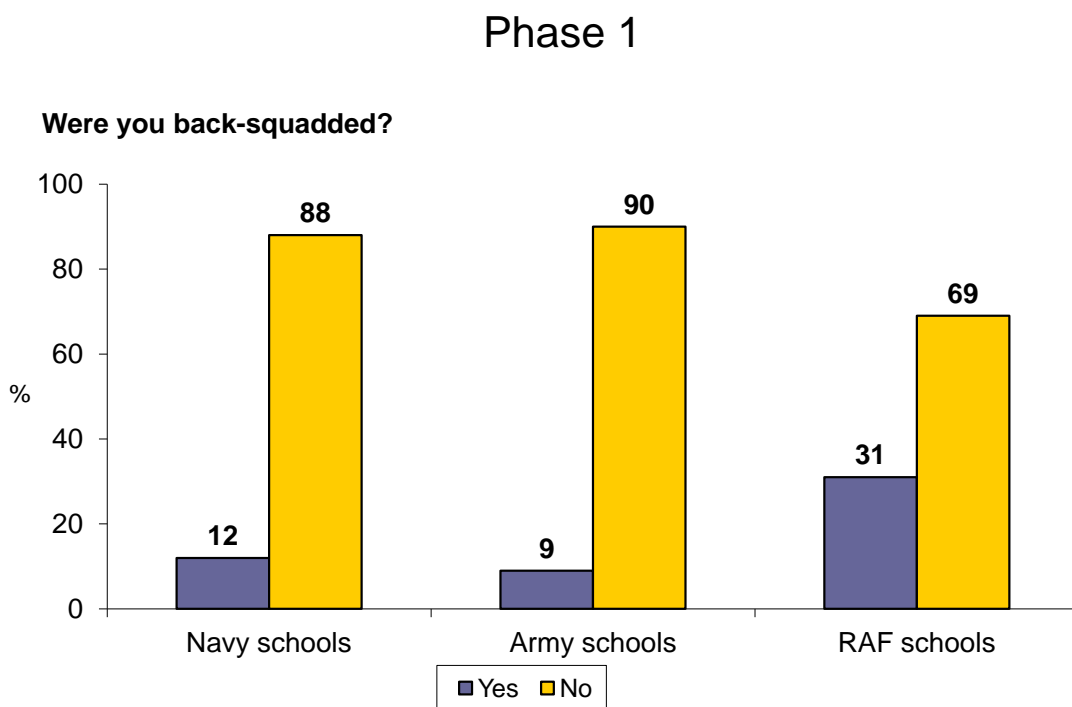
Figure 80

BACK-SQUADDING/BACK-CLASSING/RE-FLIGHTING²⁸

Were you back-squadded?

291. Overall, 12% of recruits were back-squadded during their training period (equating to 1,223 recruits). RAF recruits (31%) were the most likely to say that they had been back-squadded, followed by those in the Navy (12%, down from 15% last year and 18% in 2010), who were, in turn, more likely to say this than those in the Army (9%, up from 7%) (figure 81).

292. Recruits aged 18 years and above (14%) were more likely to have been back-squadded than those aged 16-17 years old (4%), as were female recruits (15%) and non-white recruits (14%) compared with male recruits (12%) and white recruits (12%).



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 81

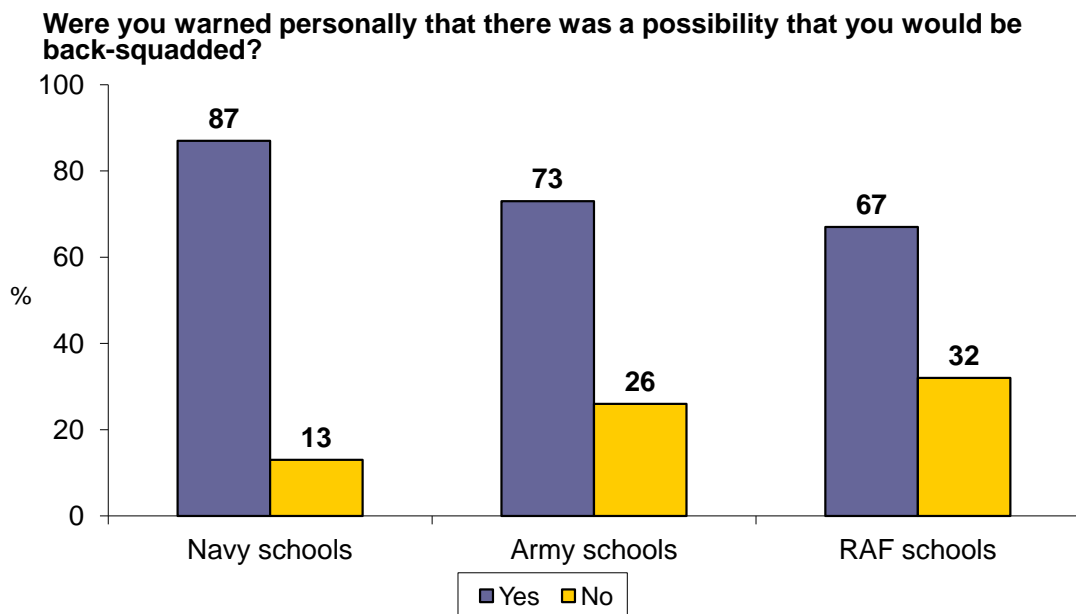
²⁸ In the questionnaire, respondents were asked whether they were back-squadded/back-classed/re-flighted according to their Service. In this report we have referred only to back-squadding for the sake of brevity.

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

293. The majority of recruits (74%) who were back-squadded said that they were warned personally that there was a possibility that it might happen. Twenty-six per cent said that they had not been warned.

294. Navy recruits (87%, up from 79%) were the most likely to say that they were warned personally there was a possibility they would be back-squadded, followed by Army recruits (73%), who were, in turn, more likely to say this than RAF recruits (67%, down from 77%) (figure 82). White recruits (77%) were more likely to say this than non-white recruits (55%).

Phase 1



Number of respondents (all who were back-squadded): Navy schools (215), Army schools (654), RAF schools (354)

Figure 82

What reasons were you given for being back-squadded?

295. Recruits who were back-squadded were asked what reasons they were given for this. Medical issues were the most commonly cited reason for being back-squadded (48%). Navy recruits (63%, down from 72%) were the most likely to say this, followed by Army recruits (50%, up from 44%), who were, in turn, more likely to say this than RAF recruits (36%) (figure 83).

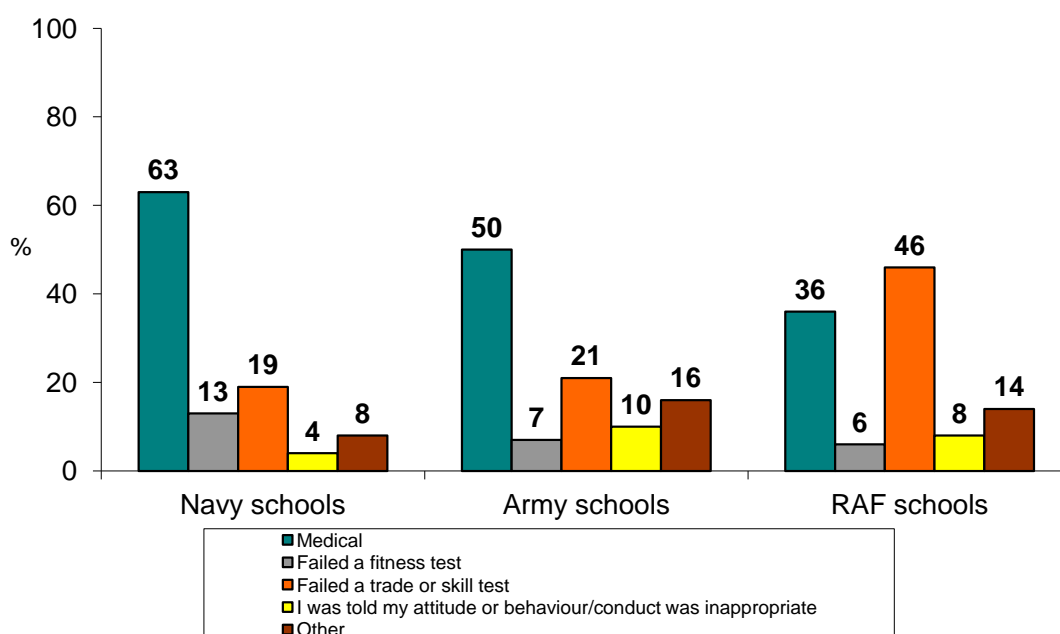
296. The next most commonly cited reason for being back-squadded was for failing a trade or skill test (28%, up from 22%). RAF recruits (46%, up from 36%) were the most likely to say this, followed by Army (21%) and Navy recruits (19%).

297. Eight per cent (down from 11%) overall were back-squadded due to inappropriate attitude or behaviour. Army recruits (10%) were more likely to say this than Navy recruits (4%). The proportion of RAF recruits who said this has decreased this year (8%, down from 14%). Non-white recruits (13%) were more likely to say they had been back-squadded due to inappropriate attitude or behaviour than white recruits (7%).

298. A further eight per cent of recruits said that the reason given for being back-squadded was due to failing a fitness test. Navy recruits (13%) were the most likely to say this, followed by Army recruits (7%) and RAF recruits (6%, down from 13%). Female recruits (17%) were more likely to say this than male recruits (7%).

Phase 1

What reasons were you given for being back-squadded?



Number of respondents (all who were back-squadded): Navy schools (215), Army schools (654), RAF schools (354)

Figure 83

GENERAL

I received regular feedback on my performance

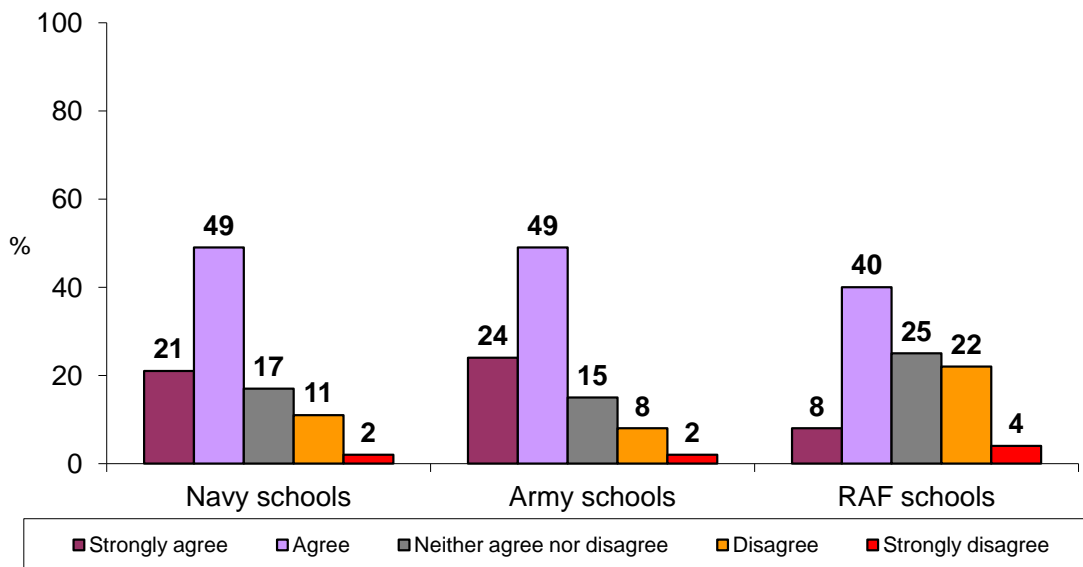
299. Overall, 70% of recruits agreed that they received regular feedback on their performance. Army recruits (74%) and Navy recruits (69%, down from 74%) were more likely to agree that they received regular feedback regarding their performance than RAF recruits (49%) (figure 84).

300. A higher proportion of male recruits (71%) agreed that they received regular feedback on their performance during Phase 1 training than female recruits (61%). A higher proportion of non-white recruits said this (80%) than white recruits (69%).

301. Younger recruits (72% of those aged 16-19 years old) were more likely to agree that they received regular feedback on their performance than those aged 20 years and above (68%).

Phase 1

I receive regular feedback on my performance



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 84

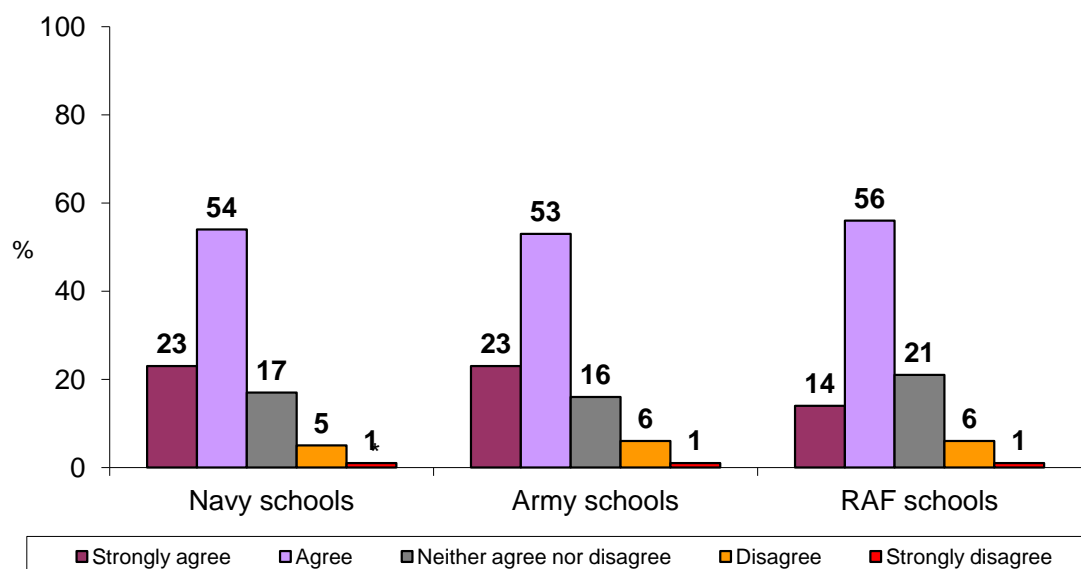
The reasons for doing things were explained to me

302. Seventy-six per cent (down from 77%) of Phase 1 recruits agreed that the reasons for doing things had been explained to them, with seven per cent disagreeing. Navy recruits (77%) and Army recruits (76%, down from 78%) were more likely to agree than those in the RAF (70%) (figure 85).

303. A higher proportion of male recruits (77%) than female recruits (69%) agreed that the reasons for doing things were explained to them. Non-white recruits (79%) were more likely to say this than white recruits (76%).

Phase 1

The reasons for doing things were explained to me



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

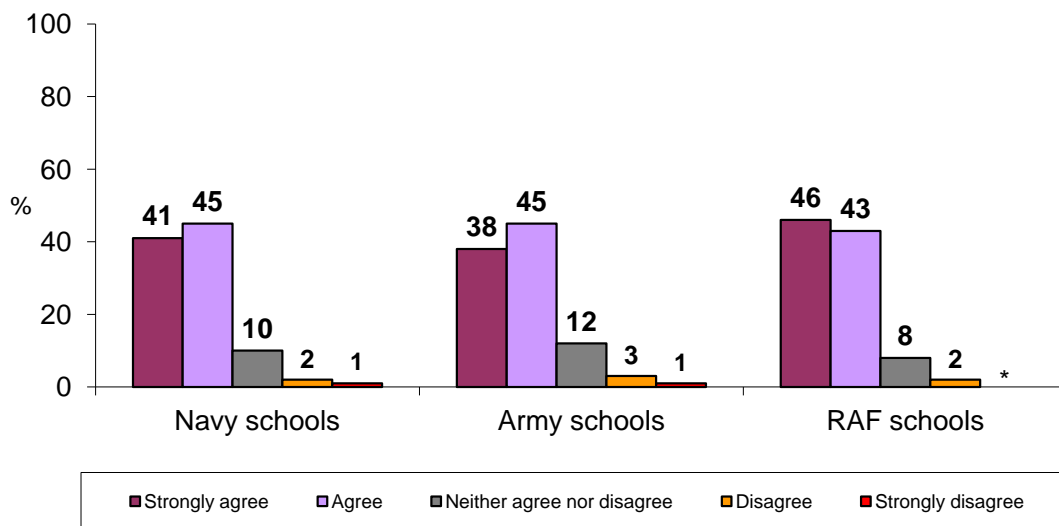
Figure 85

The staff/instructors did all they could to help me succeed in training

304. Eighty-four per cent (down from 87%) of Phase 1 recruits agreed that the staff/instructors did all they could to help them succeed during training. Four per cent disagreed, an increase of two percentage points from 2011. RAF recruits (89%) were the most likely to agree, followed by Navy recruits (86%), who were, in turn, more likely to do so than Army recruits (83%, down from 86%) (figure 86).

Phase 1

The staff/instructors did all they could to help me succeed in training

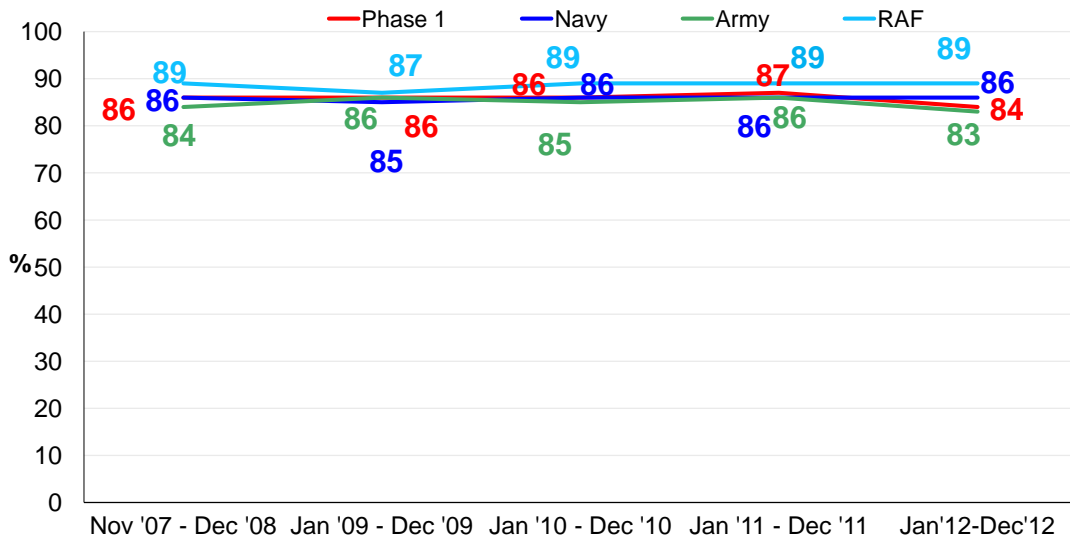


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 86

Phase 1

The staff/instructors did all they could to help me succeed in training



% Positive

Number of respondents: December '08 (Phase 1: 16,240, Navy: 3,467, Army: 9,966, RAF: 2,807) December '09 (Phase 1: 16,166, Navy: 3,114, Army: 10,100, RAF: 2,952), December '10 (Phase 1: 9,368, Navy: 2,257, Army: 5,618, RAF: 1,493), December '11 (Phase 1: 8,729, Navy: 1,435, Army: 6,223, RAF: 1,071) December '12 (Phase 1: 10,303, Navy: 1,823, Army: 7,323, RAF: 1,157)

Figure 87

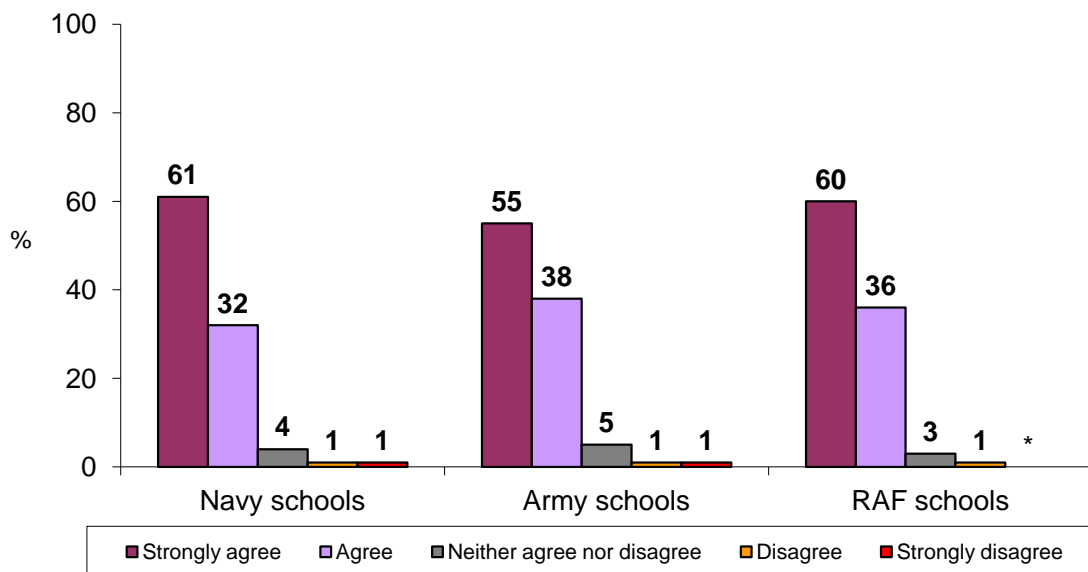
I feel I personally benefited from the course

305. Overall, 93% of recruits felt that they had personally benefited from their course, a decrease from 94% last year. RAF recruits (95%) were the most likely to agree, followed by Navy recruits (94%), who were, in turn, more likely to do so than Army recruits (92%, down from 94%) (figure 88).

306. Younger recruits (94% of those aged 16-25 years old) were more likely to agree that they personally benefited from the course than older recruits (91% of those aged 26 years and above).

Phase 1

I feel I personally benefited from the course



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 88

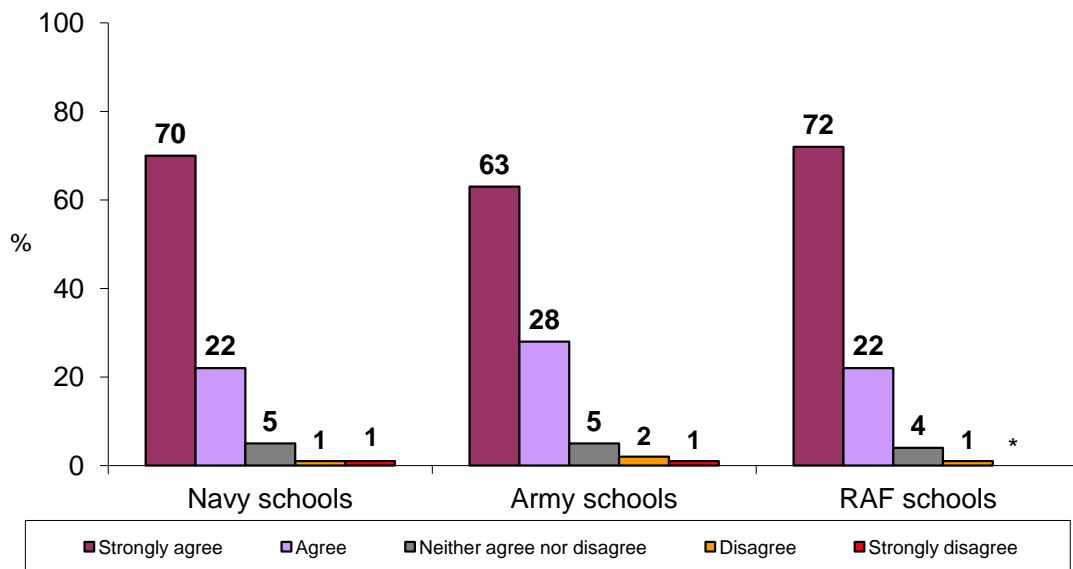
I feel a sense of achievement

307. Ninety-two per cent of Phase 1 recruits agreed that they felt a sense of achievement, a decrease from 94% last year. RAF recruits (94%) were more likely to say this than Army recruits (91%, down from 94%) (figure 89).

308. A higher proportion of female recruits (96%) agreed that they felt a sense of achievement compared with their male counterparts (92%).

Phase 1

I feel a sense of achievement



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 89

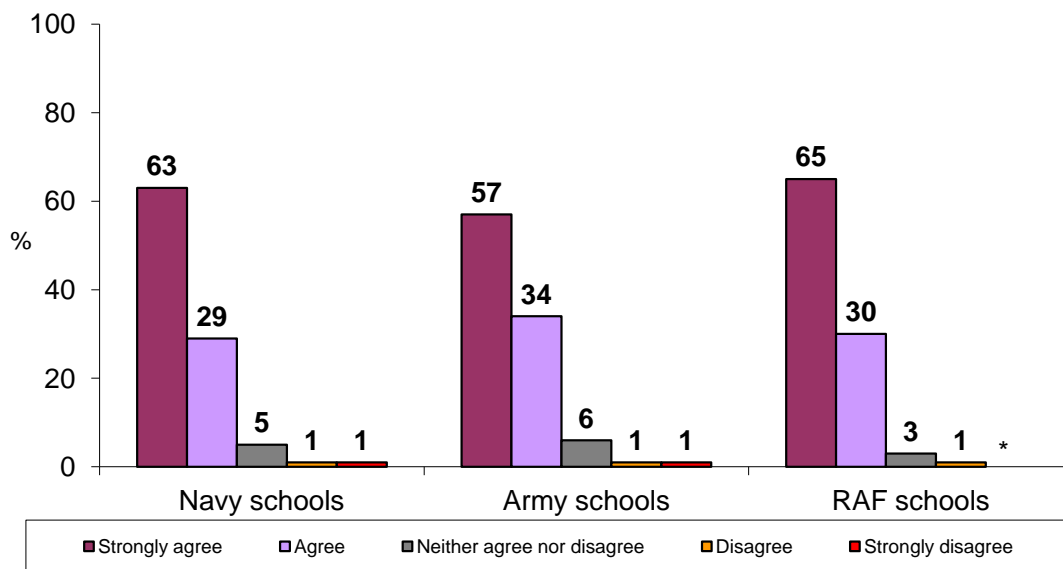
I felt challenged

309. Ninety-two per cent of recruits said that they felt challenged by the training they received during Phase 1. RAF recruits (95%) were the most likely to say this, followed by Navy recruits (92%) and Army recruits (91%) (figure 90).

310. Female recruits (95%) were more likely to agree that they felt challenged compared with male recruits (92%) during Phase 1 training.

Phase 1

I felt challenged



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 90

The training was what I expected

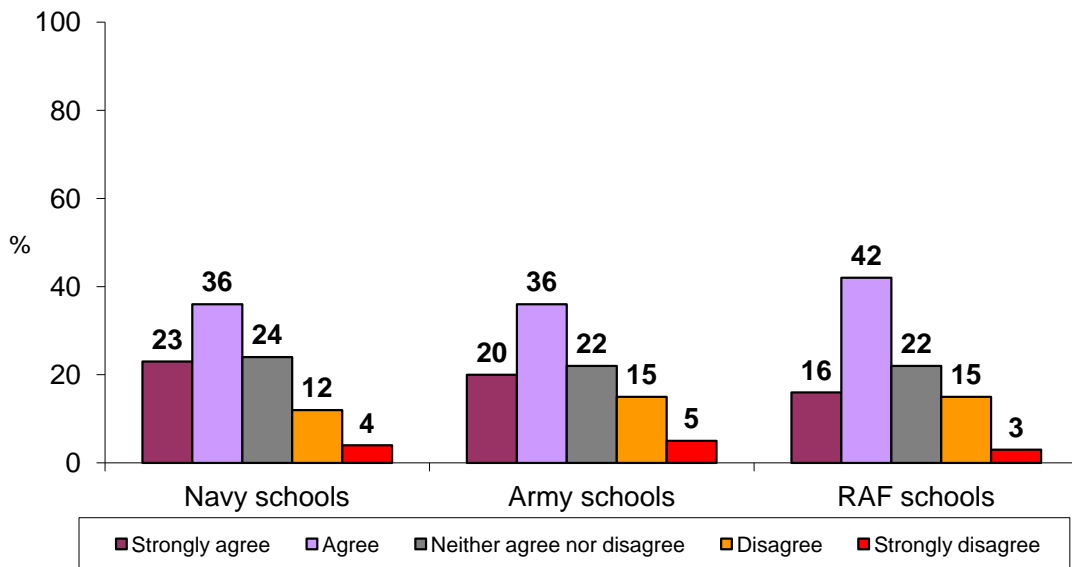
311. Fifty-seven per cent (down from 58% last year) of Phase 1 recruits agreed that the training they received was what they had expected. Navy recruits (59%) were more likely to say this than Army recruits (56%, down from 58%) (figure 91).

312. A higher proportion of non-white recruits (66%) agreed that the training was what they expected compared with white recruits (56%).

313. Recruits aged 18 years and above (58%) were more likely to agree that training received was what they expected than those aged 16-17 years old (47%).

Phase 1

The training was what I expected

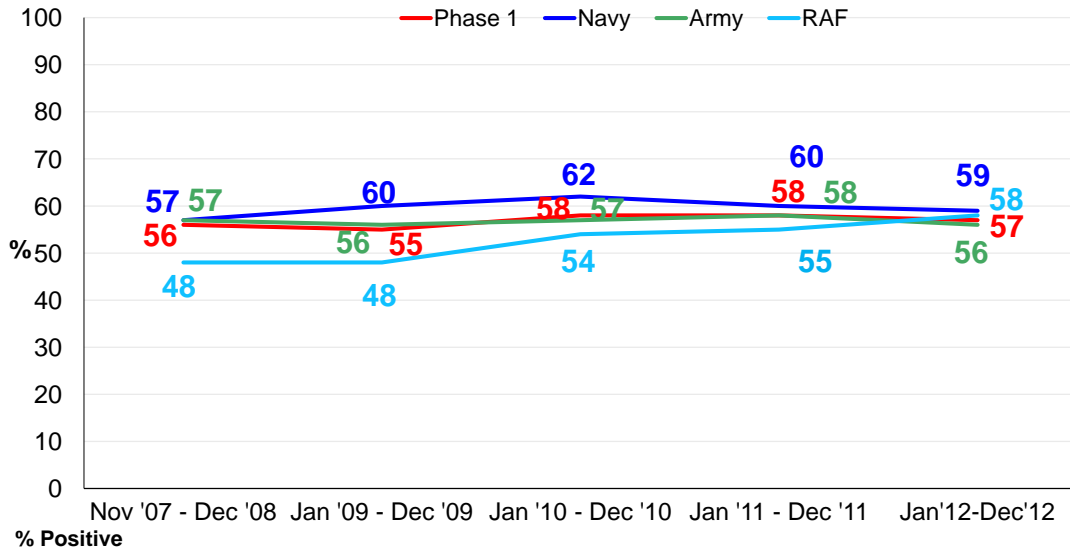


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 91

Phase 1

The training was what I expected



Number of respondents: December '08 (Phase 1: 16,240, Navy: 3,467, Army: 9,966, RAF: 2,807) December '09 (Phase 1: 16,166, Navy: 3,114, Army: 10,100, RAF: 2,952), December '10 (Phase 1: 9,368, Navy: 2,257, Army: 5,618, RAF: 1,493), December '11 (Phase 1: 8,729, Navy: 1,435, Army: 6,223, RAF: 1,071) December '12 (Phase 1: 10,303, Navy: 1,823, Army: 7,323, RAF: 1,157)

Figure 92

I enjoyed this phase of the training

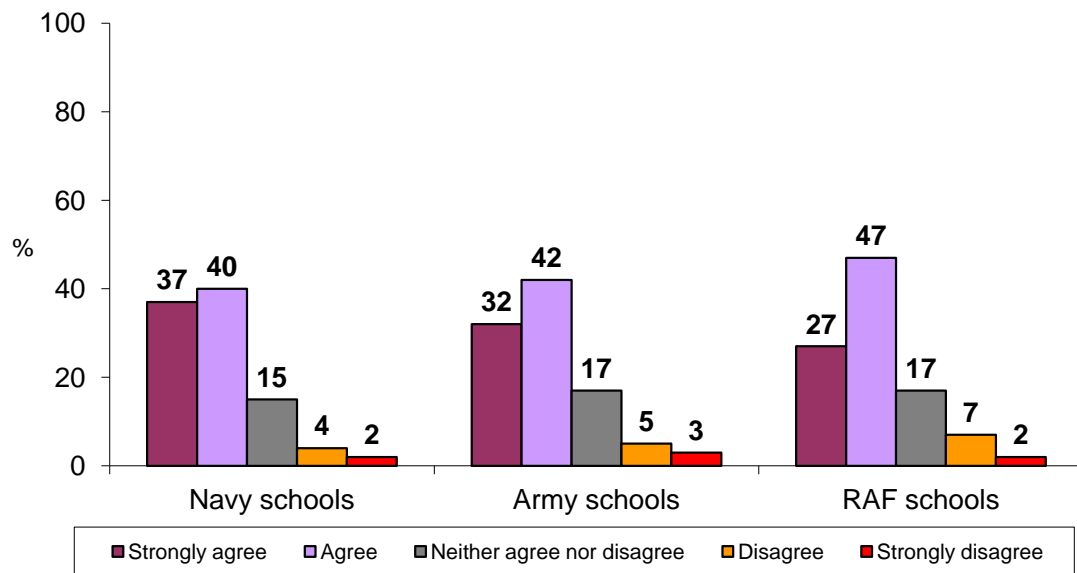
314. Three-quarters (75%) of Phase 1 recruits said that they enjoyed this phase of training. This represents a decrease of three percentage points from last year (78%). Navy recruits (77%, down from 81%) were the most likely to say this, followed by Army recruits (74%, down from 77%), who were, in turn, more likely to say this than RAF recruits (73%) (figure 93).

315. Female recruits (87%) were more likely to agree that they enjoyed this phase of training than male recruits (75%). Seventy-nine per cent of non-white recruits agreed that they enjoyed this phase of training, compared with 74% of white recruits.

316. Older recruits (76% of those aged 18 years and above) were more likely to agree that they enjoyed this phase of training than younger recruits (69% of those aged 16-17 years old).

Phase 1

I enjoyed this phase of the training



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 93

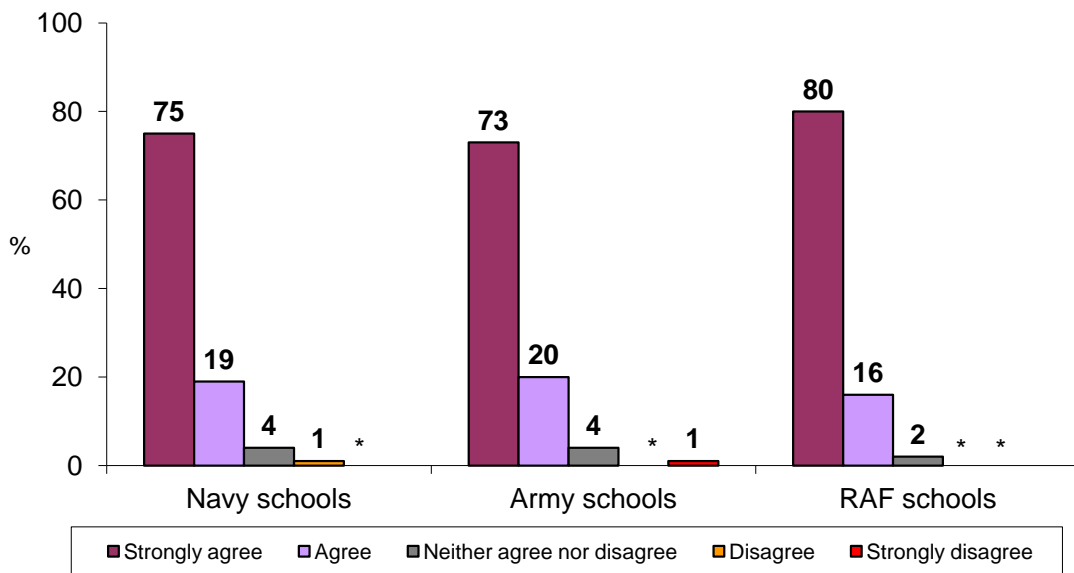
I feel proud to be in the Army/RN/Army/RAF

317. Overall, 94% (down from 95%) of recruits said that they felt proud to be in their Service. RAF recruits (97%, up from 95%) were the most likely to say this, followed by Navy recruits (94%) and Army recruits (93%, down from 96%) (figure 94).

318. Ninety-five per cent of recruits aged 18 years and above agreed that they felt proud to be in their service compared with 93% of 16-17 year old recruits. Female recruits (97%) were more likely to say this than male recruits (94%).

Phase 1

I feel proud to be in the Army/RN/Navy/RAF

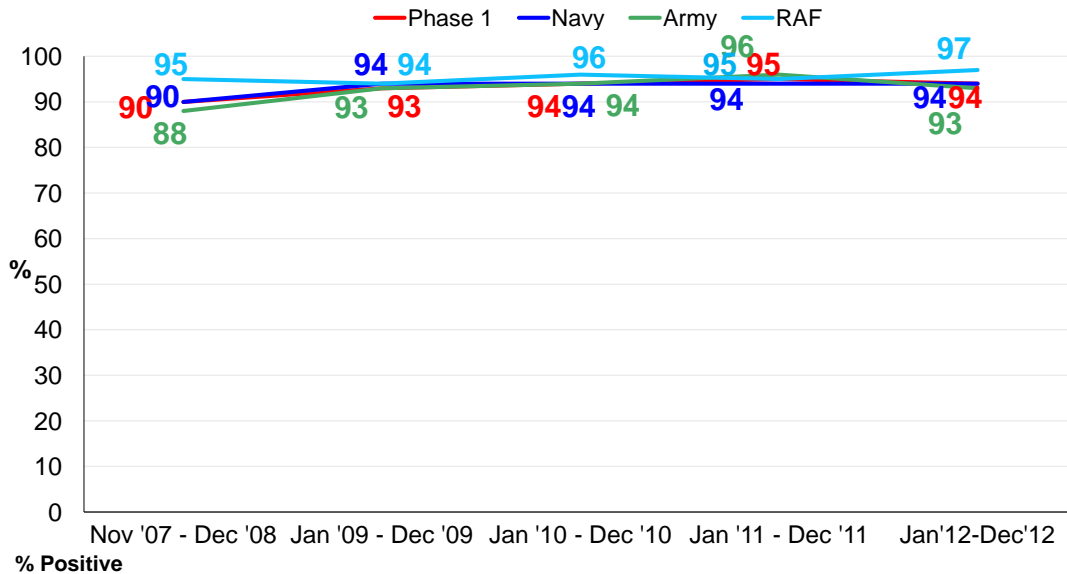


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 94

Phase 1

I feel proud to be in the Army/Navy/RAF



Number of respondents: December '08 (Phase 1: 16,240, Navy: 3,467, Army: 9,966, RAF: 2,807) December '09 (Phase 1: 16,166, Navy: 3,114, Army: 10,100, RAF: 2,952), December '10 (Phase 1: 9,368, Navy: 2,257, Army: 5,618, RAF: 1,493), December '11 (Phase 1: 8,729, Navy: 1,435, Army: 6,223, RAF: 1,071) December '12 (Phase 1: 10,303, Navy: 1,823, Army: 7,323, RAF: 1,157)

Figure 95

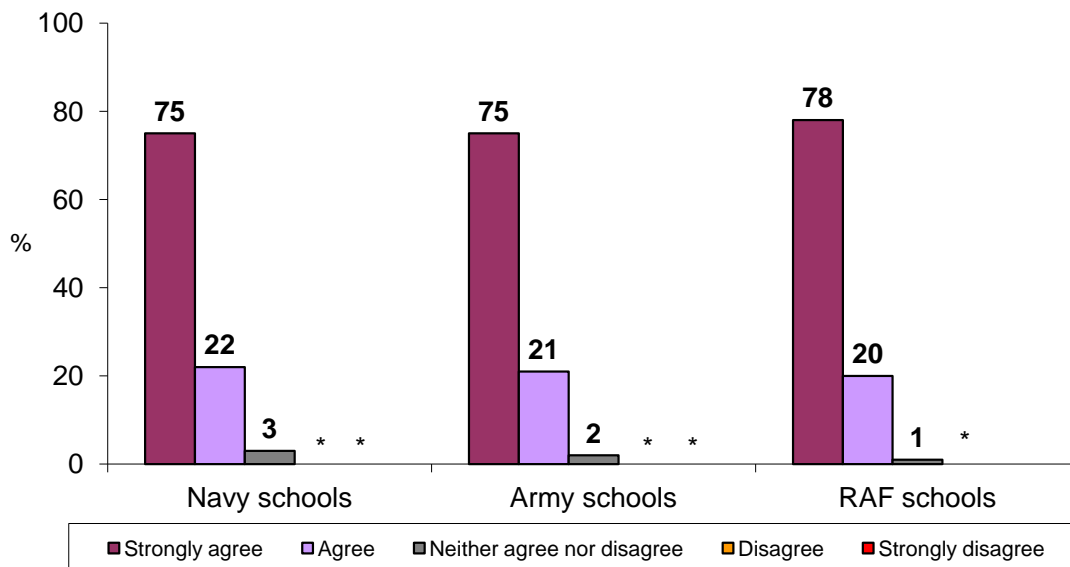
I understand the core values of the Army/RN/Navy/RAF

319. Overall, 96% (down from 97%) of recruits agreed that they understood the core values of their Service. RAF recruits (98%) were the most likely to agree that they understood the core values of their Service, followed by Navy recruits (96%) and Army recruits (96%, down from 97%) (figure 96).

320. Female recruits (98%) were more likely to say that they understood the core values of their Service than male recruits (97%), as were white recruits (97%) compared with their non-white counterparts (95%).

Phase 1

I understand the core values of the Army/RN/Navy/RAF



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

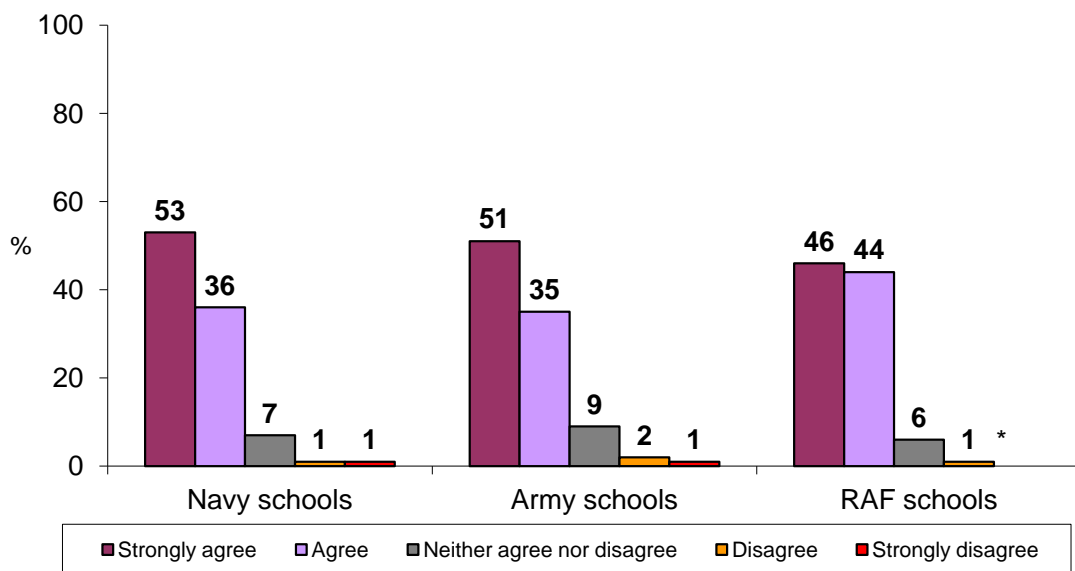
Figure 96

Generally military personnel uphold the core values

321. When asked whether they agreed that generally military personnel uphold the core values of the Services, 87% of recruits agreed (down from 90% last year). RAF recruits (90%) and Navy recruits (89%) were more likely to agree than Army recruits (87%, down from 90%) (figure 97).

Phase 1

Generally military personnel uphold the core values



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 97

COURSE DIFFICULTY

322. Eighty-one per cent (down from 82%) of Phase 1 recruits thought that their training course was about the right level of difficulty, with 13% saying that it was too easy and six per cent (down from 5%) saying that it was too hard. RAF recruits (87%) and Navy recruits (86%) were more likely to say that their course was about right than Army recruits (79%, down from 80%) (figure 98). Army recruits (14%) were the most likely to say that the course was too easy, followed by Navy recruits (10%) and RAF recruits (8%). Army recruits (7%, up from 5%) and RAF recruits (5%) were more likely to say the course was too hard than Navy recruits (4%).

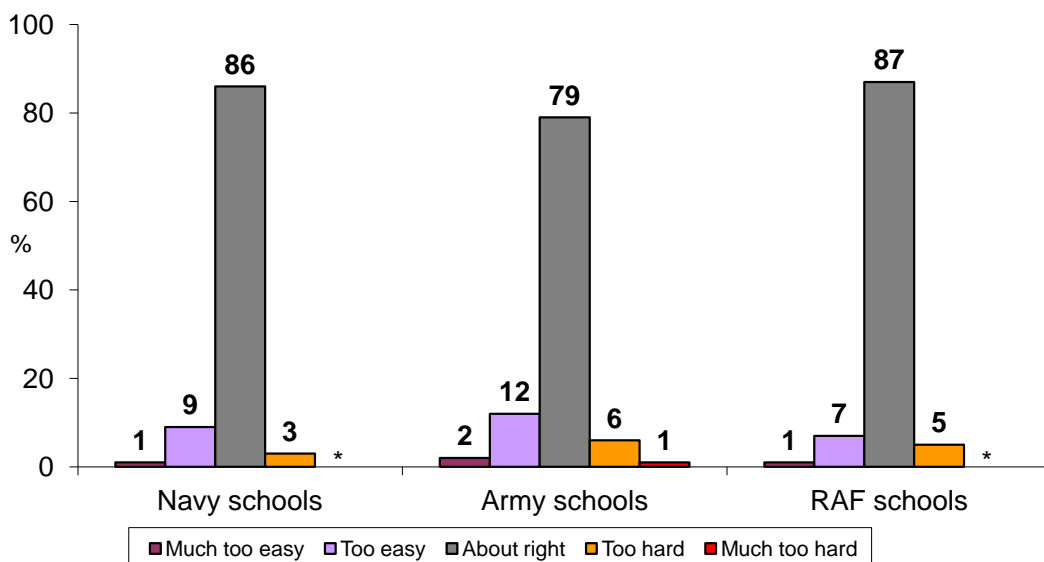
323. A higher proportion of female recruits (86%) considered their Phase 1 course to be about right than male recruits (81%). A higher proportion of female recruits were also more likely to say that the course was too hard (8% of female recruits compared with 6% of male recruits). Male recruits (13%) were more likely to say that the course was too easy compared with female recruits (6%).

324. White recruits (82%) were more likely than non-white recruits (72%) to say that the course was about right. They were also more likely to say that the course was too easy (13% of white recruits compared with 8% of non-white recruits). Non-white recruits (20%) were more likely to say that the course was too hard compared with white recruits (5%).

325. Recruits aged 16-25 years old (82%) were more likely to say that they thought the course was about right than those aged 26 years and above (76%). Recruits aged 16-17 years old (15%) were more likely to say that the course was too easy compared with those aged 18 years and above (12%). Those aged over 31 years and above (20%) were more likely to say that the course was too hard than those aged 16-30 years old (6%).

Phase 1

Do you feel the course was...



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 98

Overall, how has life in the Army/RN/Navy/RAF been, compared to what you expected when you joined?

326. Overall, 61% (down from 65%) of recruits thought that life in their Service had been better than expected while nine per cent (up from 7%) thought that life in their Service had been worse. Army recruits (63%, down from 67%) were the most likely to say that life in the Services was better than expected, followed by Navy and RAF recruits (57% for both) (figure 99). There have been increases in the proportion of recruits who said that life in their Service has been worse than expected for both Navy recruits (8%, up from 6%) and Army recruits (9%, up from 6%). Twenty-nine per cent of recruits thought that life in their Service had been about the same as expected. Navy and RAF recruits (34% for both) were more likely to say this than Army recruits (27%).

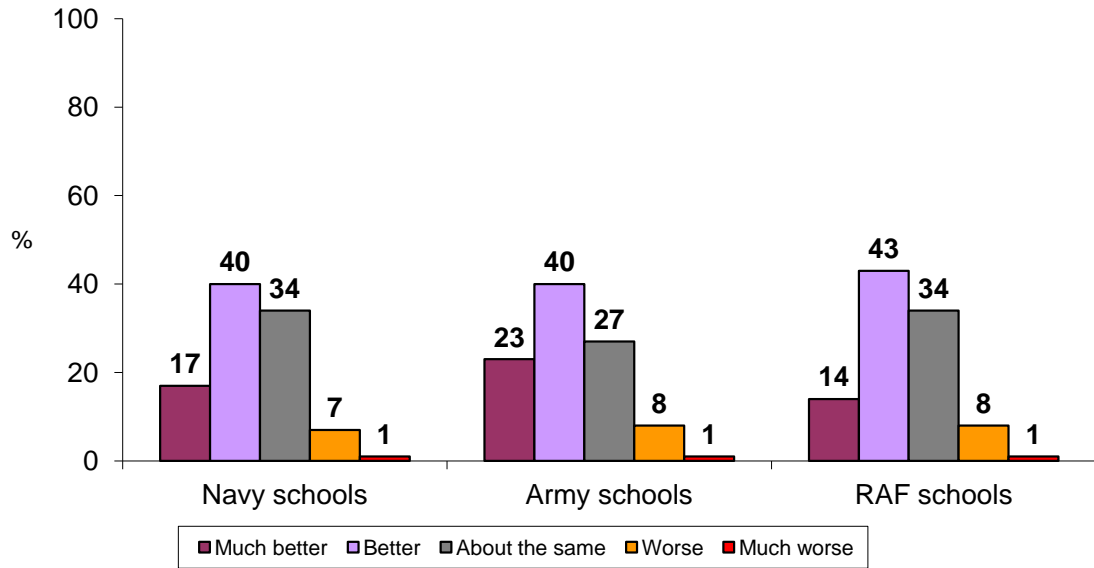
327. Female recruits (68%) were more likely to say that life in their Service was better than they expected compared with male recruits (61%) while male recruits (9%) were more likely to say that life in the Service was worse than expected than female recruits (5%).

328. A higher proportion of non-white recruits (72%) said that life in their Service was better than expected than white recruits (61%). White recruits were more likely to say it was worse than expected compared with non-white recruits (9% compared with 6%) and were more likely to say that it was about the same as expected (30% of white recruits compared with 20% of non-white recruits).

329. Recruits aged 18 years and above (30%) were more likely to say that life in the Service was about the same as they expected compared with recruits aged 16-17 years old (23%). Recruits aged 16-30 years old (62%) were more likely to say that life in the Service was better than expected than recruits aged 31 years and above (51%). A higher proportion of recruits aged 16-19 years old (11%) were more likely than those aged 20 years and above (8%) to say that life in the Service had been worse than expected.

Phase 1

Overall, how has life in the Army/RN/Navy/RAF been, compared to what you expected when you joined?



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 99

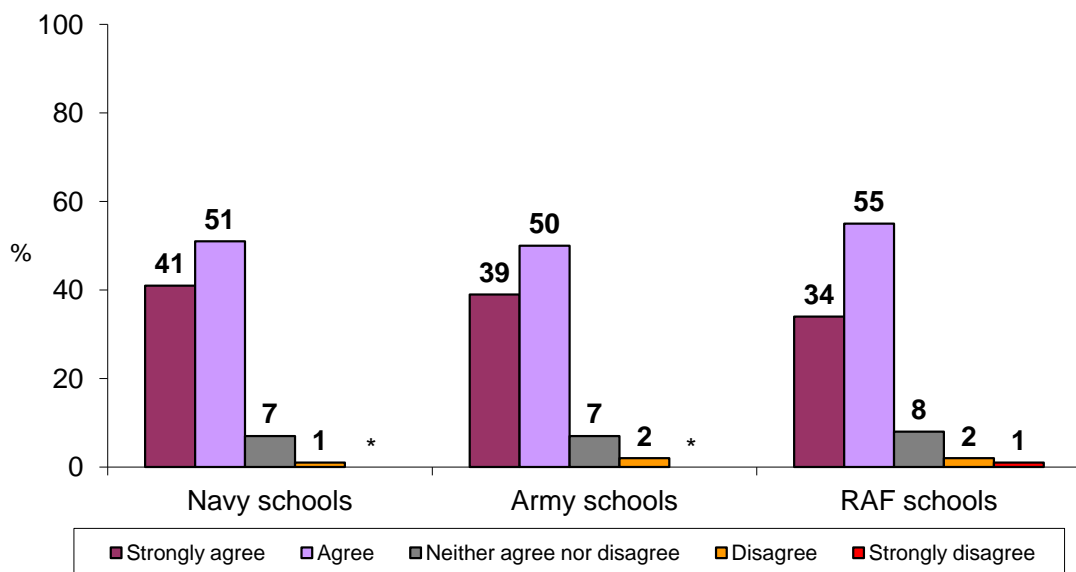
I feel prepared to go onto the next stage of my career/training

330. Eighty-nine per cent (down from 91%) of recruits agreed that they felt prepared to go onto the next stage of their career/training while two per cent disagreed. Navy recruits (91%) were more likely to say this than RAF recruits (89%) and Army recruits (88%, down from 90% last year and 91% in 2010) (figure 100). Army recruits and RAF recruits (2% for both) were more likely to disagree when asked if they felt prepared to go onto the next stage of their career/training compared with Navy recruits (1%).

331. Those aged 18 years and above (91%) were more likely to agree that they felt prepared for the next stage of their career/training than those aged 16-17 years old (86%). Non-white recruits (92%) were more likely to say this than white recruits (89%).

Phase 1

I feel prepared to go onto the next stage of my career/training



Number of respondents (all who are not leaving the Service): Navy schools (1,555), Army schools (6,561), RAF schools (1,047)

Figure 100

PAY

Did you know that your pay increases after 26 weeks of training?

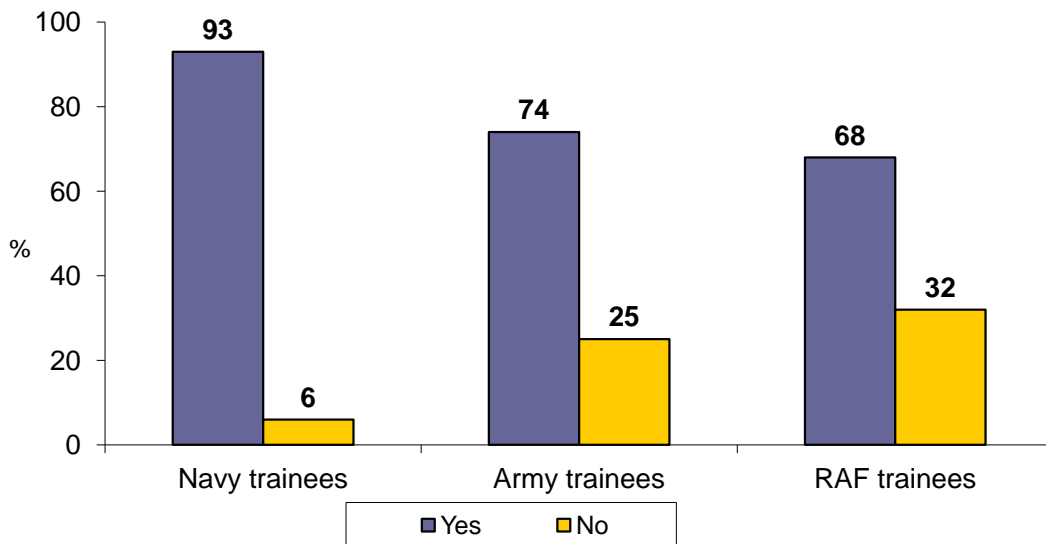
332. Seventy-six per cent of recruits knew that their pay increases after 26 weeks in training. Navy recruits (93%) were the most likely to be aware of this, followed by Army recruits (74%, down from 76% last year) who were, in turn, more likely to say this than RAF recruits (68%, up from 63%) (figure 101).

333. Male recruits (77%) were more likely to be aware of the increase than their female counterparts (69%).

334. The older the recruit, the greater the likelihood that they knew that their pay increases after 26 weeks in training. Sixty-one per cent of those aged 16-17 years old, 75% of those aged 18-19 years old and 83% of those aged 20 years old and above were aware of this fact.

Phase 1

Did you know that your pay increases after 26 weeks in training?



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 101

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

335. Forty-eight per cent (down from 50%) thought that their pay was better than the pay of their non-military friends at home while 27% thought it was worse. Army recruits (50%, down from 53%) and RAF recruits (49%) were more likely to say that their pay was better than Navy recruits (38%, up from 33%) (figure 102). Navy recruits (34%, down from 39%) were the most likely to say that their pay was worse than the pay of their non-military friends at home, followed by Army recruits (26%, up from 24%) and RAF recruits (25%).

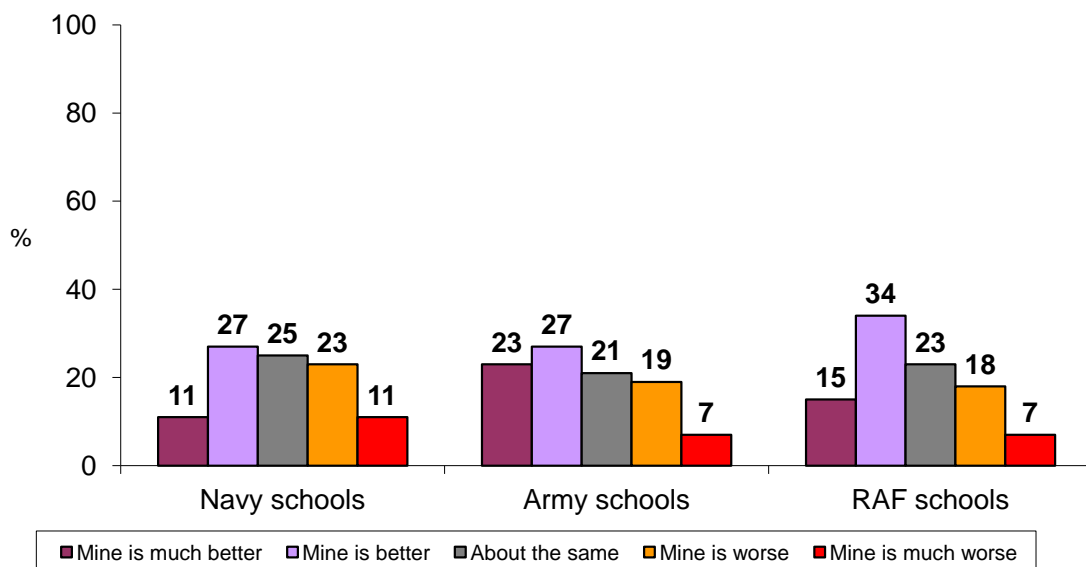
336. Female recruits (60%) were more likely than their male counterparts (47%) to think that that their pay was better than the pay of their non-military friends at home.

337. The younger the recruit, the greater the likelihood that they thought that their pay was better than the pay of their non-military friends at home (78% of those aged 16-17 years old, 57% of those aged 18-19 years old, 36% of those aged 20-25 years old and 25% of those aged 26 years and above thought it was better).

338. White recruits (28%) were more likely than non-white recruits (21%) to say that their pay was worse than their non-military friends at home.

Phase 1

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

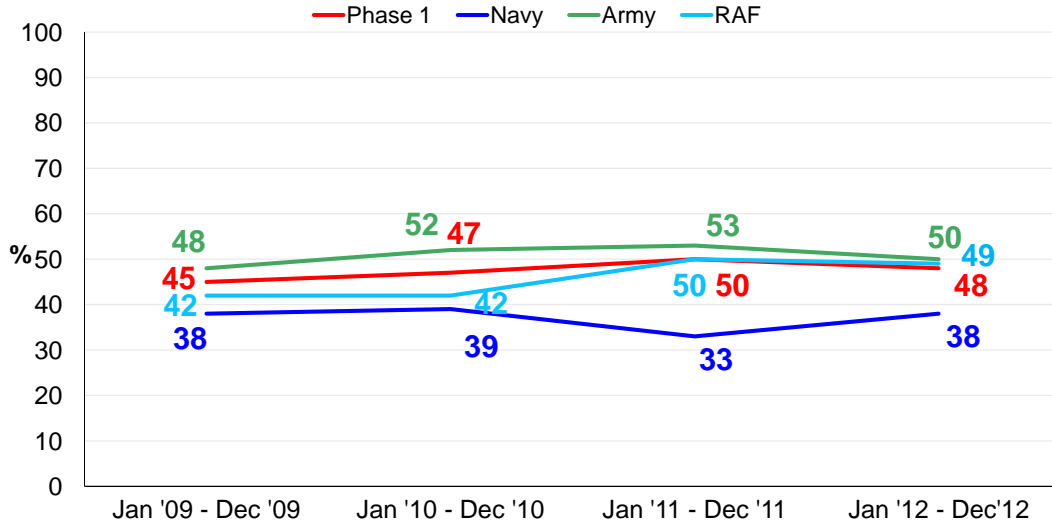


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 102

Phase 1

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



% Positive

Number of respondents: December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071), December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

Figure 103

Would you recommend joining your Service to others?

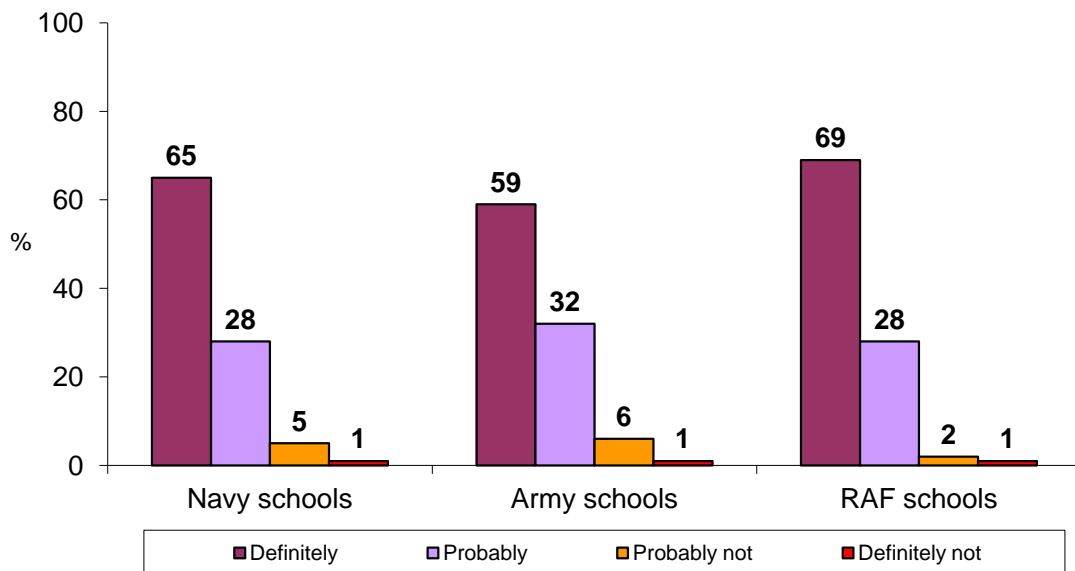
339. Ninety-three per cent (down from 95%) of recruits said that they would 'probably' or 'definitely' recommend joining their Service to others. The majority of recruits said that they would 'definitely' do so (61%, down from 67%), with 31% (up from 28%) saying that they would 'probably' do so.

340. RAF recruits (97%) were the most likely to recommend joining their Service, followed by those in the Navy (93%) who were more likely to do so than those in the Army (92%, down from 94%) (figure 104). Female recruits (97%) were more likely than male recruits (93%) to recommend joining their Service.

341. Recruits aged 18 years and above (94%) were more likely to say that they would not recommend joining their service to others than younger recruits (91% of those aged 16-17 years old).

Phase 1

Would you recommend joining your Service to others?

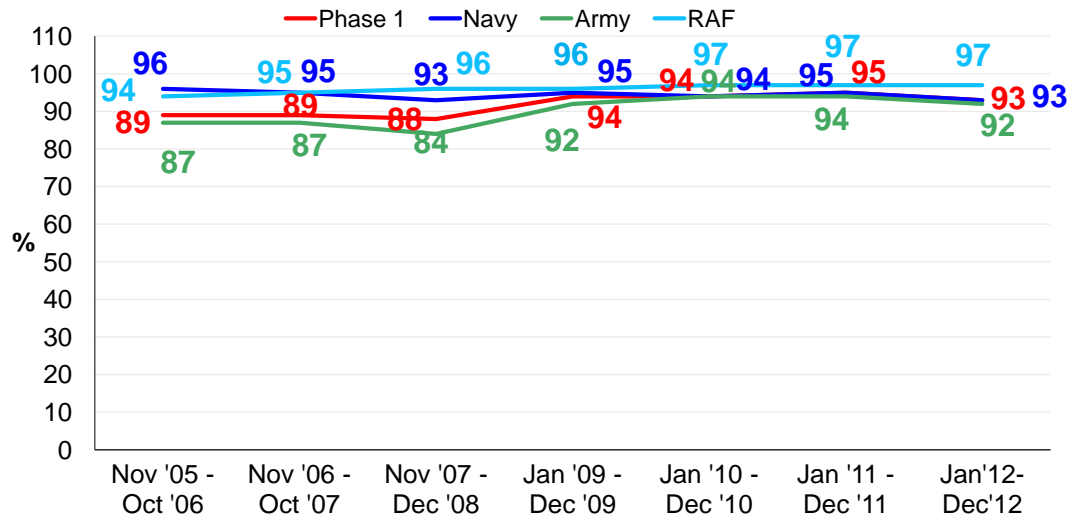


Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 104

Phase 1

Would you recommend joining your Service to others?



% Positive

Number of respondents: October '06 (Phase 1, 13,600, Navy, 2,656, Army, 10,211, RAF, 733), October '07 (Phase 1, 14,501, Navy, 2,459, Army, 10,505, RAF, 1,537), December '08 (Phase 1, 16,240, Navy, 3,467, Army, 9,966, RAF, 2,807), December '09 (Phase 1, 16,166, Navy, 3,114, Army, 10,100, RAF, 2,952), December '10 (Phase 1, 9,368, Navy, 2,257, Army, 5,618, RAF, 1,493), December '11 (Phase 1, 8,729, Navy, 1,435, Army, 6,223, RAF, 1,071), December '12 (Phase 1, 10,303, Navy, 1,823, Army, 7,323, RAF, 1,157)

Figure 105

HOPES FOR THE FUTURE

LENGTH OF TIME ON TRAINING COURSE

342. Fifty per cent (down from 54%) said that they had been on their training course for 13-26 weeks (4-6 months), while 28% (up from 25%) had been on their training course for 5-12 weeks (1-3 months). Eighteen per cent had been on their training course for 27-52 weeks (7-12 months) and two per cent (up from one per cent) had been on their training course for 2-4 weeks (15-28 days). One per cent had been on their training course less than 2 weeks (less than 14 days) and one per cent had been on their training course for more than 53 weeks (more than 1 year).

343. The majority of Army recruits (66%, down from 70%) had been on their training course for 13-26 weeks (4-6 months), and were more likely to say this than RAF recruits (21%), who were, in turn more likely to say this than Navy recruits (6%) (figure 106). Army recruits (20%, up from 18%) were the most likely to say that they had been on their training course for 27-52 weeks (7-12 months), followed by Navy recruits (17%, down from 26%), who were, in turn more likely to say this than RAF recruits (4%).

344. Navy recruits (4%, down from 6%) were more likely to say that they had been on their training course for more than 53 weeks (more than 1 year) than Army and RAF recruits (1% for both). Navy recruits (71%, up from 58%) and RAF recruits (70%, down from 74%) were more likely to say that they had been on their training course for 5-12 weeks (1-3 months) than Army recruits (10%, up from 9%).

345. RAF recruits (3%) were more likely to have been on their training course for 2-4 weeks (15-28 days) than Army recruits (1%, statistically down from 1% last year²⁹).

346. Female recruits (59%) were more likely to have been on a training course for 13-26 weeks (4-6 months) than their male counterparts (49%). Male recruits (19%) were more likely to have spent 27-52 weeks (7-12 months) on their training course than female recruits (9%). Male recruits (1%) were more likely to have been on their training course for more than 53 weeks (more than 1 year) than female recruits (less than 1%) and male recruits (1%) were also more likely to have been on their training course for less than 2 weeks (less than 14 days) than female recruits (less than 1%).

347. White recruits (29%) were more likely to have been on their current training course for 5-12 weeks (1-3 months) than non-white recruits (16%). Non-white recruits (55%) were more likely to have been on their training course for 13-26 weeks (4-6 months) than white recruits (49%) and non-white recruits (24%) were more likely to have been on their training course for 27-52 weeks (7-12 months) than white recruits (17%).

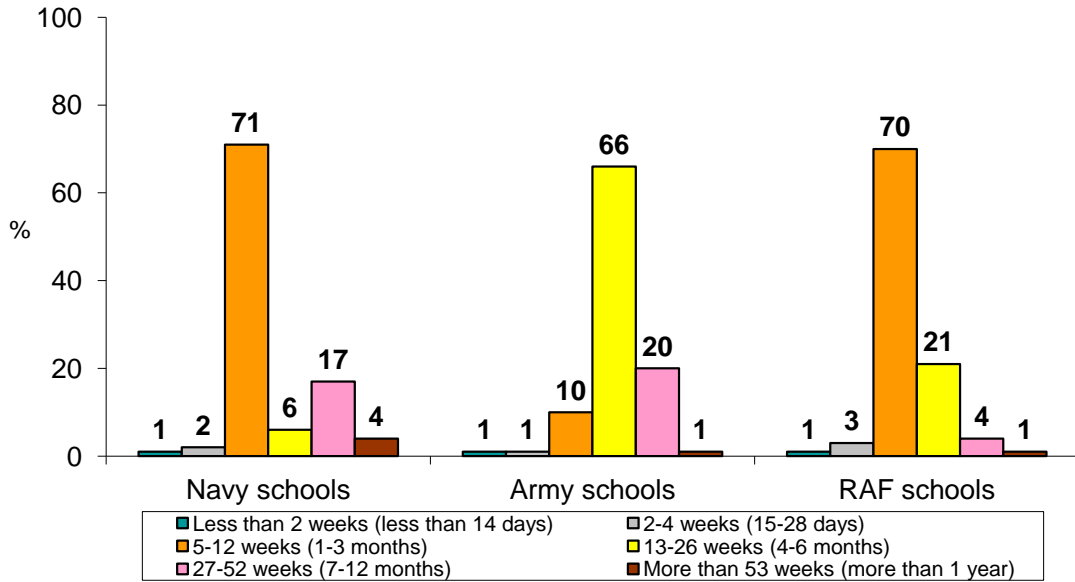
348. Recruits aged 18 years and above (32%) were more likely than those aged 16-17 years old (13%) to have been on their training course for 5-12 weeks (1-3 months) and were more likely to have been on their training course for 13-26 weeks (4-6 months) (51% of those aged 18 years and above compared with 45% of those aged 16-17 years old). Recruits aged 16-17 years old (38%) were more likely to have

²⁹ A statistical difference can still occur if the overall percentage remains the same, this is partly due to the large base sizes in the report. For more information see paragraph 66.

been on their current training for 27-52 weeks (7-12 months) than those aged 18 years and above (13%).

Phase 1

How long have you been at XXX for this training course?



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 106

AFTER TRAINING

What are you doing next?

349. The majority of Phase 1 recruits (62%, down from 69%) were going to move on to the next phase of training. Twenty per cent (up from 16%) were going to be posted to a unit, eleven per cent (up from 7%) were leaving the service, four per cent (down from 5%) were waiting for a course to start and two per cent were transferring to another regiment or trade.

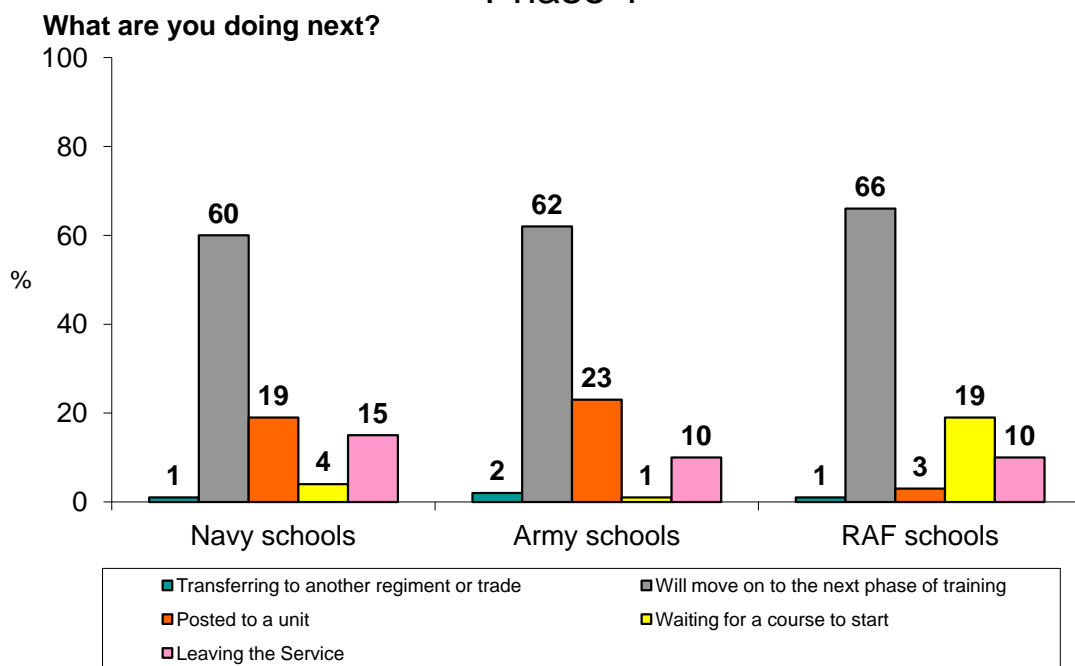
350. RAF recruits (66%, up from 63% last year and 58% in 2010) were the most likely to be moving on to the next phase of training, followed by Army recruits (62%, down from 74%) and Navy recruits (60%, up from 54%) (figure 107). Army recruits (23%, up from 16% last year) were the most likely to say that they would be posted to a unit, followed by Navy recruits (19%, down from 30% last year) who were, in turn, more likely to say this than RAF recruits (3%, up from 1%). Navy recruits (15%, up from 10%) were the most likely to say that they were leaving the service, followed by Army recruits (10%, up from 5%) and RAF recruits (10%). RAF recruits (19%, down from 24% last year) were the most likely to say that they will be waiting for a course to start, followed by Navy recruits (4%), who were, in turn more likely to say this than Army recruits (1%). Army recruits (2%) were more likely to say that they were transferring to another regiment or trade than RAF or Navy recruits (1% for both).

351. Female recruits (86%) were more likely to say that they would be moving onto the next phase of training than male recruits (60%). Male recruits (22%) were more likely to say that they would be posted to a unit than female recruits (3%). They were also more likely to say that they would be leaving the Service (12% of male recruits compared with 5% of female recruits).

352. White recruits (63%) were more likely to say that they would be moving on to the next phase of training than non-white recruits (53%) and were more likely to be leaving the service (12% of white recruits compared with 7% of non-white recruits). White recruits (4%) were also more likely to be waiting for a course to start than non-white recruits (3%). Non-white recruits (30%) were more likely to say that they will be posted to a unit next than white recruits (19%) and were also more likely to say that they were transferring to another regiment or trade (6% of non-white recruits compared with 2% of white recruits).

353. Recruits aged 16-17 years old (76%) were more likely to say that they would be moving on to the next phase of training than those aged 18 years and above (60%). Recruits aged 18 years and above (22%) were more likely to be posted to a unit than those aged 16-17 years old (9%) and were also more likely to be waiting for a course to start (5% of those aged 18 years and above compared with 1% of those aged 16-17 years old).

Phase 1



Number of respondents: Navy schools (1,823), Army schools (7,323), RAF schools (1,157)

Figure 107

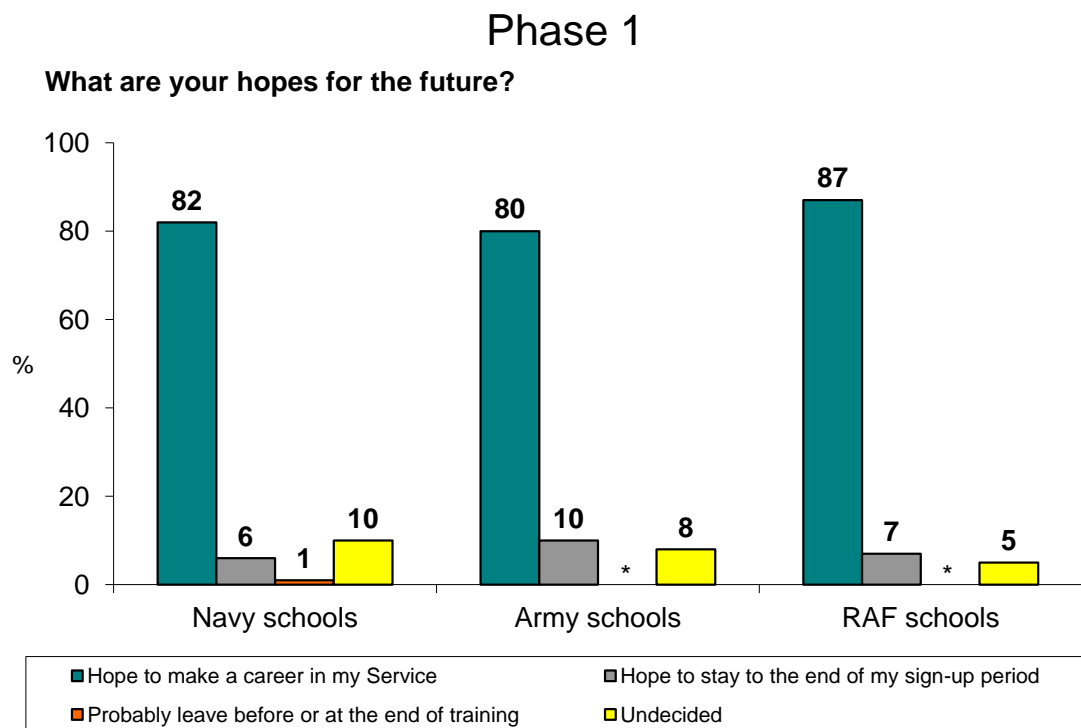
What are your hopes for the future?

354. Of those not leaving the Service, 81% hoped to make a career in the Service. RAF recruits (87%) were the most likely to say this, followed by those in the Navy (82%, up from 77%) and the Army (80%) (figure 108).

355. Nine per cent of recruits wanted to stay until the end of their sign-up period. Army recruits (10%) were the most likely to say this, followed by those in the RAF (7%) and the Navy (6%, down from 8%). In total, eight per cent said that they were undecided. Navy recruits (10%) were the most likely to say this, followed by Army recruits (8%), who were, in turn, more likely to say this than RAF recruits (5%).

356. A higher proportion of female recruits (89%) hoped to make a career in their Service compared with male recruits (81%). Male recruits (10%) were more likely to say that they hoped to stay to the end of their sign-up period than female recruits (6%) and were more likely to say that they were undecided (8% of male recruits compared with 4% of female recruits).

357. Recruits aged 18 years and above (83%) were more likely to say that they hoped to make a career in the Service than those aged 16-17 years old (77%). Recruits aged 16-17 years old (12%) were more likely to say that they hoped to stay to the end of their sign-up period than older recruits (8% of those aged 18 years and above).



Number of respondents (All those staying in the service): Navy schools (1,555), Army schools (6,561), RAF schools (1,047)

Figure 108

REASONS FOR LEAVING THE SERVICE

Why are you leaving the Service?

358. The main reason provided by Phase 1 recruits for leaving the Service was that they were leaving of their own choice i.e. Discharge As Of Right (63%, down from 72% last year). The proportion of Army recruits that said they were leaving of their own choice was down from 72% last year to 63% this year (figure 109). Twenty-four per cent (up from 18%) of recruits overall said that they were leaving for medical reasons. The proportion of Army recruits who that said they were leaving for medical reasons has increased (from 16% last year to 24% this year).

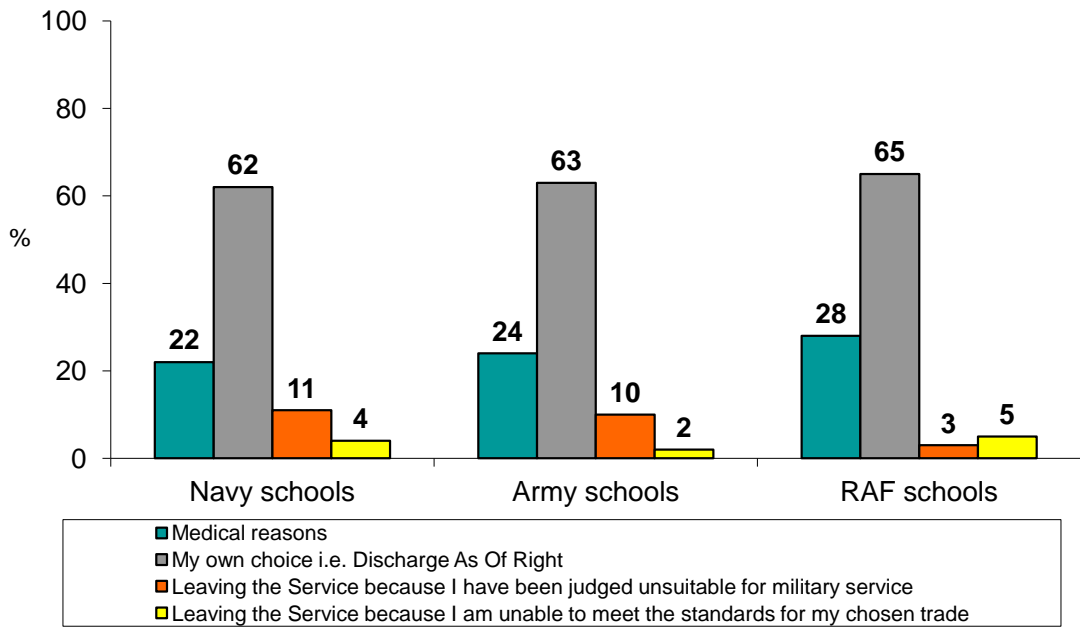
359. Nine per cent of recruits said that they were leaving the Service because they had been judged unsuitable for military Service. Navy recruits (11%) and Army recruits (10%) were more likely to say this than RAF recruits (3%). Overall, three per cent of recruits said that they were leaving the Service as they were unable to meet the standards for their chosen trade. Navy recruits (4%) were more likely to say this than Army recruits (2%).

360. White recruits (64%) were more likely to say that they were leaving the Service of their own choice than non-white recruits (49%), while non-white recruits (19%) were more likely to say that they were leaving the Service because they have been judged unsuitable for military Service than white recruits (9%).

361. Those aged 16-17 years old (74%) were more likely to be leaving of their own choice than recruits aged 18 years and above (61%) and were the least likely to be leaving due to medical reasons (10% compared with 27% of those aged 18 years and above).

Phase 1

Why are you leaving the Service?



Number of respondents (All those leaving the Service): Navy schools (268), Army schools (762), RAF schools (110)

Figure 109

Why are you leaving the Service by your own choice?

362. Among Phase 1 recruits the main reasons cited by those choosing to leave the Service was that they did not like the lifestyle (38%), missed family or friends too much (37%) or because the Service was not what they expected (33%).

363. Ten per cent did not like the way they were treated and nine per cent were leaving because they were not able to do the trade they wanted. RAF recruits (14%) and Army recruits (11%) were more likely to say this than Navy recruits (1%) (figure 110).

364. White recruits (34%) were more likely to say that they were leaving the Service because it was not what they expected than non-white recruits (13%).

365. Recruits aged 16-17 years old (46%) were more likely to be leaving the Service as because they did not like the lifestyle than those aged 18 years and above (36%).

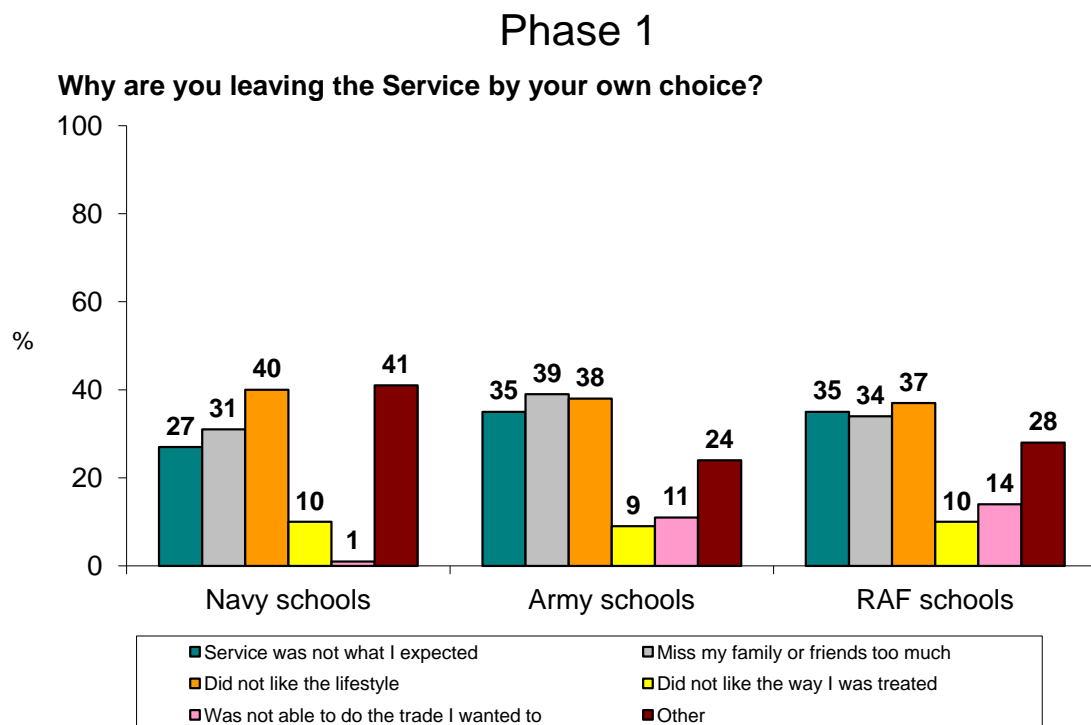


Figure 110

DETAILED FINDINGS – PHASE 2

366. The results of the survey questions, presented by Service, are detailed overleaf. Statistically significant differences³⁰ between sub groups (such as Service, gender, age of trainee and ethnicity) are highlighted.

367. In the preceding Phase 1 analysis the Service to which the trainees belonged was assigned to them automatically, as all Phase 1 training is conducted at Single Service training establishments. In Phase 2 training there are many multi-Service schools. Therefore the Service definition in this analysis is based on which Service trainees said they belonged to. Twenty-two trainees did not answer this question and so are not included in the analysis broken down by Service.

³⁰ Results are statistically significant if they are unlikely to have occurred by chance

PRE-TRAINING EXPERIENCES OF THE SERVICES

Is this your first Phase 2 training course?

368. Eighty-two per cent of trainees (up from 81% last year) were on their first Phase 2 training course. RAF trainees were the most likely to be on their first course (96%), followed by Navy trainees (82%, up from 70%), and Army trainees (80%) (figure 111).

369. White trainees (83%) were more likely than non-white trainees (77%) to be on their first Phase 2 training course, as were female trainees (87%) compared with male trainees (82%). The proportion of trainees on their first training course decreased with age (from 85% of 16-17 year olds to 66% of those aged 31 years and above).

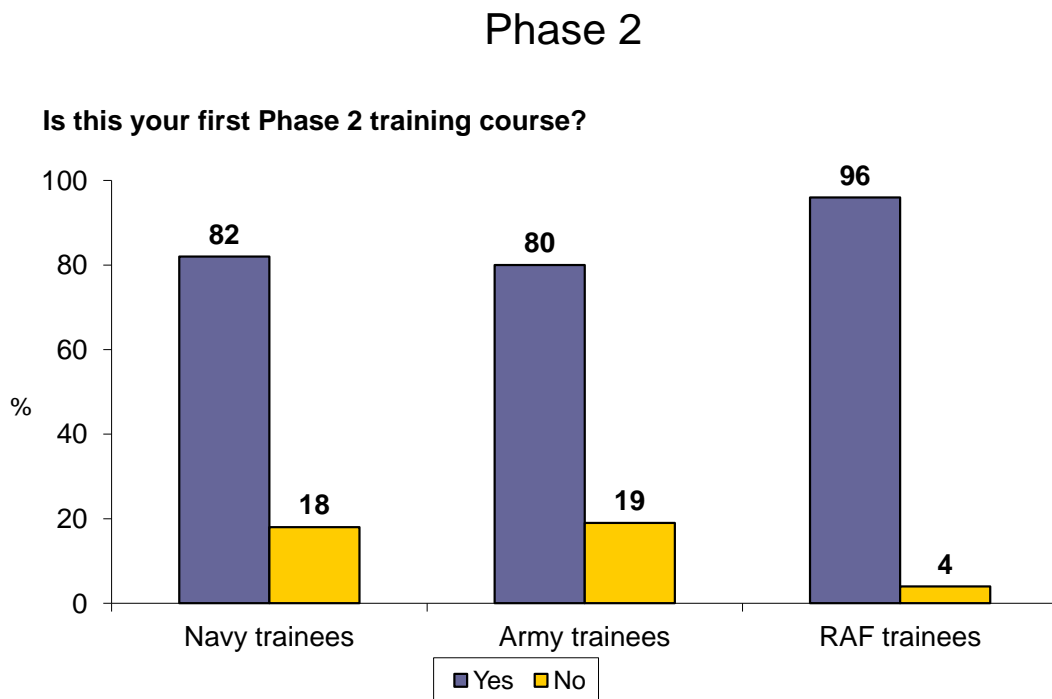


Figure 111

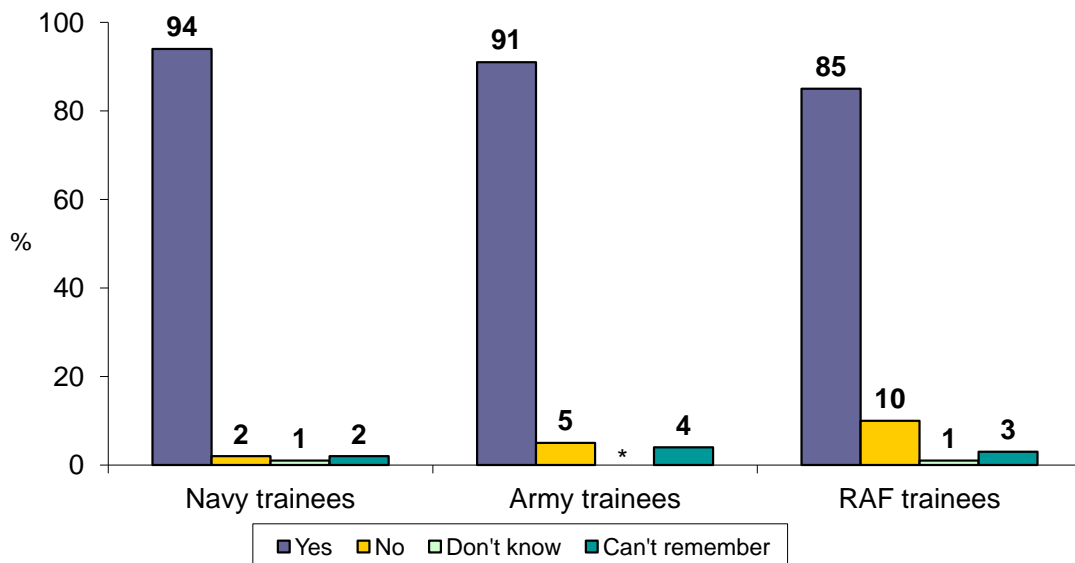
Did you receive a brief before or on joining your Phase 2 establishment during Phase 1?

370. Those who were on their first Phase 2 training course were asked if they received a brief on joining their Phase 2 establishment during Phase 1. Ninety per cent said that they did receive one. Navy trainees were the most likely to say this (94%, up from 88%) than Army trainees (91%), who were in turn more likely to say this than RAF trainees (85%, up from 78%) (figure 112).

371. Overall, five per cent said that they did not receive a brief. Female trainees (7%) were more likely to say they did not receive a brief compared with male trainees (5%).

Phase 2

Did you receive a brief before or on joining your Phase 2 establishment during Phase 1?



Number of respondents (all on their first phase 2 training course): Navy trainees (648), Army trainees (3,430), RAF trainees (699)

Figure 112

How long was the gap between your Phase 1 and Phase 2 training course?

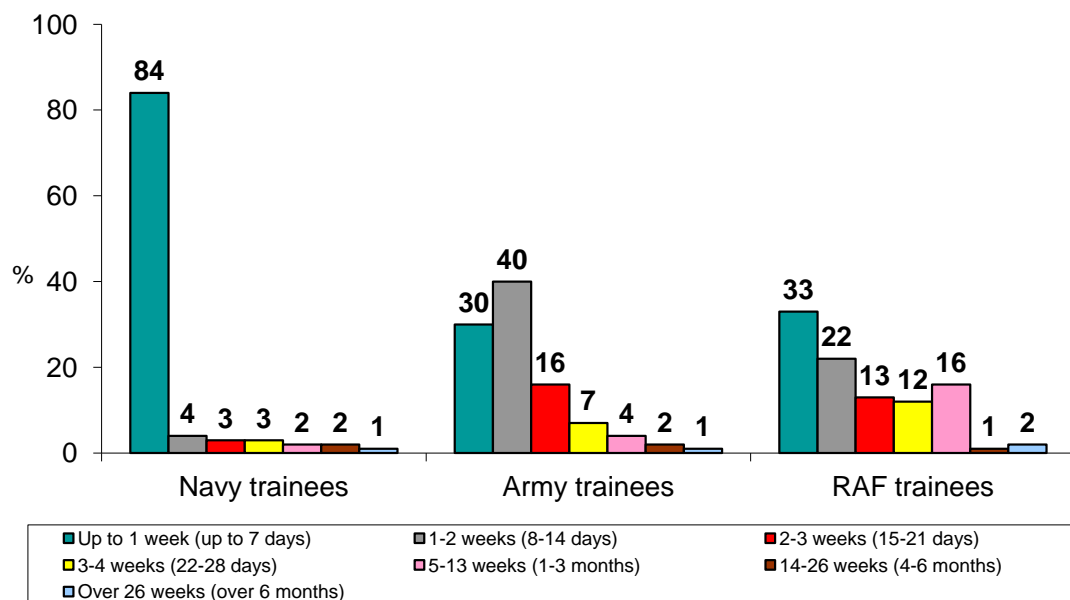
372. Trainees on their first Phase 2 training course were asked how long the gap between their Phase 1 and Phase 2 course was. Overall, 70% of Phase 2 trainees had a gap of two weeks or less (14 days or less) between their Phase 1 and Phase 2 training course (up from 65% last year), with 30% (down from 35% last year) waiting two weeks or more (15 days or more). RAF trainees (44%) were the most likely to have a gap of two weeks or more, followed by Army trainees (30%), who were more likely to say this than Navy trainees (11%) (figure 113).

373. Male trainees (71%) were more likely to have a gap of two weeks or less (14 days or less) than female trainees (66%). White trainees (71%) were more likely to have a gap of two weeks or less than non-white trainees (62%).

374. Trainees aged 16-19 (35%) were more likely to have had a gap of 2-3 weeks or more (15 days or more) than those aged 20 years and above (27%).

Phase 2

How long was the gap between your Phase 1 and Phase 2 training course?



Number of respondents (all on their first Phase 2 training course): Navy trainees (648), Army trainees (3,430), RAF trainees (699)

Figure 113

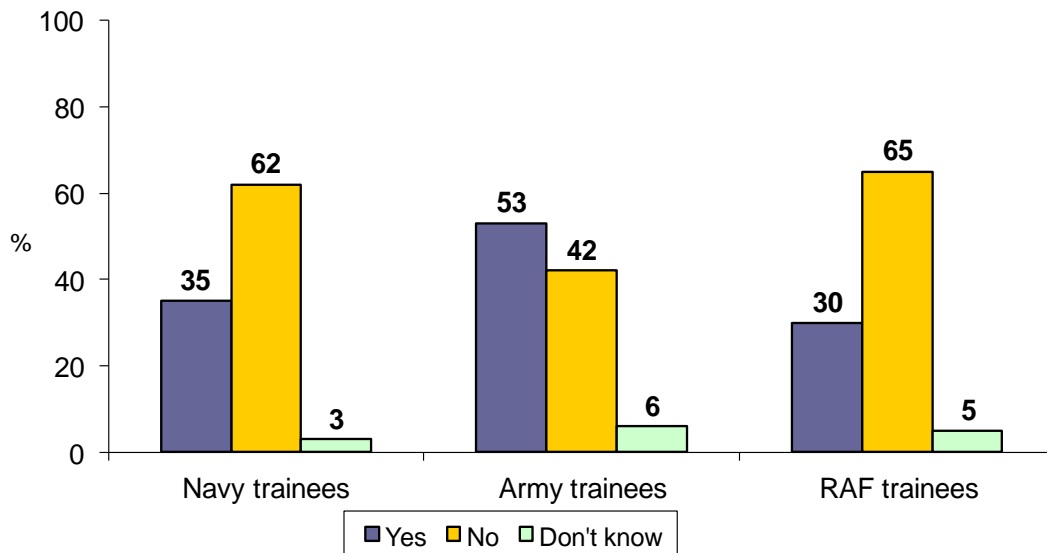
Have you had a gap between any of your Phase 2 modules/courses?

375. Forty-seven per cent of trainees said they did have a gap between any of their Phase 2 modules/courses. Army trainees were more likely to say this (53%, up from 49%) than Navy trainees (35%, up from 28%) who were in turn more likely to say this than RAF trainees (30%, up from 23%) (figure 114). Male trainees were more likely to have had a gap (48%) compared with female trainees (38%), as were trainees aged 16-25 years old (49%) compared with those aged 26 years and above (37%).

376. Forty-seven per cent of trainees said they did not have a gap between any of their Phase 2 modules/courses. RAF trainees (65%, down from 72%) and Navy trainees (62%, down from 68%) were more likely to say this than Army trainees (42%, down from 45%). Female trainees (57%) were more likely to have had no gap than male trainees (46%).

Phase 2

Have you had a gap between any of your Phase 2 modules/courses?



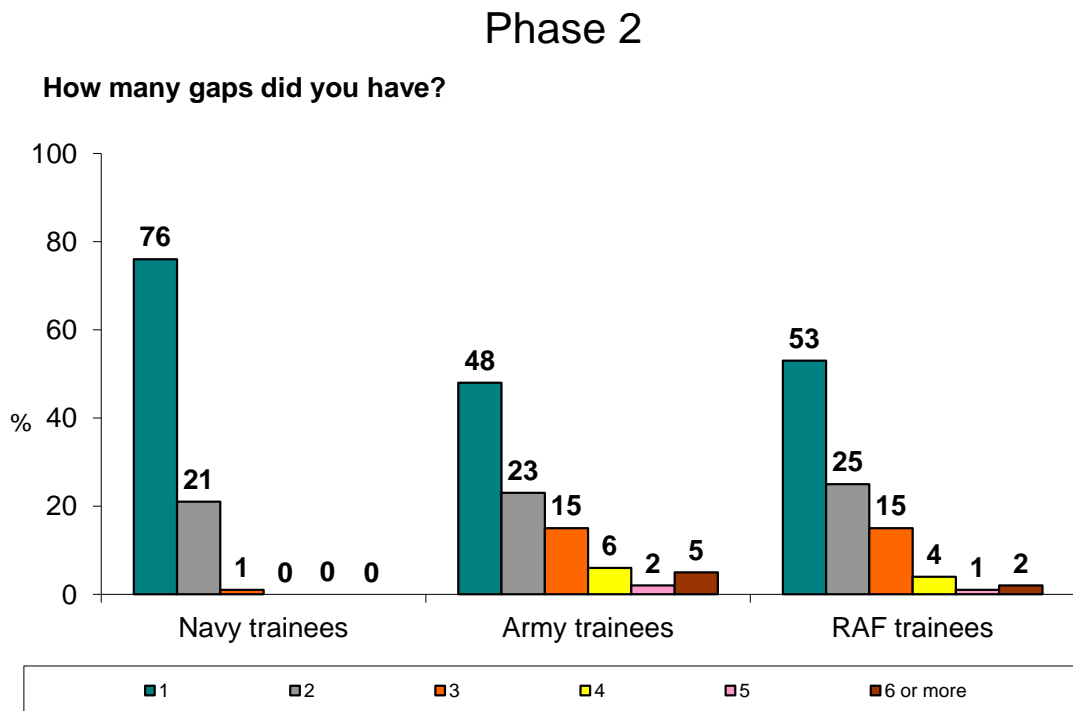
Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 114

How many gaps did you have?

377. Trainees who had a gap between any of their Phase 2 modules/courses were asked how many gaps they had. Fifty-two per cent of trainees who had a gap said that they only had one, with twenty-three per cent (down from 26%) having two gaps. Twenty-one per cent had three to five gaps, with 4% having six or more. Navy trainees were the more likely to have had only one gap (76%, up from 62%), than RAF trainees (53%) and Army trainees (48%) (figure 115).

378. Trainees aged 16-17 years old (65%) were more likely than those aged 18 years and older (50%) to have had one gap.



Number of respondents (all who had a gap between their phase 2 modules/courses): Navy trainees (274), Army trainees (2,246), RAF trainees (218)

Figure 115

Which of the following did you do in this gap?

379. Trainees who had a gap of two to three weeks or more between their Phase 1 and first Phase 2 training course were asked what they did during this gap.

380. It should be noted that a large proportion of trainees chose not to answer this question (30%, down from 35% last year and 45% in 2010). RAF trainees (46%) and Navy trainees (45%) were more likely to choose not to answer the question than those in the Army (25%) (figure 116). Trainees aged 18 years and above (34%) were more likely to choose not to answer the question than those aged 16-17 years old (10%), as were non-white trainees (40%) compared with white trainees (29%).

381. Of those trainees who had a gap of two to three weeks or more between their Phase 1 and first Phase 2 training course, 45% of trainees said they spent this time on leave (up from 37%). Army trainees (51%, up from 45%) were more likely to spend this time on leave than Navy trainees (32%) and RAF trainees (28%). Trainees aged 16-19 years old (58%) were more likely to have spent time on leave than those aged 20 years and above (36%), as were white trainees (46%) compared with non-white trainees (37%).

382. Eleven per cent spent this time doing nothing. Army trainees (13%) were more likely to say this than RAF trainees (6%).

383. One in ten (10%) of trainees said that they spent this time on guard duty. RAF trainees (15%, up from 10%) were more likely to say they spent this time on guard duty than Army trainees (9%). Trainees aged 16-25 years old (11%) were more likely to say this than those aged 26 years and above (3%).

384. There was a decrease in the proportion of trainees who said they spent their time on adventure training (10%, down from 12%). RAF trainees (28%, up from 22%) were more likely to have spent this time on adventure training than Navy trainees (6%) and Army trainees (4%). Trainees aged 18-30 years old (11%) were more likely to say this than those aged 31 years and above (3%) and those aged 16-17 years old (2%).

385. Seven per cent of Phase 2 trainees (down from 10% last year) spent the time in their gap doing training. There has been a corresponding decrease in the proportion of Army trainees who said this (8%, down from 13%).

386. Seven per cent of trainees who had a gap of two to three weeks or more between their Phase 1 and first Phase 2 training course said that they spent their time on basic skills education. RAF trainees (9%) were more likely to have spent time on basic skills education than Army trainees (6%).

387. Overall, four per cent of trainees said that they spent their gaps between training doing something other than the options provided. There has been a decrease in the proportion of Army trainees who said this (4%, down from 5%).

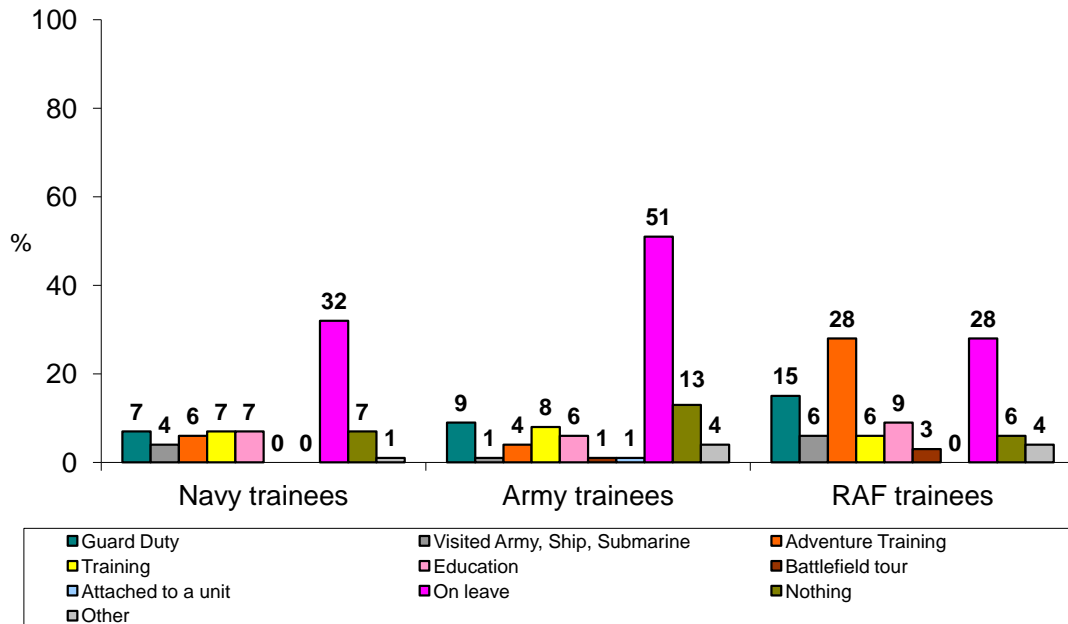
388. Three per cent of trainees visited a unit, ship, submarine or operational station during their gap. RAF trainees (6%) and Navy trainees (4%) were more likely to say this than Army trainees (1%).

389. Overall, one per cent of trainees said that they spent their time on a battlefield tour (2%, up from 1%). RAF trainees (3%) were more likely to say this than Army trainees (1%).

390. A further one per cent of trainees said that they spent their time attached or assigned to a unit.

Phase 2

Which of the following did you do in this gap?



Number of respondents (all who had a gap of two - three weeks or more between Phase 1 and their first Phase 2 training course): Navy trainees (69), Army trainees (1,039), RAF trainees (309)

Figure 116³¹

³¹This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

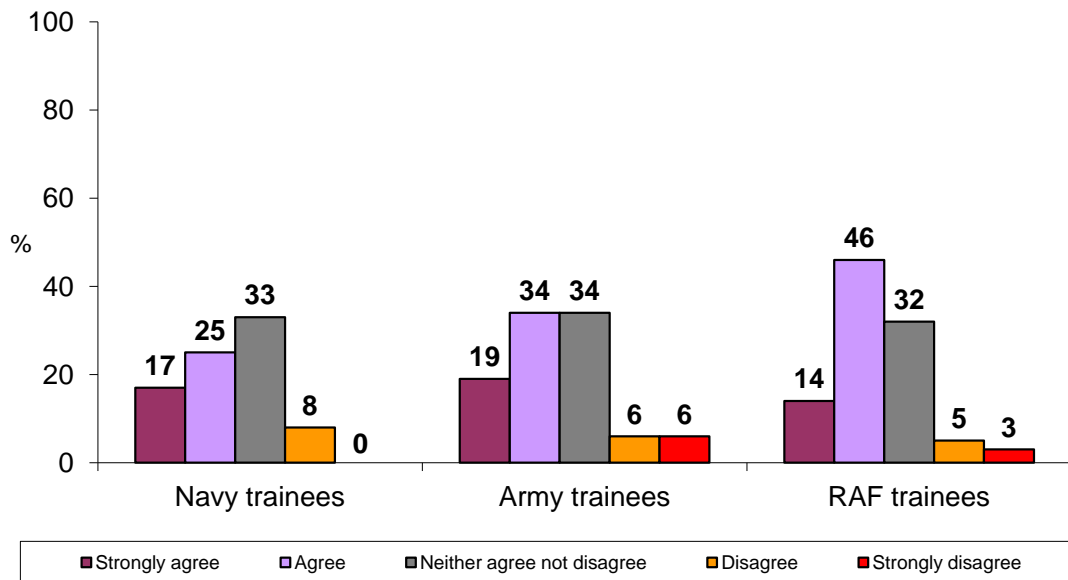
TASKS GIVEN DURING THIS GAP

391. Trainees who spent the gap between training on activities other than leave (or doing nothing) were asked how they felt about the tasks given to them.

392. Fifty-four per cent agreed that these tasks helped them better understand military life. Non-white trainees (79%) were more likely to agree than white trainees (52%). For a full breakdown by Service, see figure 117.

Phase 2

The tasks I was given during this gap helped me understand military life better



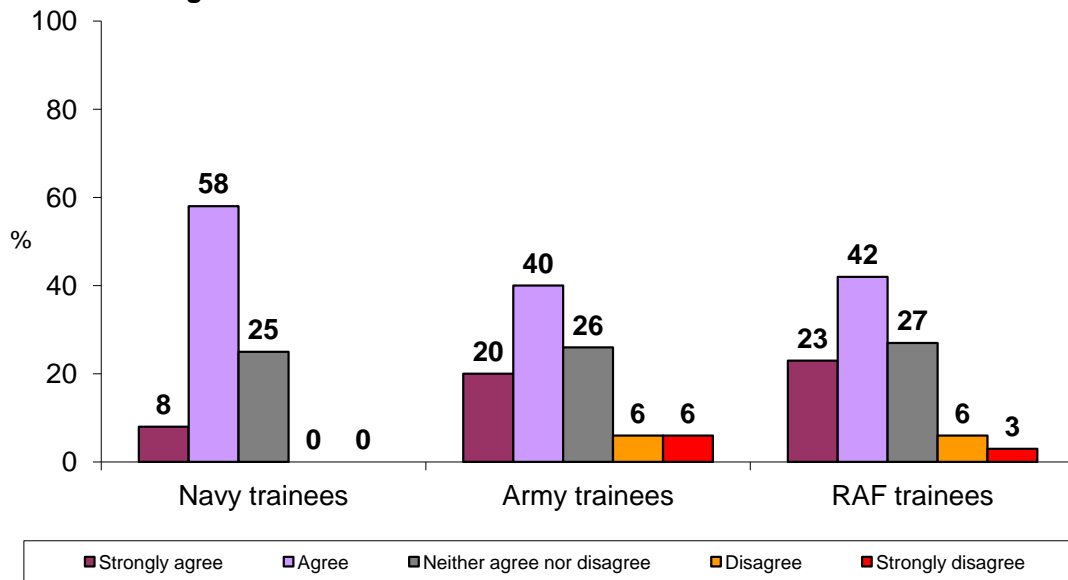
Number of respondents (all who had a gap of two - three weeks or more between Phase 1 training and their first Phase 2 training course that was not leave/spent doing nothing): Navy trainees (12*), Army trainees (235), RAF trainees (120)

Figure 117

393. Sixty-two per cent of trainees (down from 69%) agreed that the tasks they were given during the gap taught them extra skills or improved their knowledge. Non-white trainees (88%) were more likely to agree with this statement than white trainees (59%), as were male trainees (63%) compared with female trainees (49%). For a full breakdown by Service, see figure 118.

Phase 2

The tasks I was given during this gap taught me extra skills/improved my knowledge



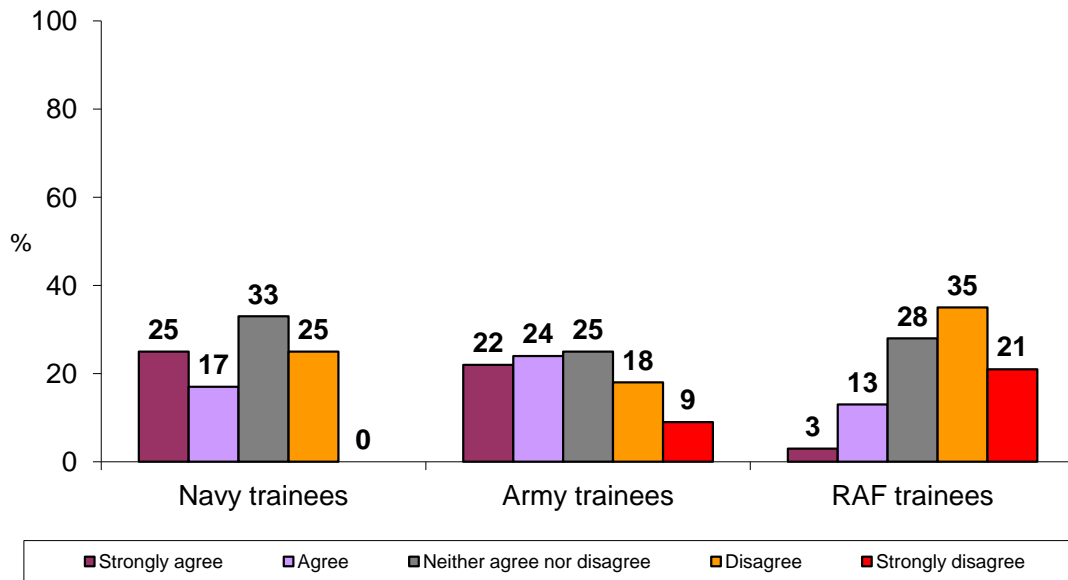
Number of respondents (all who had a gap of two - three weeks or more between Phase 1 training and their first Phase 2 training course that was not leave/spent doing nothing): Navy trainees (12*), Army trainees (235), RAF trainees (120)

Figure 118

394. Thirty-six per cent of trainees stated that the tasks given to them made them feel bored. Army trainees (46%) were more likely to say this than RAF trainees (17%) (figure 119). Trainees aged 16-17 years old (57%) were more likely to say this than those aged 18 years and above (33%).

Phase 2

The tasks I was given during this gap made me feel bored



Number of respondents (all who had a gap of two - three weeks or more between Phase 1 training and their first Phase 2 training course that was not leave/spent doing nothing): Navy trainees (12*), Army trainees (235), RAF trainees (120)

Figure 119

FACILITIES AND SUPPORT

ACCOMMODATION

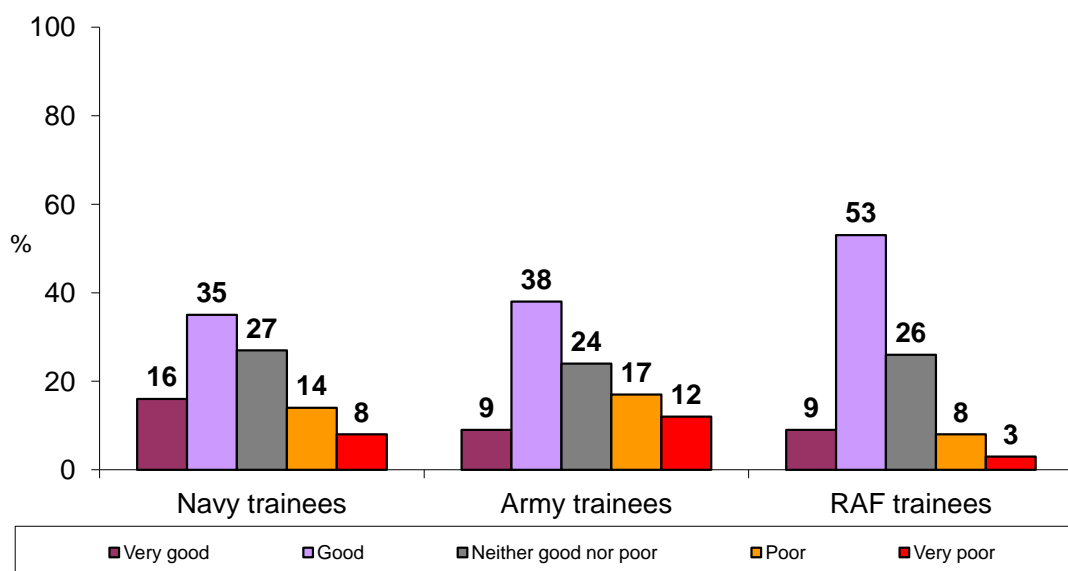
395. Half of Phase 2 trainees (50%) rated the standard of living accommodation as good (down from 53% last year). Twenty-five per cent rated this as poor (up from 20%). RAF trainees (62%) were more likely to rate accommodation as good than Navy trainees (51%) and Army trainees (47%, down from 50%) (figure 120).

396. Trainees aged 18 years and above (50%) were more likely to rate the standard of living accommodation as good compared with younger trainees (44% of those aged 16-17 years old).

397. White trainees (26%) were more likely to rate the standard of living accommodation as poor than non-white trainees (21%).

Phase 2

How would you rate ...standard of living accommodation ?

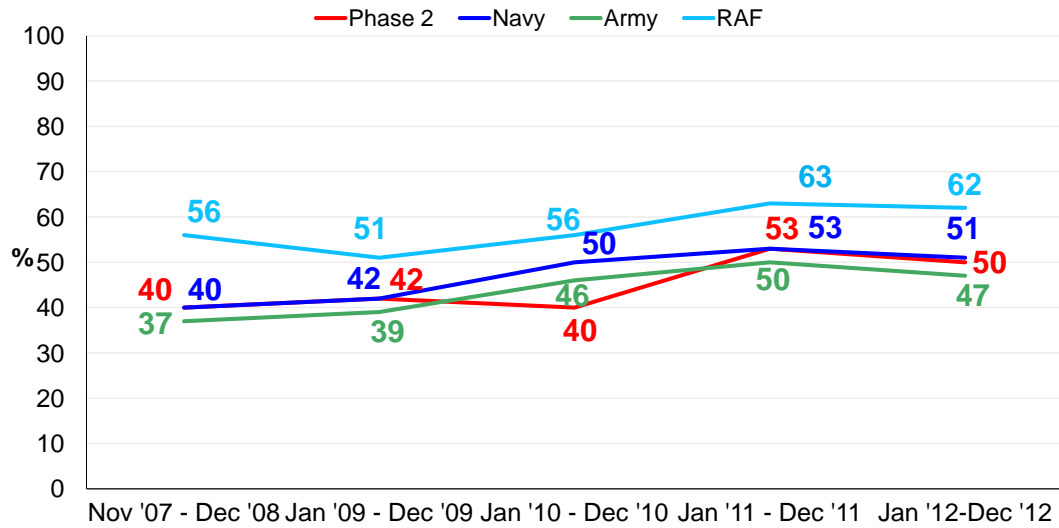


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 120

Phase 2

How would you rate ...standard of living accommodation



% Positive

Number of respondents: December '08 (Phase 2: 10,856, Navy: 2,153, Army: 7,343, RAF: 1,329) December '09 (Phase 2: 9,283, Navy: 2,036, Army: 5,617, RAF: 1,603), December '10 (Phase 2: 8,353, Navy: 2,143, Army: 4,347, RAF: 1,849), December '11 (Phase 2: 6,090, Navy: 1,029, Army: 4,082, RAF: 960) December '12 (Phase 2: 5,811, Navy: 791, Army: 4,268, RAF: 730)

Figure 121

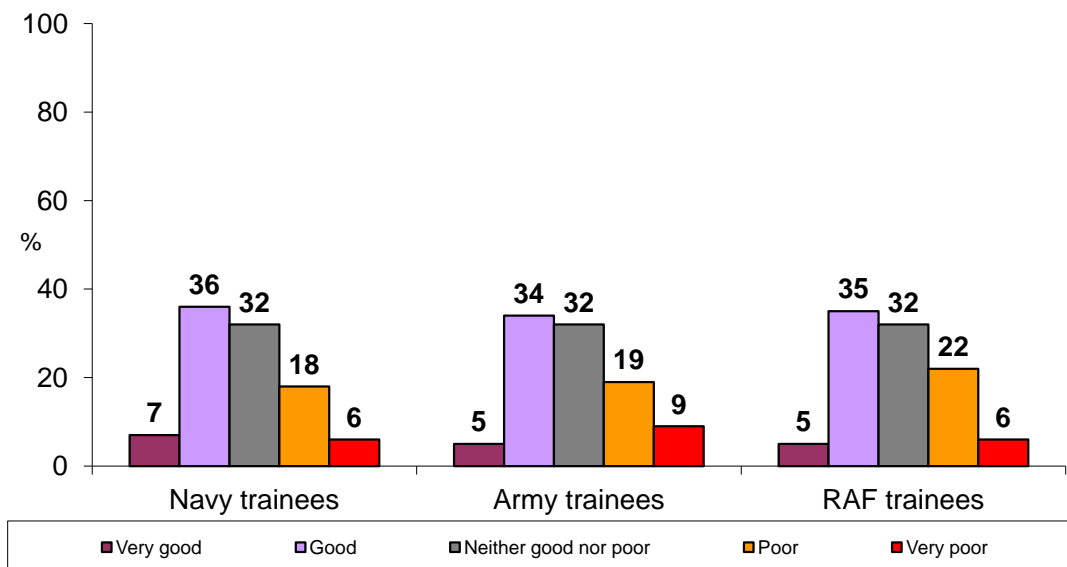
OFF DUTY RECREATION

398. Thirty-nine per cent of Phase 2 trainees rated off duty recreation on site as good. There has been an increase in the proportion of Navy trainees who said this (42%, up from 33%) (figure 122).

399. Male trainees were more likely to rate off duty recreation on site as good (41%) than female trainees (29%). Non-white trainees (50%) were more likely to say this than white trainees (38%).

Phase 2

How would you rate ...things to do when off duty on site?



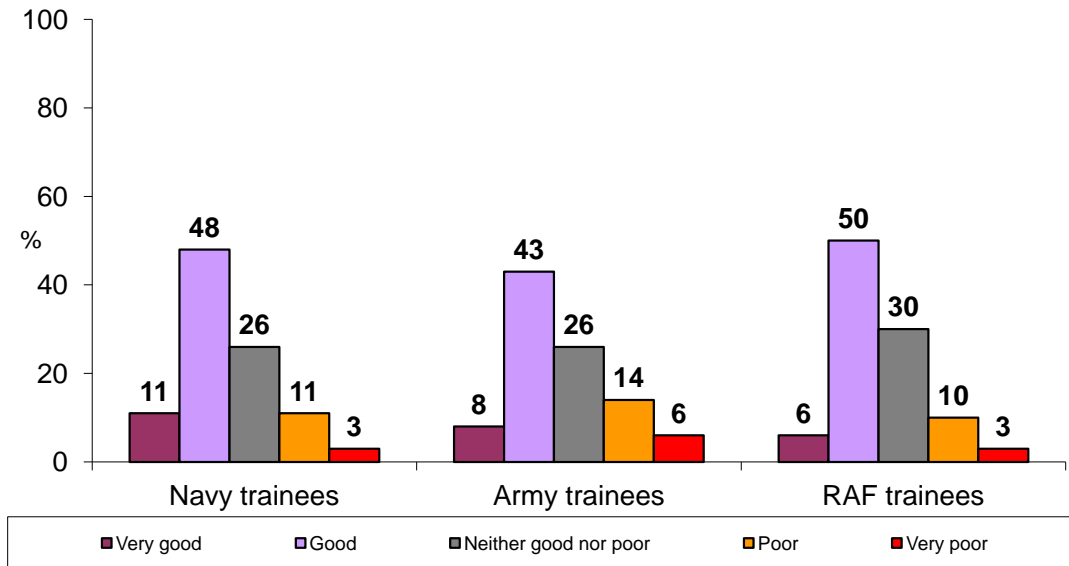
Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 122

400. Overall, fifty-three per cent of Phase 2 trainees rated things to do when off duty off site/locally as good (up from 50% last year). Navy trainees (59%, up from 49%) and RAF trainees (56%) were both more likely to say this than Army trainees (52%, up from 49%) (figure 123).

Phase 2

How would you rate ...things to do when off duty off site/locally?



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 123

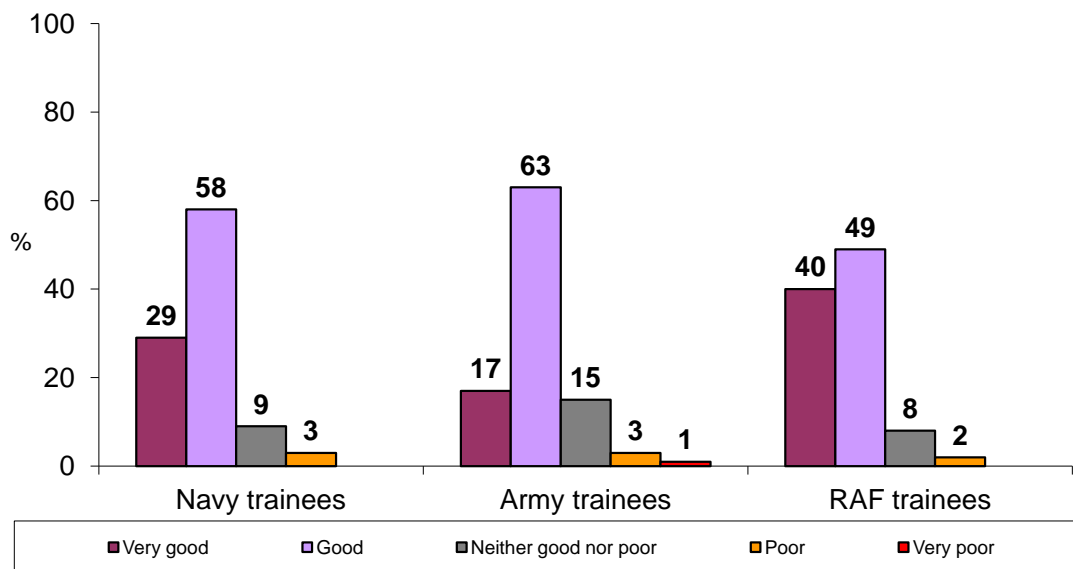
SPORTS FACILITIES

401. Eighty-one per cent of Phase 2 trainees rated the sports facilities as good. RAF trainees (89%, down from 92% last year) and Navy trainees (87%, up from 82%) were both more likely to say this than Army trainees (79%) (figure 124).

402. Trainees aged 16-30 years old were more likely to say this (82%) than those aged 31 years and above (72%). White trainees (82%) were more likely to say this than non-white trainees (76%).

Phase 2

How would you rate ...sports facilities?



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 124

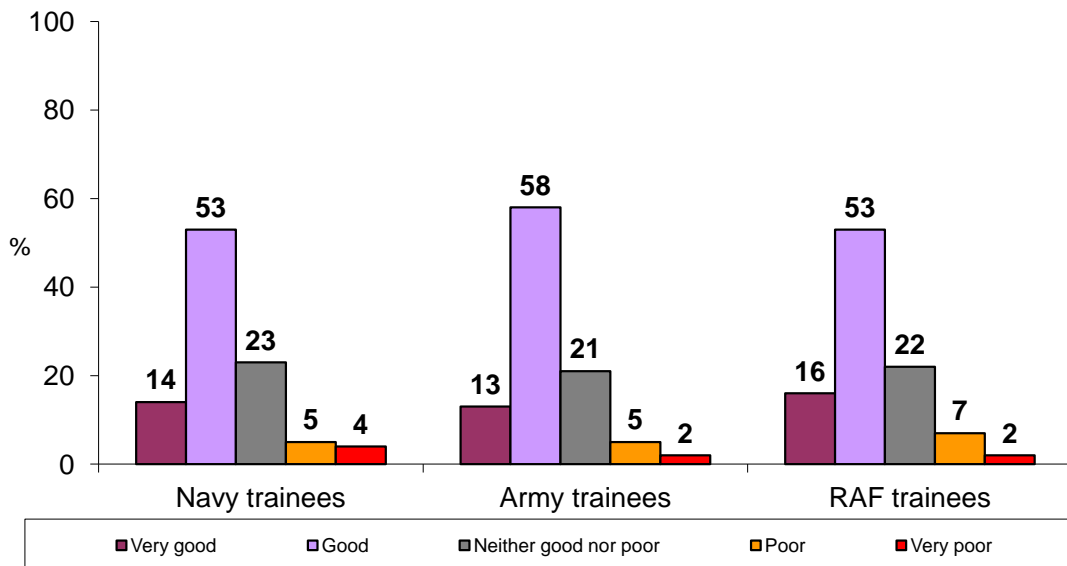
TIME FOR ESSENTIAL PERSONAL ADMINISTRATION

403. Seventy-one per cent of Phase 2 trainees rated the time they had for essential personal administration as good.

404. Trainees aged 16-17 years old were more likely to rate the time available for essential personal administration this as poor (10%) compared with those aged 18 years and above (7%). For a full breakdown by Service, see figure 125.

Phase 2

How would you rate ...time for essential personal administration?



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 125

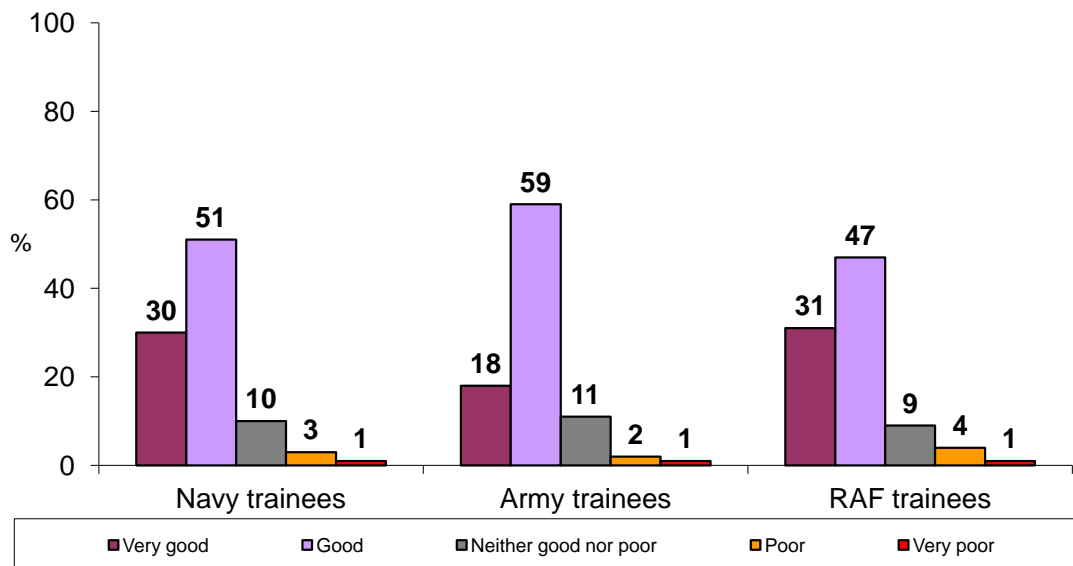
MEDICAL CARE

405. Seventy-eight per cent of trainees thought that the medical care on offer was good. Navy trainees (81%, up from 76%) were more likely to say this than Army trainees (77%) (figure 126).

406. Female trainees (10%) were more likely to rate medical care as poor than male trainees (3%).

Phase 2

How would you rate ...medical care?



Number of respondents: Navy trainees (791), Army trainees (4,2682), RAF trainees (730)

Figure 126

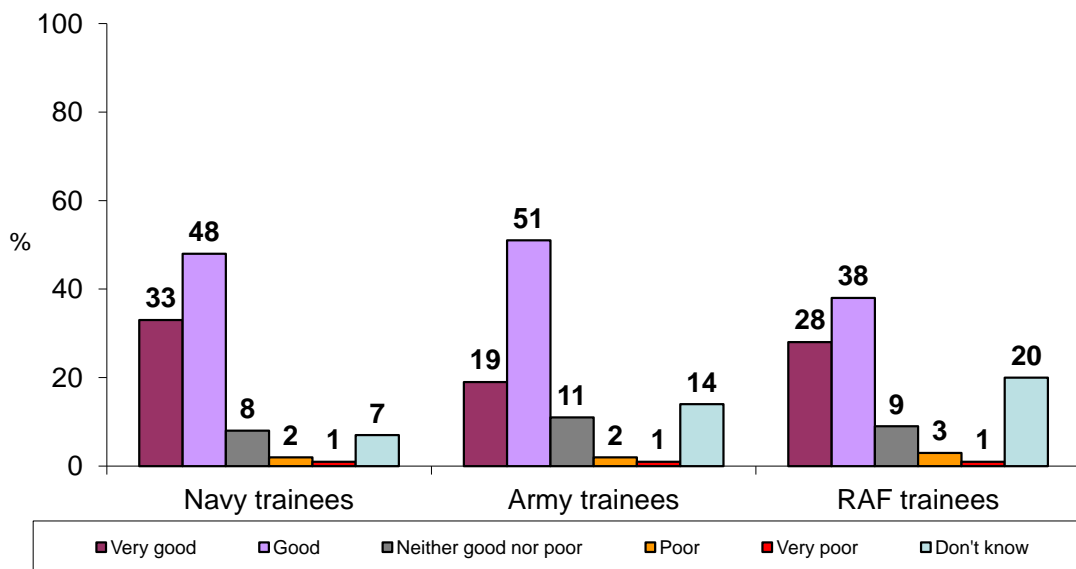
DENTAL CARE

407. Seventy-one per cent of Phase 2 trainees rated dental care as good. Navy trainees (81%, up from 76%) were the most likely to say this, followed by Army trainees (70%) who were in turn more likely to say this than RAF trainees (66%) (figure 127).

408. Male trainees (72%) were more likely to rate dental care as good than female trainees (61%).

Phase 2

How would you rate ...dental care?



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 127

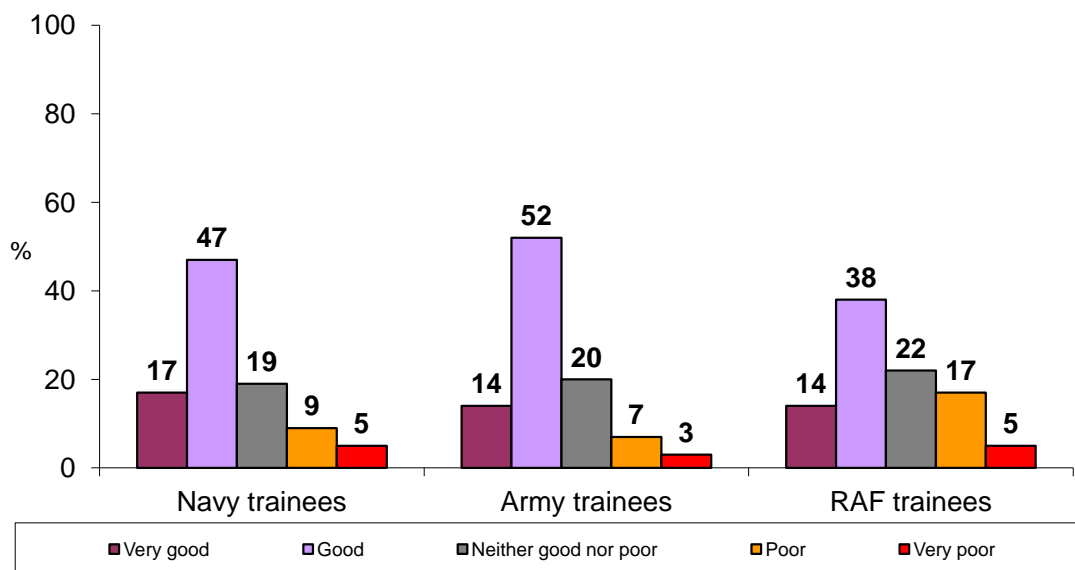
ACCESS TO IT FOR PERSONAL USE

409. Sixty-four per cent of Phase 2 trainees rated access to IT for personal use as good. Army trainees (66%) and Navy trainees (64%) were both more likely to say this than RAF trainees (52%) (figure 128).

410. Trainees aged 18 years and older were more likely to rate access to IT for personal use as good (65%) compared with younger trainees (56% of those aged 16-17 years old).

Phase 2

How would you rate ...access to IT for personal use



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 128

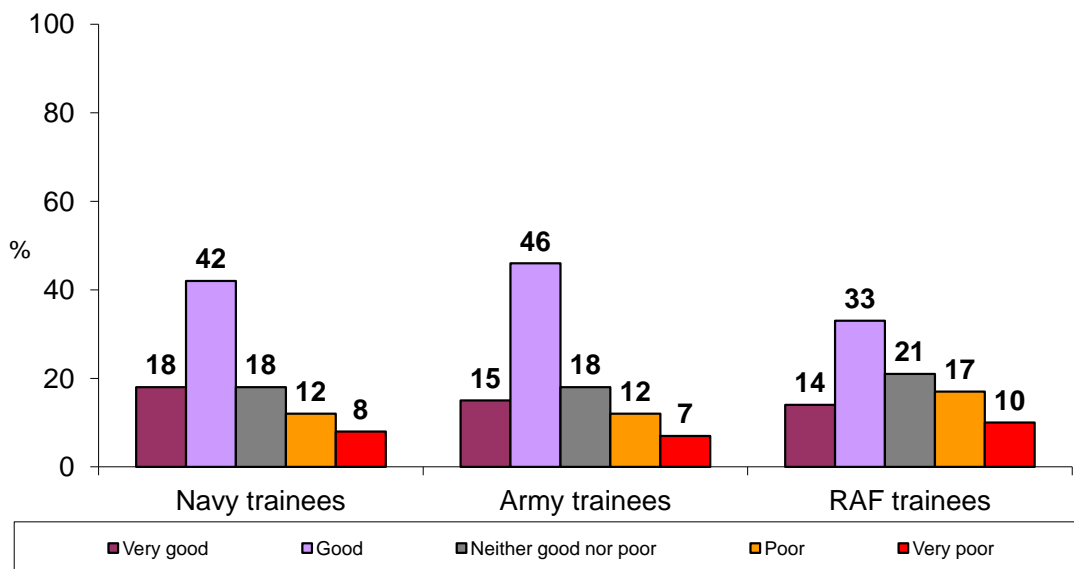
INTERNET ACCESS

411. Fifty-nine per cent of trainees rated internet access as good. Army trainees (61%) and Navy trainees (60%) were both more likely to rate this aspect as good than RAF trainees (47%, up from 41%) (figure 129). Female trainees (63%) were more likely to rate internet access as good than male trainees (58%).

412. Trainees aged 16 to 17 years old (26%) were more likely to rate internet access as poor compared with those aged 18 years and above (19%).

Phase 2

How would you rate ...internet access



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 129

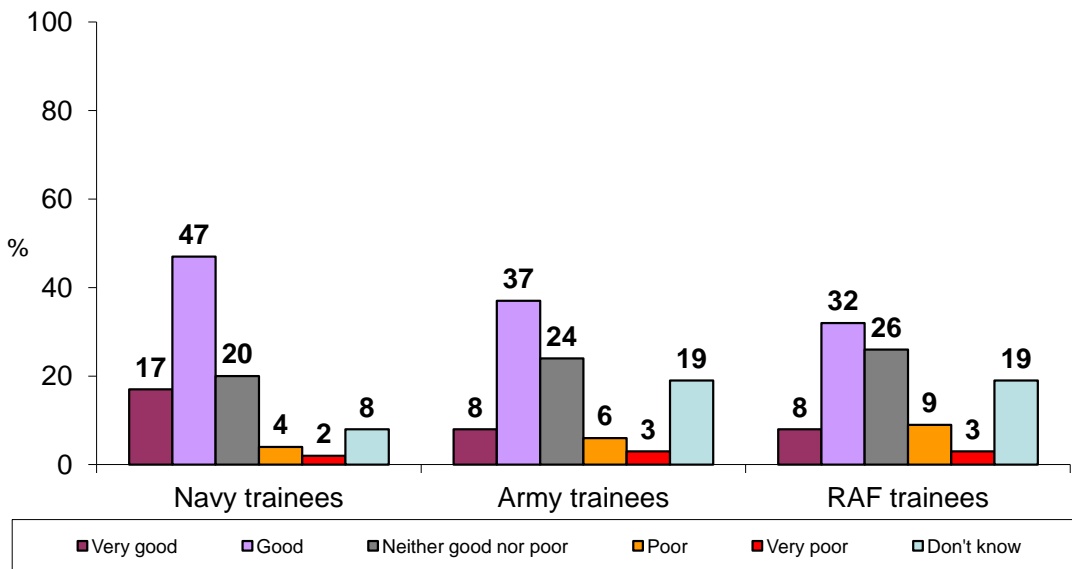
LEARNING CENTRE

413. Forty-seven per cent of Phase 2 trainees rated the learning centre to study after hours as good. Navy trainees were the most likely to rate this as good (64%, up from 53% last year and 47% in 2010), followed by Army trainees (45%), who were more likely to rate this aspect as good than RAF trainees (40%) (figure 130).

414. Non-white trainees were more likely to rate this as good (54%) than white trainees (46%). Trainees aged 18 years and older (47%) were more likely to rate this aspect as good than younger trainees (37% of those aged 16-17 years old).

Phase 2

How would you rate ...learning centre to study after hours



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 130

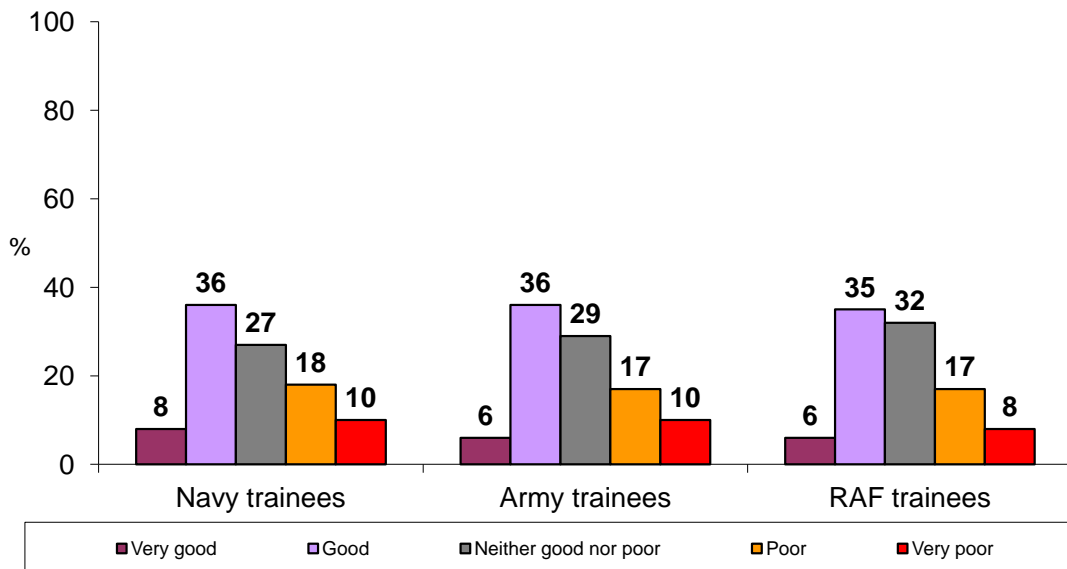
VARIETY OF EATING AND DRINKING AREAS

415. Forty-three per cent of Phase 2 trainees rated the variety of eating and drinking areas as good. There has been an increase in the proportion of Navy trainees who said this (43%, up from 33%) (figure 131). Non-white trainees (48%) were more likely to rate the variety of eating and drinking areas as good than white trainees (42%).

416. Trainees aged 18 years and older (27%) were more likely than younger trainees (18% of those aged 16-17 years old) to rate the variety of eating and drinking areas as poor.

Phase 2

How would you rate ...variety of eating and drinking areas



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 131

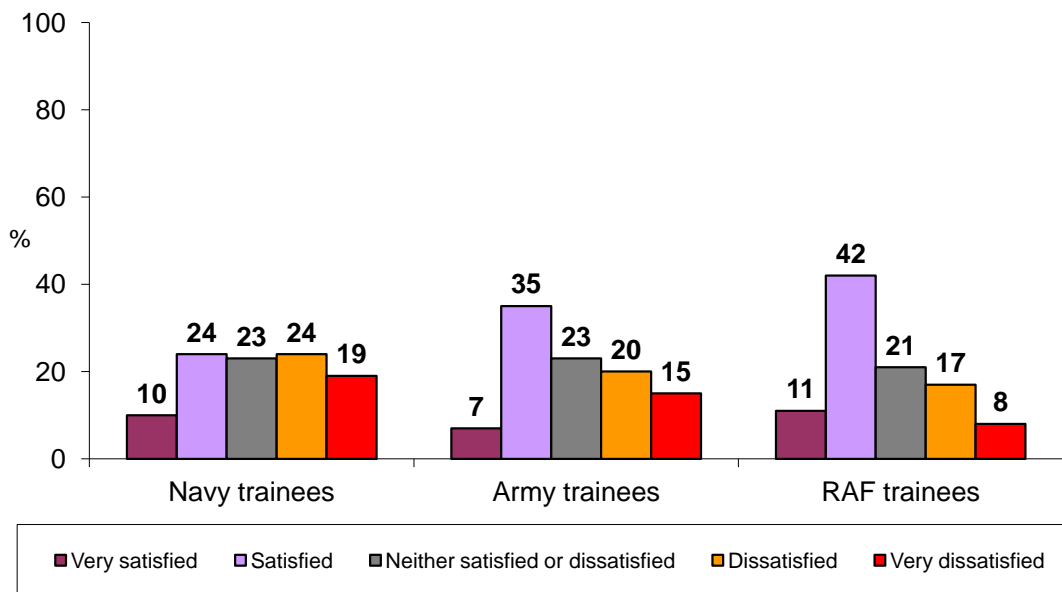
SATISFACTION WITH FOOD

417. Forty-two per cent of Phase 2 trainees were satisfied with the food at their school (down from 44% last year). RAF trainees (54%, up from 47% last year and 34% in 2010) were more likely to say this than Army trainees (42%, down from 46%) who were in turn more likely to be satisfied than Navy trainees (34%) (figure 132).

418. Non-white trainees (55%) were more likely to be satisfied than white trainees (41%). Younger trainees (23% of those aged 16-17 years old) were more likely to be dissatisfied than those aged 18 years and above (36%).

Phase 2

Overall how satisfied were you with the food at XXX?

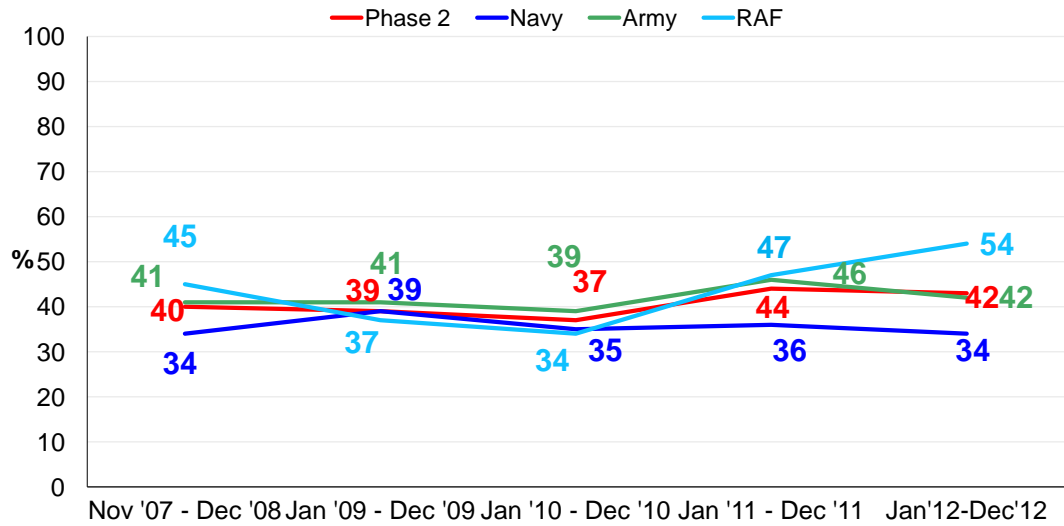


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 132

Phase 2

Overall, how satisfied were you with the food at XXX?



% Positive

Number of respondents: December '08 (Phase 2, 10,856, Navy, 2,153, Army, 7,343, RAF, 1,329, December '09 (Phase 2, 9,283, Navy, 2,036, Army, 5,617, RAF, 1,603), December '10 (Phase 2, 8,353, Navy, 2,143, Army, 4,347, RAF, 1,849), December '11 (Phase 2, 6,090, Navy, 1,029, Army, 4,082, RAF, 960) December '12 (Phase 2: 5,811, Navy: 791, Army: 4,268, RAF: 730)

Figure 133

Which aspects of the food were you dissatisfied with?

419. Trainees who said that they were dissatisfied with the food at their school were asked to indicate which elements of the food they were dissatisfied with. The most highly cited reason was the quality of the food (89%). Navy trainees (93%) were more likely to cite this than Army trainees (88%) (figure 134). Male trainees (90%) were more likely to be dissatisfied with food quality than female trainees (85%), as were white trainees (90%) compared with non-white trainees (77%).

420. The choice of food was the next most common reason (78%). Army recruits (79%) were more likely to be dissatisfied with the choice of food than RAF trainees (72%). Seventy-nine per cent of those in the Navy cited choice of food as a reason for dissatisfaction.

421. The overall variety of food was cited as a reason for dissatisfaction by 71% of trainees.

422. The availability of healthy food was cited as a reason by 45% of those who were dissatisfied with food. Navy trainees (59%) and RAF trainees (51%) were more likely to say this than Army trainees (41%). Female trainees (58%) were more likely than male trainees (43%) to cite the availability of healthy food as a reason for dissatisfaction, as were white trainees (46%) compared with non-white trainees (35%). Those aged 18 years old and over (46%) were more likely to state that they were dissatisfied with the availability of healthy food than younger trainees (21% of those aged 16-17 years old).

423. Forty-five per cent cited the quantity of food as a reason for dissatisfaction with the food (up from 35%). Navy trainees (48%, up from 34%) and Army trainees (46%, up from 39%) were more likely than RAF trainees (30%) to cite the quantity of food. Male trainees (46%) were more likely than female trainees (36%) to say this.

424. Overall, 41% cited the nutritional value of food as a reason for their dissatisfaction. Navy trainees (53%) were more likely to say this than Army trainees (38%) and RAF trainees (38%). Younger trainees (23% of those aged 16-17 years old) were also more likely to say this than trainees aged 18 years and older (41%).

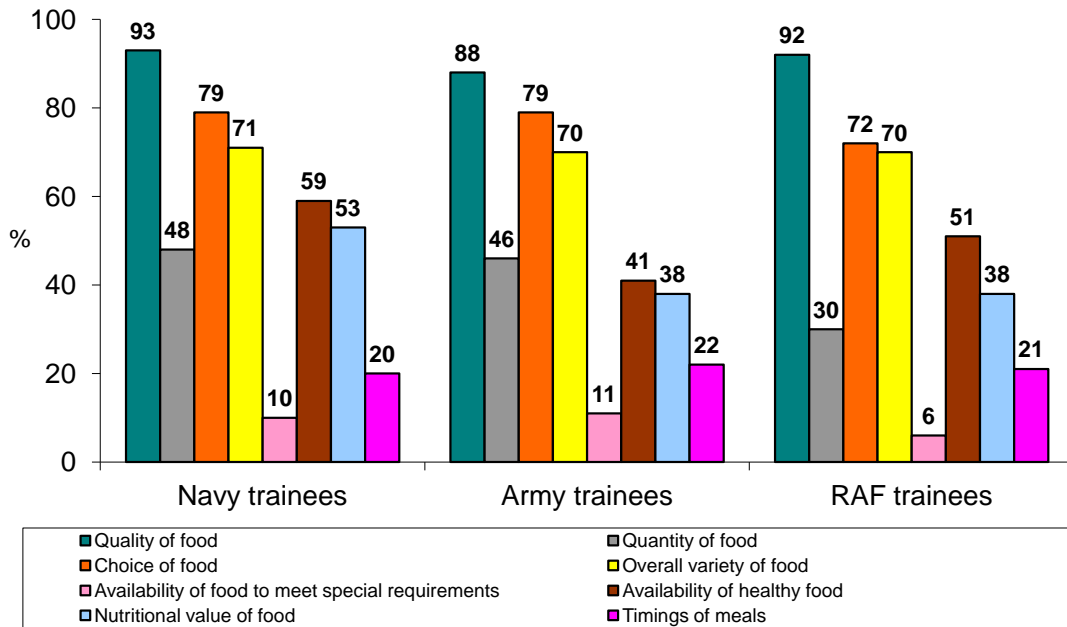
425. Twenty-one per cent cited the timings of meals as a reason for dissatisfaction. Twenty-two per cent of Army trainees said this (up from 18%) as did 21% of RAF trainees (down from 32%). One in five Navy trainees stated timings as a reason for dissatisfaction.

426. One in ten (10%) trainees cited the availability of food to meet special requirements as a reason for their dissatisfaction. Army trainees (11%) were more likely to say this than RAF trainees (6%). Female trainees (19%) were more likely than male trainees (9%) to cite the availability of food to meet special requirements, as were non-white trainees (25%) compared with white trainees (9%).

427. The order of frequency of aspects trainees were dissatisfied has not changed since 2011.

Phase 2

Which aspects of the food were you dissatisfied with?



Number of respondents (All dissatisfied): Navy trainees (341), Army trainees (1,481), RAF trainees (182)

Figure 134³²

³²This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

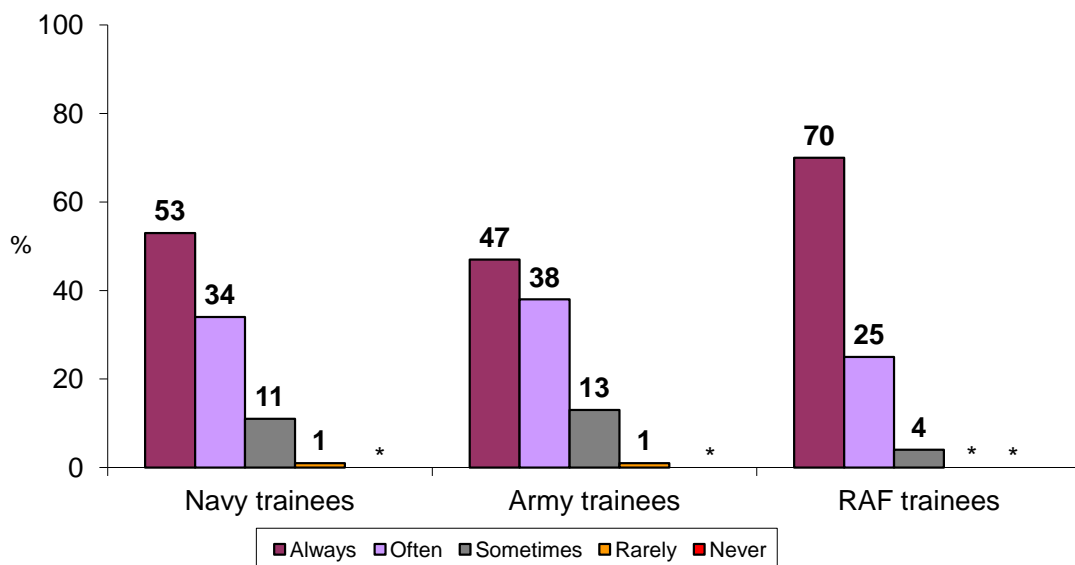
TIME GIVEN TO EAT

428. Eighty-seven per cent of Phase 2 trainees said that they were given enough time to eat their meals (down from 88% last year). RAF trainees (95%) were the most likely to say that they were given enough time to eat, followed by Navy trainees (88%) and Army trainees (85%, down from 87%) (figure 135).

429. Trainees aged 18 years and older (88%) were more likely to say they were given enough time to eat than younger trainees (74% of those aged 16-17 years old). Male trainees were more likely to say they had enough time to eat (88%) than female trainees (81%).

Phase 2

Were you given enough time to eat your meals?



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 135

PAY AS YOU DINE

Are you on Pay As You Dine?

430. Seventy-eight per cent of Phase 2 trainees were on Pay as You Dine (up from 74% last year, 67% in 2010, 58% in 2009 and 39% in 2007/8). Navy trainees (95%, up from 88% last year, up from 69% last year, 58% in 2009 and 47% in 2007/8) were the most likely to be on Pay as You Dine, followed by Army trainees (83%), who were more likely to be on Pay as You Dine than RAF trainees (33%, up from 25%) (figure 136).

431. Male trainees (79%) were more likely than female trainees (72%) to be on Pay as You Dine. Trainees aged 16-19 years old (83%) were more likely to be on Pay as You Dine than older trainees (75% of those aged 20 years or older), as were non-white trainees (85%) compared with white trainees (77%).

Phase 2

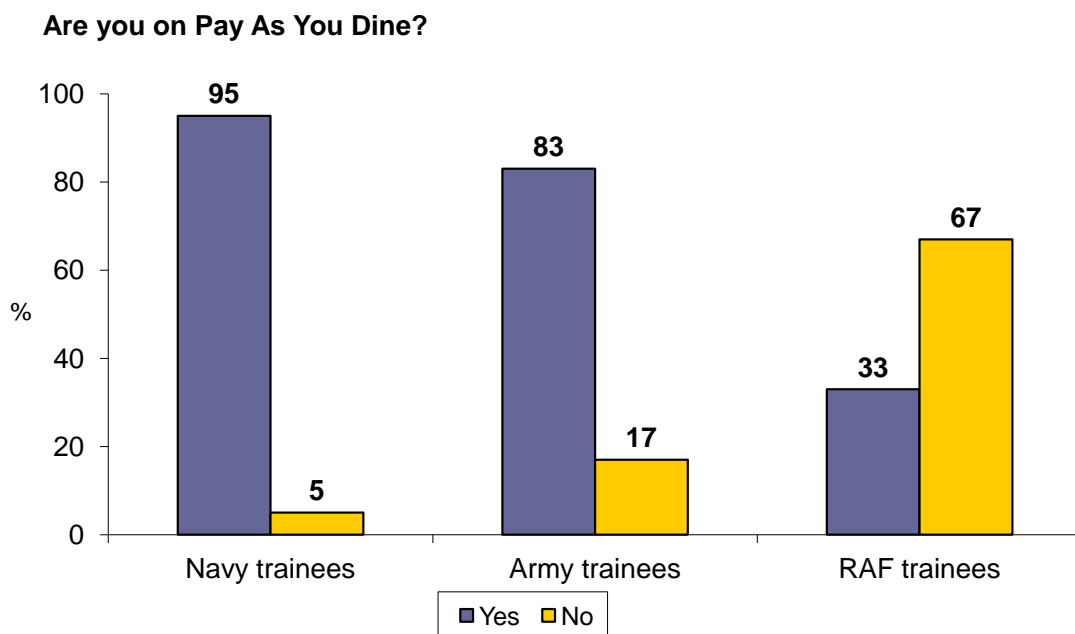
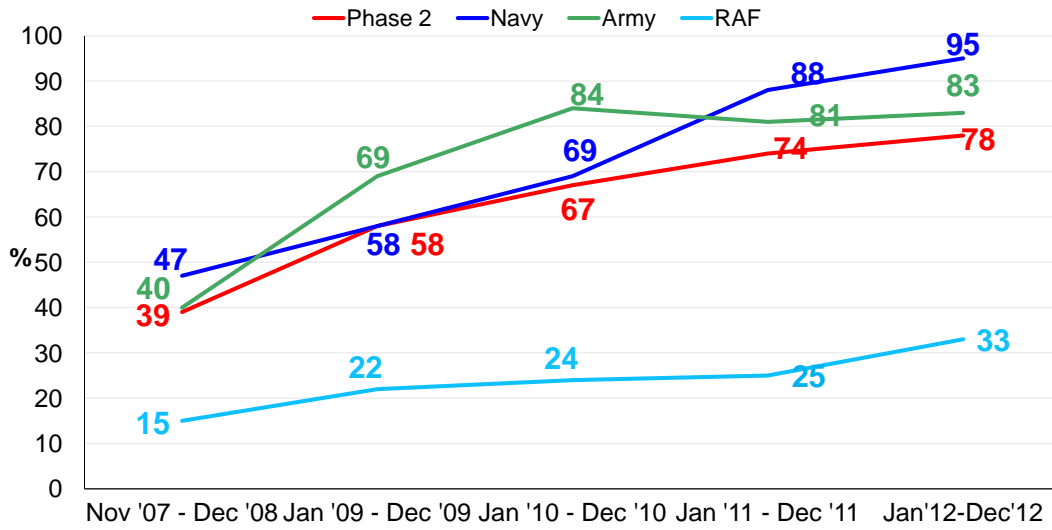


Figure 136

Phase 2

Are you on Pay as You Dine?



% Yes

Number of respondents: December '08, (Phase 2:,10,856, Navy, 2,153, Army, 7,343, RAF, 1,329) December '09 ,(Phase 2, 9,283, Navy: 2,036, Army, 5,617, RAF: 1,603), December '10 (Phase 2, 8,353, Navy: 2,143, Army, 4,347, RAF, 1,849), December '11 (Phase 2,6,090, Navy, 1,029, Army, 4,082, RAF, 960) , December '12 (Phase 2, 5,811, Navy,791, Army, 4,268, RAF, 730)

Figure 137

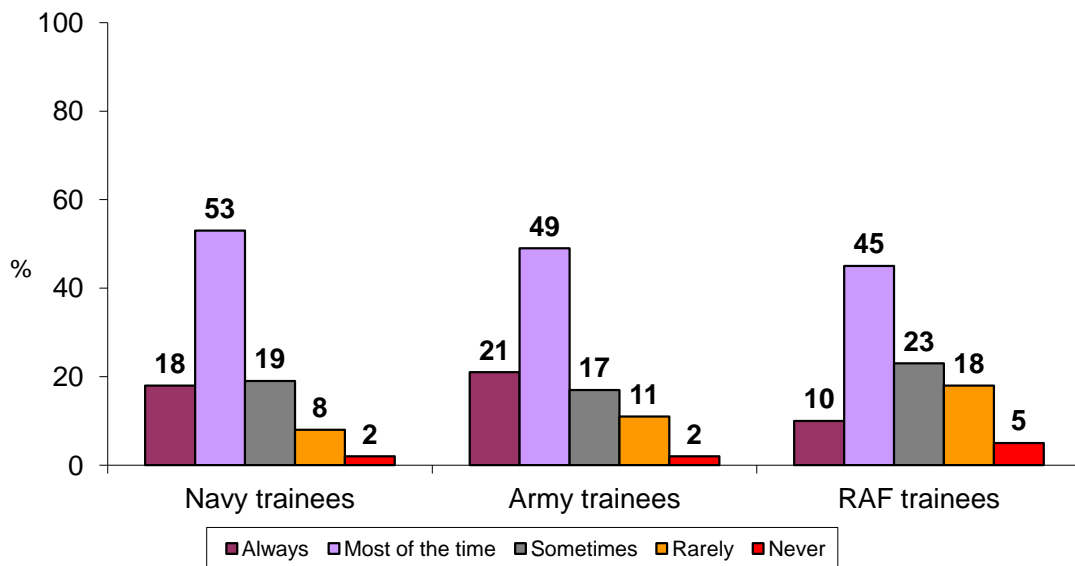
How often do you eat using Pay As You Dine?

432. Trainees on Pay as You Dine were asked questions regarding their experiences of this. Sixty-nine per cent of trainees on Pay as You Dine said that they ate at their school using Pay as You Dine always or most of the time (up from 65% last year, 61% in 2010, 59% in 2009 and 51% in 2007/8). Thirteen per cent said that they ate using Pay as You Dine facilities rarely or never (down from 16% last year). Navy trainees (71%, up from 64% last year and 59% in 2010) and Army trainees (70%, up from 67% last year) were more likely than RAF trainees (54%, up from 39%) to say that they ate using Pay as You Dine always or most of the time (figure 138).

433. Male trainees (72%) were more likely than female trainees (41%) to say that they ate using Pay as You Dine always or most of the time.

Phase 2

How often do you eat at XXX using Pay As You Dine?

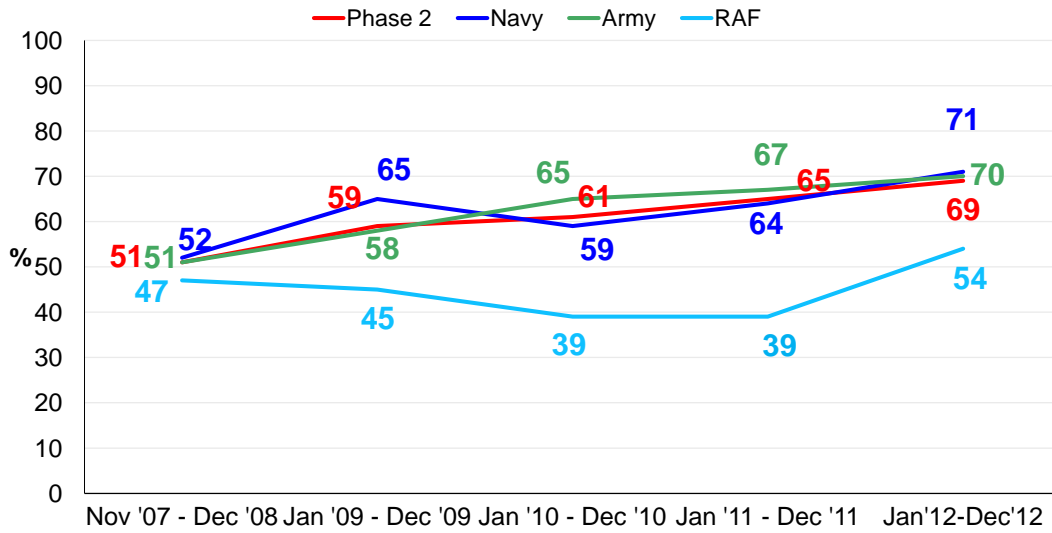


Number of respondents (all who are on Pay as You Dine): Navy trainees (748), Army trainees (3,531), RAF trainees (241)

Figure 138

Phase 2

How often do you eat using pay as you dine?



% Most of the time

Number of respondents: December '08 (Phase 2, 4,189, Navy, 1,010, Army, 2,964, RAF, 204), December '09 (Phase 2, 5,430, Navy, 1,182, Army, 3,889, RAF, 350), December '10, (Phase 2, 5,610, Navy, 1,481, Army, 3,673, RAF, 449), December '11 (Phase 2, 4,479, Navy, 909, Army, 3324, RAF, 244), December '12 (Phase 2, 4,535, Navy, 748, Army, 3,531, RAF, 241)

Figure 139

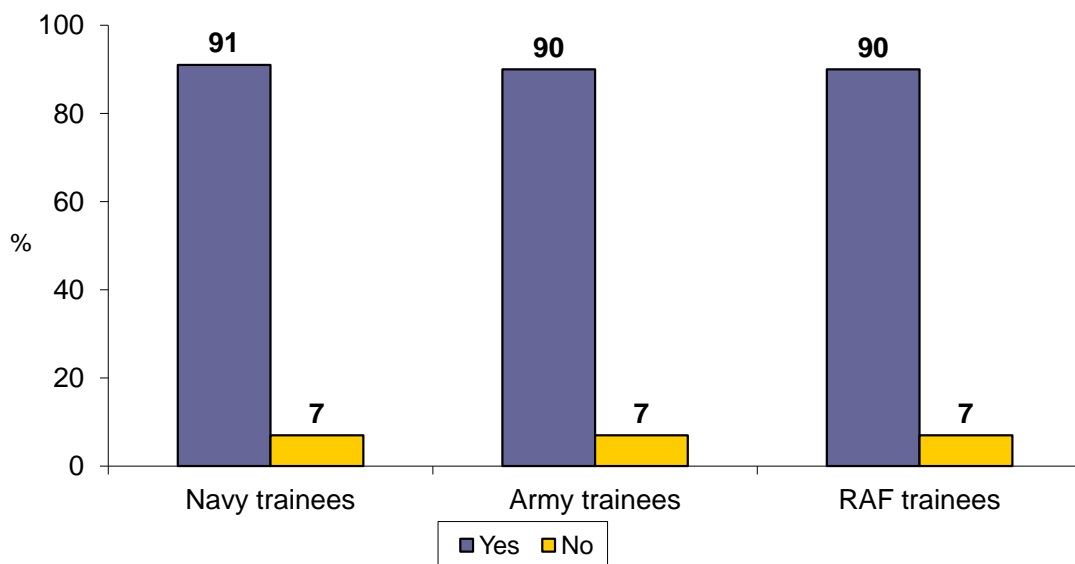
Can you afford to eat enough to keep you going during training?

434. Ninety per cent of trainees said that they could afford to eat enough to keep them going during training. Ninety-one per cent of Navy trainees said this, up from 87% last year and 83% in 2010 (figure 140).

435. White trainees (90%) were more likely to say they could afford to eat enough to keep them going during training compared with non-white recruits (87%).

Phase 2

Can you afford to eat enough to keep you going during training?



Number of respondents (all who are on Pay as You Dine): Navy trainees (748), Army trainees (3,531), RAF trainees (241)

Figure 140

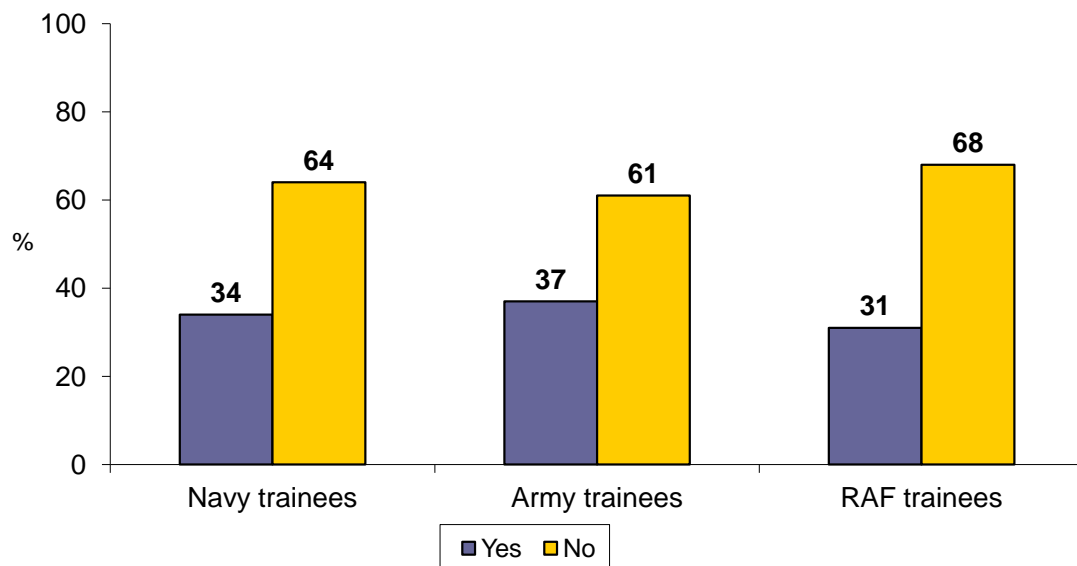
Do you sometimes skip meals (or eat less) to save money?

436. Thirty-six per cent of Phase 2 trainees on Pay as You Dine said that they sometimes skipped meals or ate less to save money (down from 38% last year, 46% in 2010, 50% in 2009 and 55% in 2007/8). White trainees (36%) were more likely to say this than non-white trainees (31%).

437. Sixty-two per cent of Phase 2 trainees on Pay as You Dine said that they did not skip meals or eat less to save money (up from 59% last year, 51% in 2010, 46% in 2009 and 41% in 2007/8). RAF trainees were more likely to say this (68%) than Army trainees (61%) (figure 141). Older trainees (66% of those aged 20 years and above) were more likely to say they skipped meals to save money than younger trainees (55% of those aged 16-19 years old).

Phase 2

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

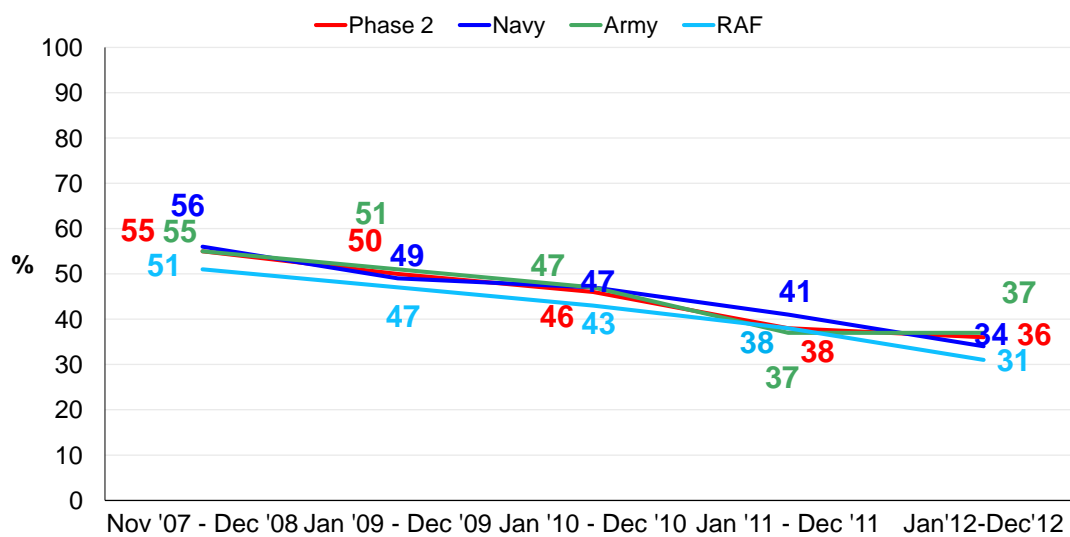


Number of respondents (all who are on Pay as You Dine): Navy trainees (748), Army trainees (3,531), RAF trainees (241)

Figure 141

Phase 2

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



% Yes

Number of respondents: December '08 (Phase 2, 4,189, Navy, 1,010, Army, 2,964, RAF, 204), December '09 (Phase 2, 5,430, Navy: 1,182, Army: 3,889, RAF, 350), December '10 (Phase 2, 5,610, Navy,1,481, Army, 3,673, RAF, 449), December '11 (Phase 2, 4,479, Navy, 909, Army, 3,324, RAF, 244), December '12 (Phase 2, 4,535, Navy, 748, Army, 3,531, RAF, 241)

Figure 142

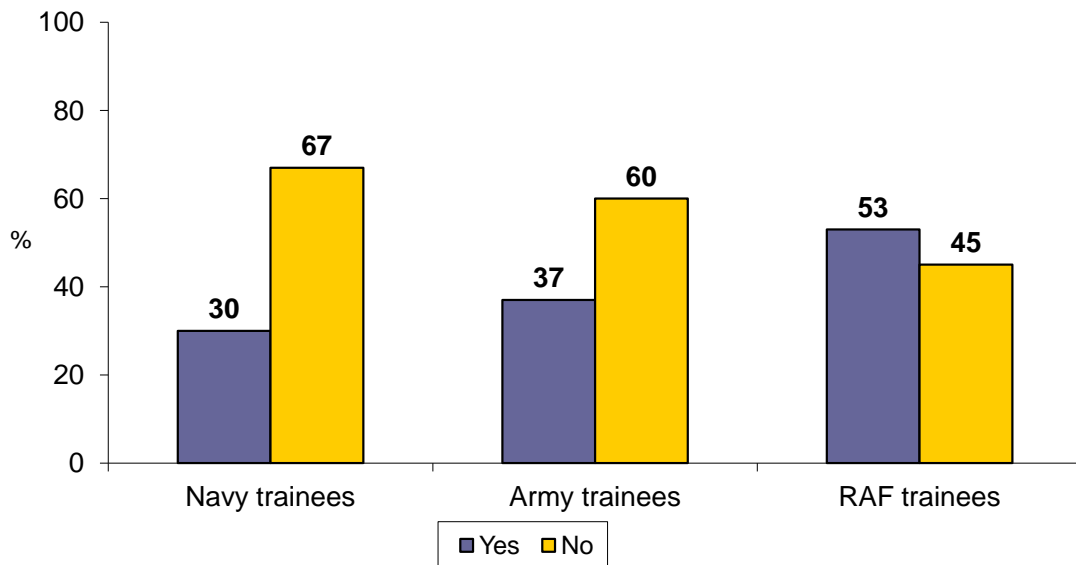
Do you eat elsewhere to save money?

438. Thirty-seven per cent of Phase 2 trainees on Pay as You Dine said that they ate elsewhere to save money (down from 39% last year and 43% in 2010). RAF trainees were the most likely to say this (53%), followed by Army trainees (37%), who were more likely to say this than Navy trainees (30%) (figure 143).

439. Female trainees (49%) were more likely to say this than male trainees (35%) as were white trainees (37%) compared with non-white trainees (31%). Younger trainees (40% of those aged 16 to 19 years old) were more likely to say yes than older trainees (35% of those aged 20 years and above).

Phase 2

Do you eat elsewhere to save money?



Number of respondents (all who are on Pay as You Dine): Navy trainees (748), Army trainees (3,531), RAF trainees (241)

Figure 143

Do you have more choice to eat elsewhere?

440. Sixty-two per cent of Phase 2 trainees on Pay as You Dine said that they had more choice to eat elsewhere; 30% said that they did not.

441. There has been an increase in the proportion of Army trainees who said that they did not have more choice to eat elsewhere (30%, up from 28%) (figure 144).

Phase 2

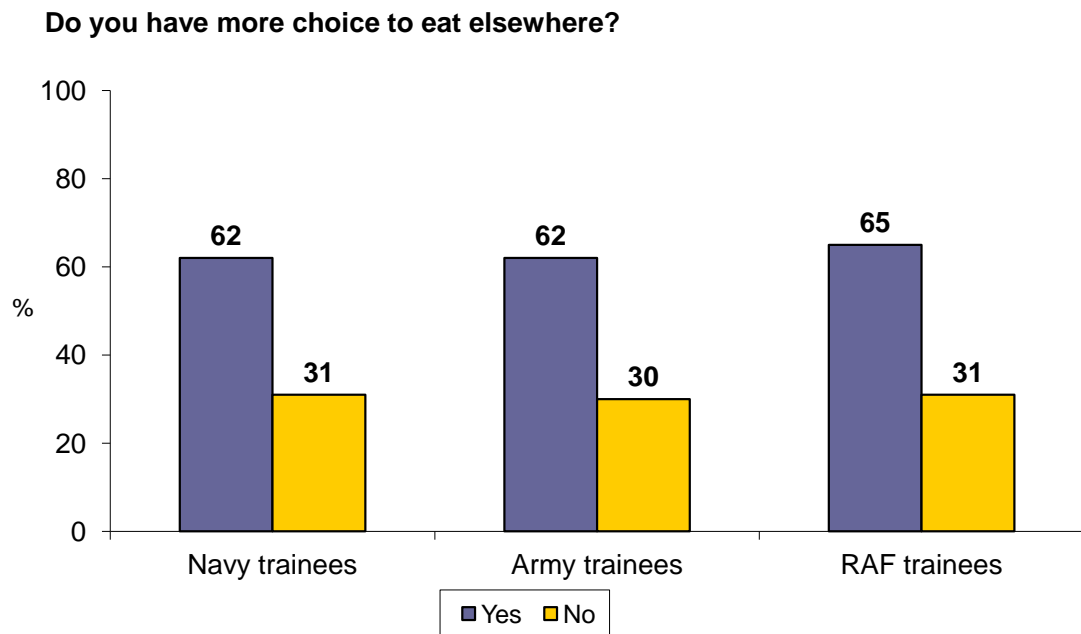


Figure 144

Is paying in cash a problem for you?

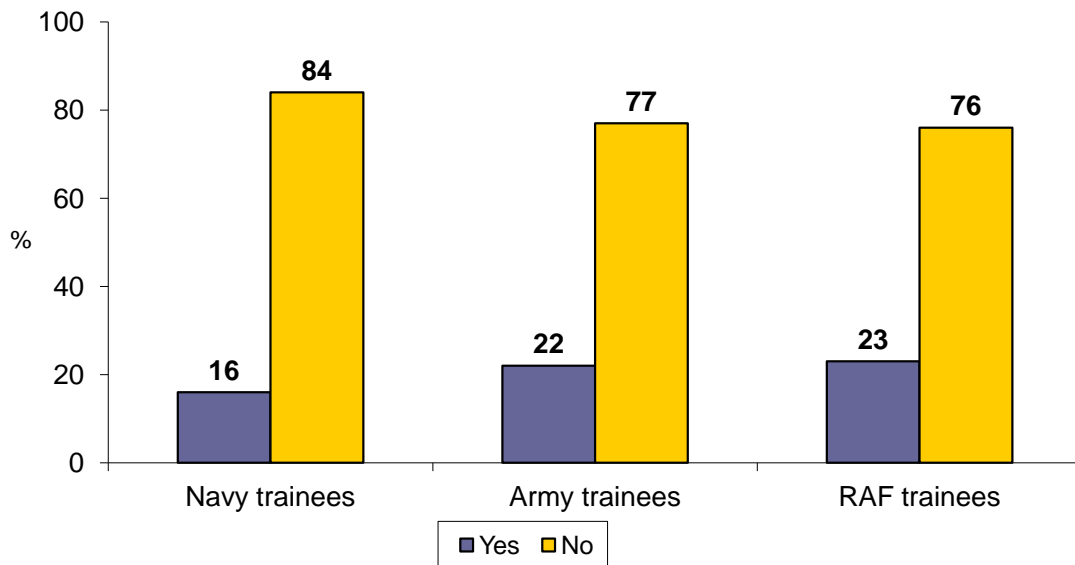
442. Seventy-eight per cent of trainees said that paying cash was not a problem. Navy recruits (84%, up from 78% last year, 75% in 2010, 71% in 2009 and 65% in 2008) were more likely to say this than Army recruits (77%) and RAF recruits (76%) (figure 145).

443. Female trainees (84%) were more likely to say paying in cash was not a problem than male trainees (78%), as were non-white trainees (82%) compared with white trainees (78%).

444. Younger trainees (23% of those aged 16-25 years old) were more likely to say paying in cash was a problem than those who were older (14% of trainees aged 26 years and above).

Phase 2

Is paying in cash a problem for you?

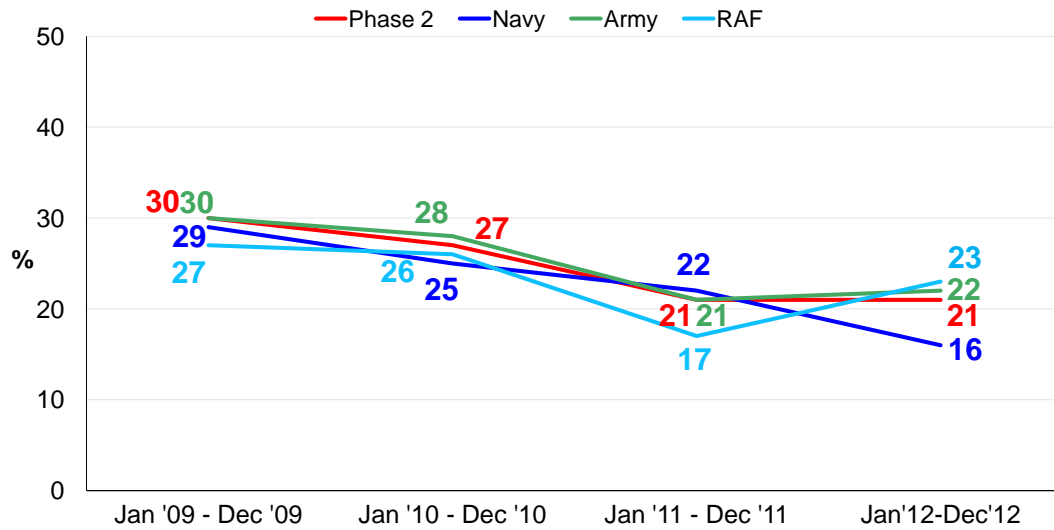


Number of respondents (all who are on Pay as You Dine): Navy trainees (748), Army trainees (3,531), RAF trainees (241)

Figure 145

Phase 2

Is paying in cash a problem for you ?



% Positive

Number of respondents: December '09 (Phase 2: 5,430 Navy:1,182 Army: 3, 889 RAF: 350) December '10 (Phase 2: 5610 Navy: 1,481, Army: 3,673, RAF: 449), December '11 (Phase 2: 4,479, Navy: 909, Army: 3,324 RAF: 244) December '12 (Phase 2: 4,353, Navy: 748 Army: 3,531 RAF: 241)

Figure 146

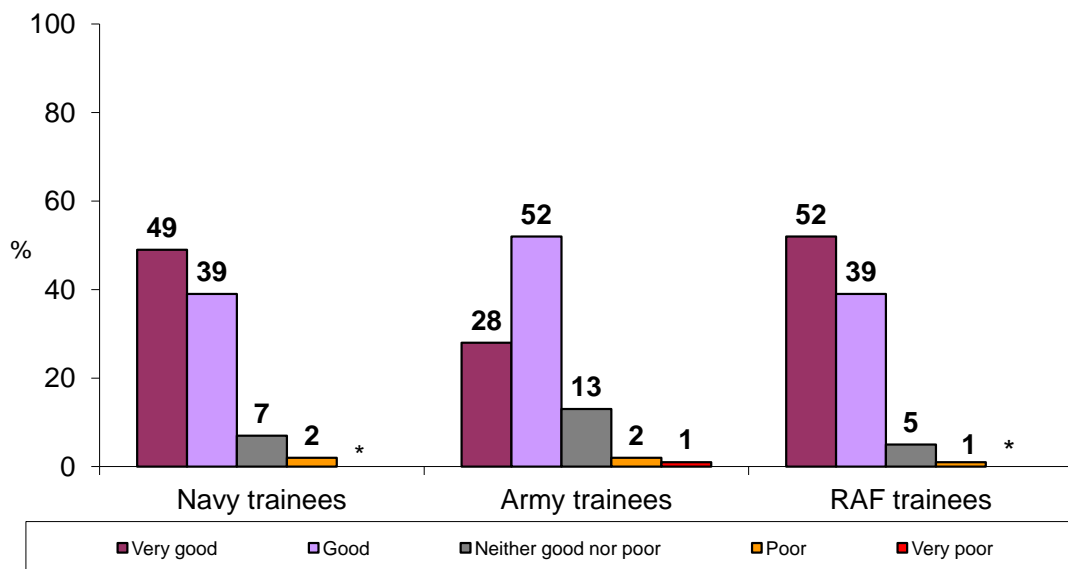
PRIVATE CONTACT WITH TRAINING STAFF

445. Eighty-three per cent of trainees rated the opportunity to talk privately with training staff as good. RAF trainees (91%) and Navy trainees (88%) were more likely to say this than Army trainees (80%) (figure 147). Trainees aged 18 years and above were more likely to say this (84%) than the youngest trainees (78% of those aged 16 to 17 years old).

446. Overall, two per cent of trainees rated these opportunities as poor. Female trainees (5%) were more likely to do so than male trainees (2%).

Phase 2

How would you rate ...talk privately with training staff?

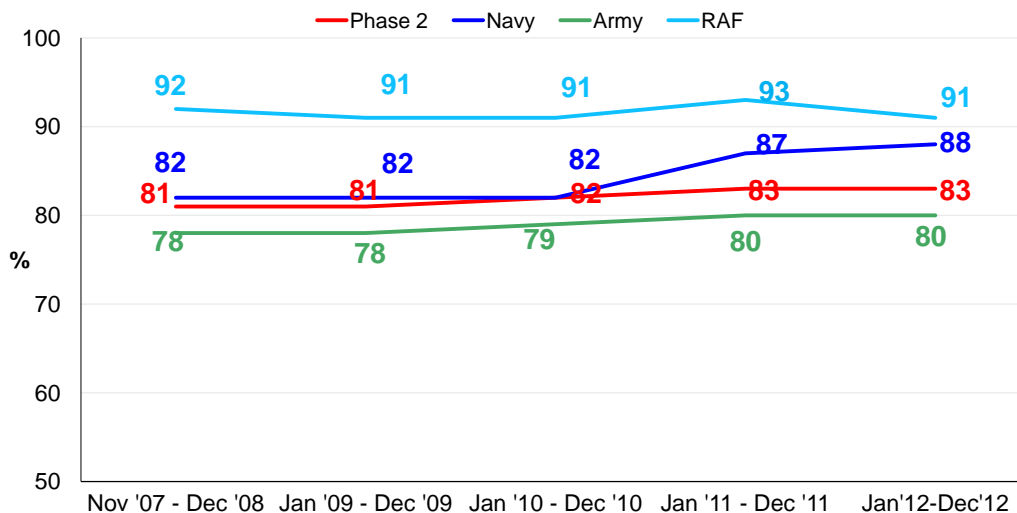


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 147

Phase 2

How would you rate ...talk privately with training staff?



% Positive

Number of respondents: December '08 (Phase 2, 10,856, Navy, 2,153, Army, 7,343, RAF, 1,329,) December '09 (Phase 2, 9,283, Navy, 2,036, Army, 5,617, RAF, 1,603), December '10 (Phase 2, 8,353, Navy, 2,143, Army, 4,347, RAF, 1,849), December '11 (Phase 2, 6,090, Navy, 1,029, Army, 4,082, RAF, 960) December '12 (Phase 2, 5,811, Navy, 791, Army, 4,268, RAF, 730)

Figure 148

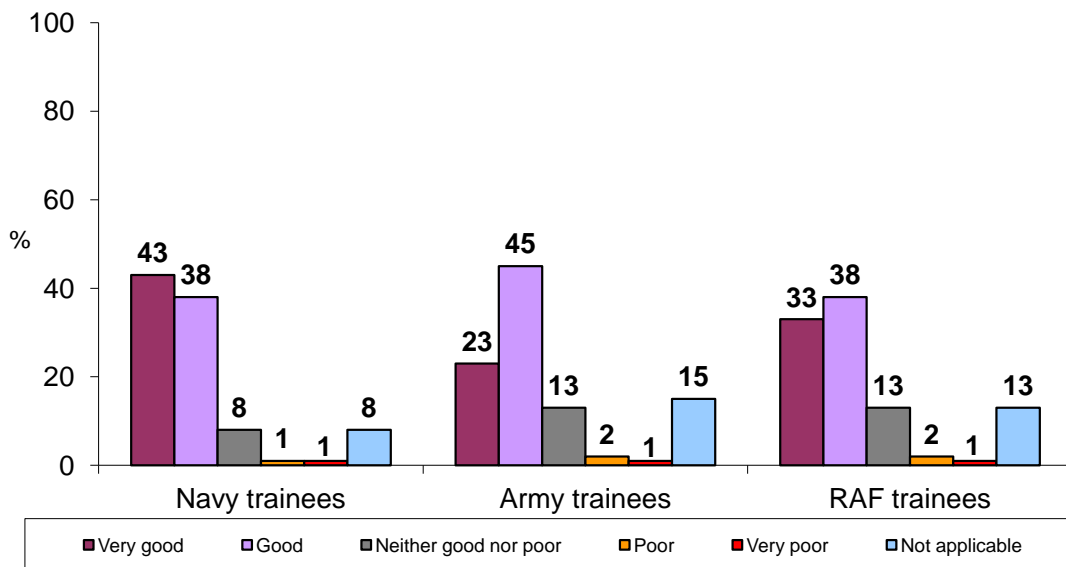
RELIGION³³

447. Seventy per cent of trainees rated the opportunity to talk privately with chaplains/padre as good (down from 72%). Navy trainees (81%, up from 77%) were more likely to say this than RAF trainees (71%) and Army trainees (68%, down from 71%) (figure 149).

448. Male trainees were more likely to rate this as good (71%) compared with female trainees (63%), as were non-white trainees (74%) compared with white trainees (70%).

Phase 2

How would you rate ...talk privately with chaplains/padre?



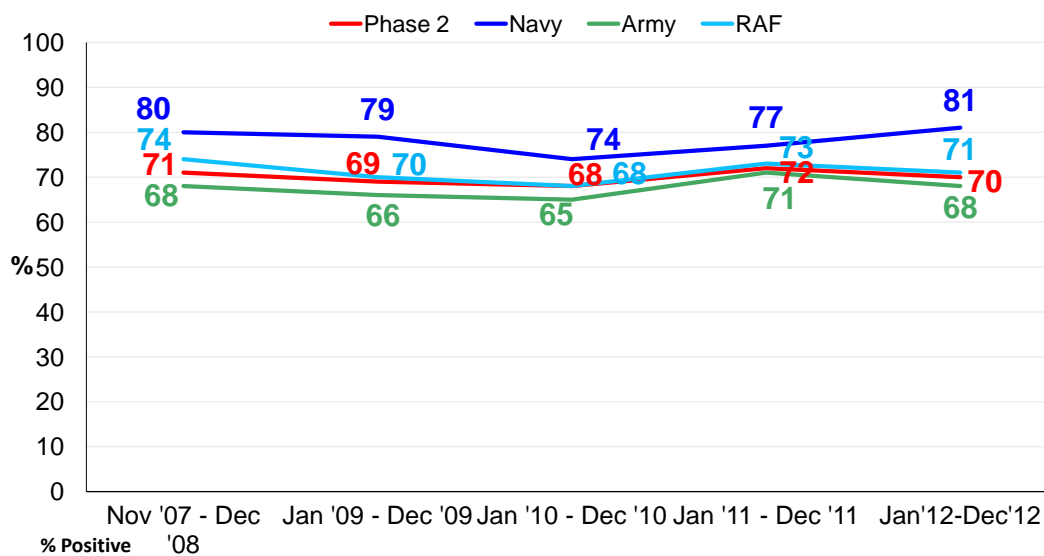
Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 149

³³ Questions on the subject of religion were asked of all trainees, not just those with religious convictions.

Phase 2

How would you rate ... talk privately with chaplains/padre?



Number of respondents: December '08 (Phase 2, 10,856, Navy, 2,153, Army, 7,343, RAF, 1,329) December '09 (Phase 2, 9,283, Navy, 2,036, Army, 5,617, RAF, 1,603), December '10 (Phase 2, 8,353, Navy, 2,143, Army, 4,347, RAF, 1,849), December '11, (Phase 2, 6,090, Navy, 1,029, Army, 4,082, RAF, 960), December '12, (Phase 2, 5,811, Navy, 791, Army, 4,268, RAF, 730)

Figure 150

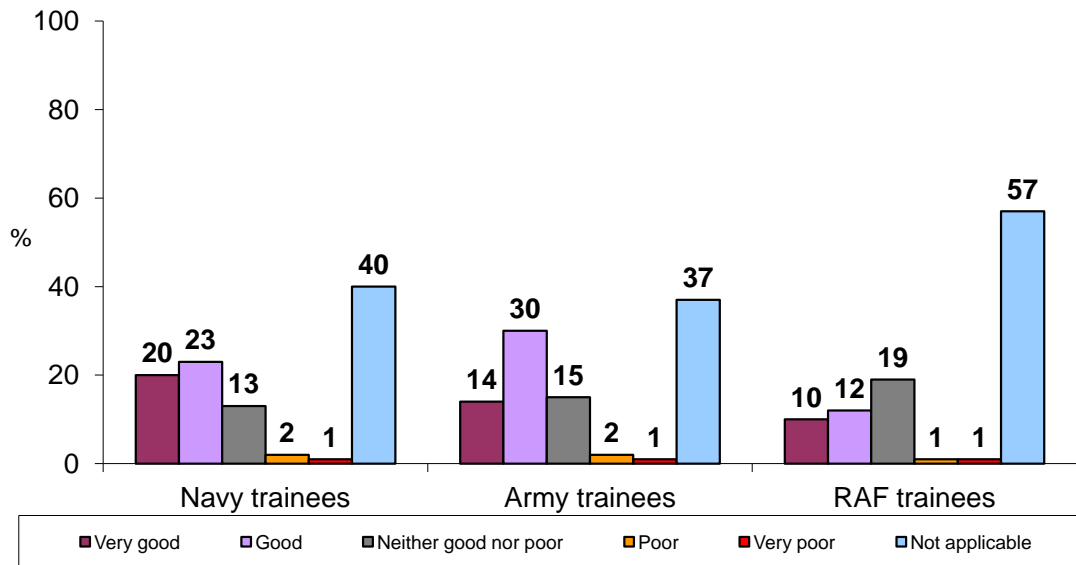
449. Forty-one per cent of trainees rated the opportunity to practise their faith/religion as good (up from 39% last year and 36% in 2010). Army trainees (44%, up from 42%) and Navy trainees (43%) were more likely to say that the opportunity to practise their faith/religion was good than RAF trainees (22%) (figure 151). Trainees aged 31 years and above were more likely to say this (53%) than those aged 16-30 years old (41%). Non-white trainees (65%) were more likely to say this than white trainees (38%).

450. Forty per cent said that this question was not applicable to them. RAF trainees were more likely to say that this (57%) than Navy trainees (40%) and Army trainees (37%). White trainees (43%) were more likely to say this than non-white trainees (16%).

451. Overall, two per cent of trainees rated the opportunity to practise their faith/religion as poor.

Phase 2

How would you rate ...practise your faith?

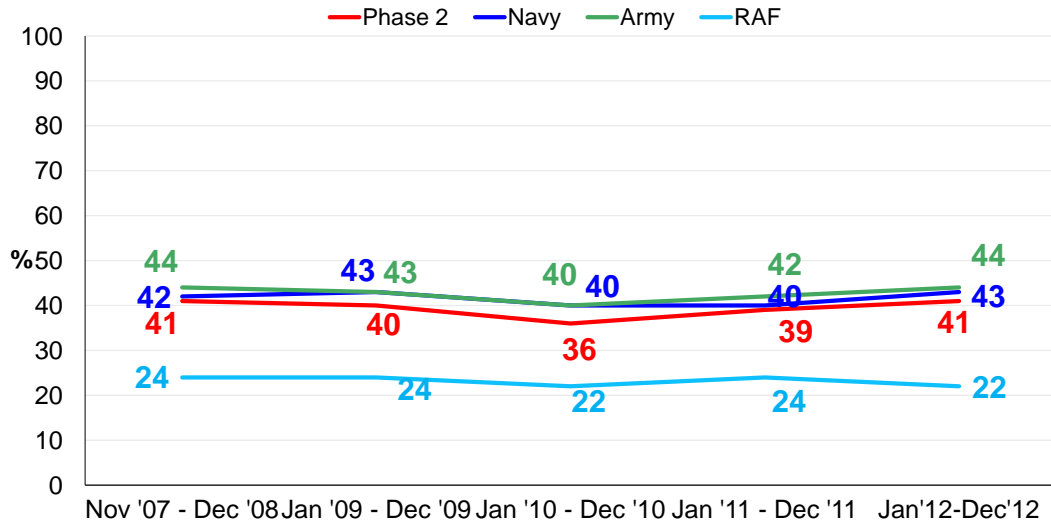


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 151

Phase 2

How would you rate ...practise your faith?



% Positive

Number of respondents: December '08 (Phase 2, 10,856, Navy, 2,153, Army, 7,343, RAF, 1,329, December '09 (Phase 2, 9,283, Navy, 2,036, Army, 5,617, RAF, 1,603), December '10 (Phase 2, 8,353, Navy, 2,143, Army, 4,347, RAF, 1,849), December '11 (Phase 2, 6,090, Navy, 1,029, Army, 4,082, RAF, 960). December '12 (Phase 2: 5,811, Navy: 791, Army: 4,268, RAF: 730)

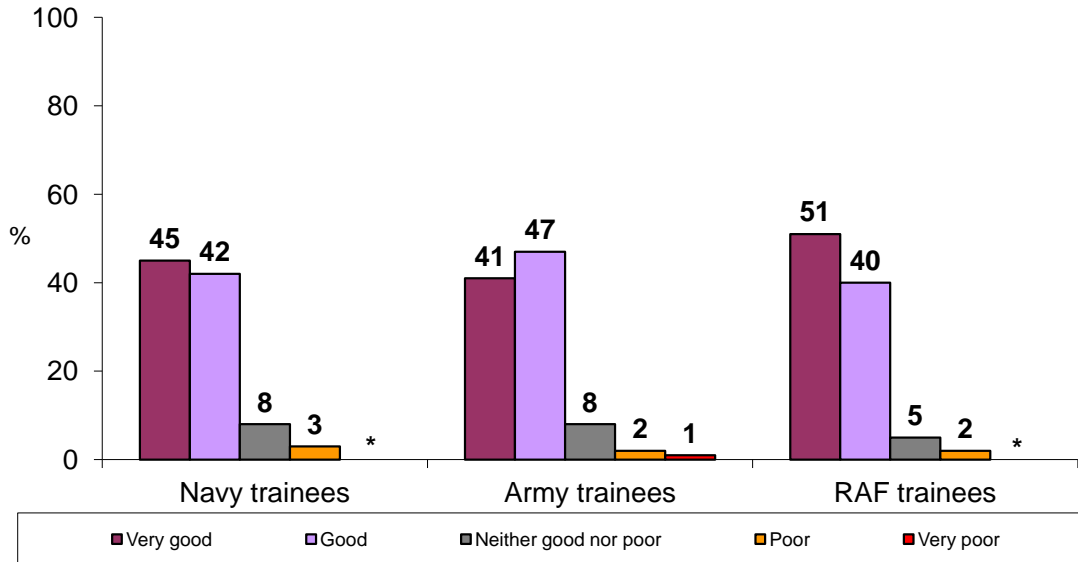
Figure 152

CONTACT WITH FAMILY AND FRIENDS

452. Eighty-eight per cent of trainees said the opportunity to keep in contact with family and friends was good. RAF trainees (91%) were more likely to say this than Navy or Army trainees (both 87%) (figure 153).

Phase 2

How would you rate ...keep in contact with family and friends?

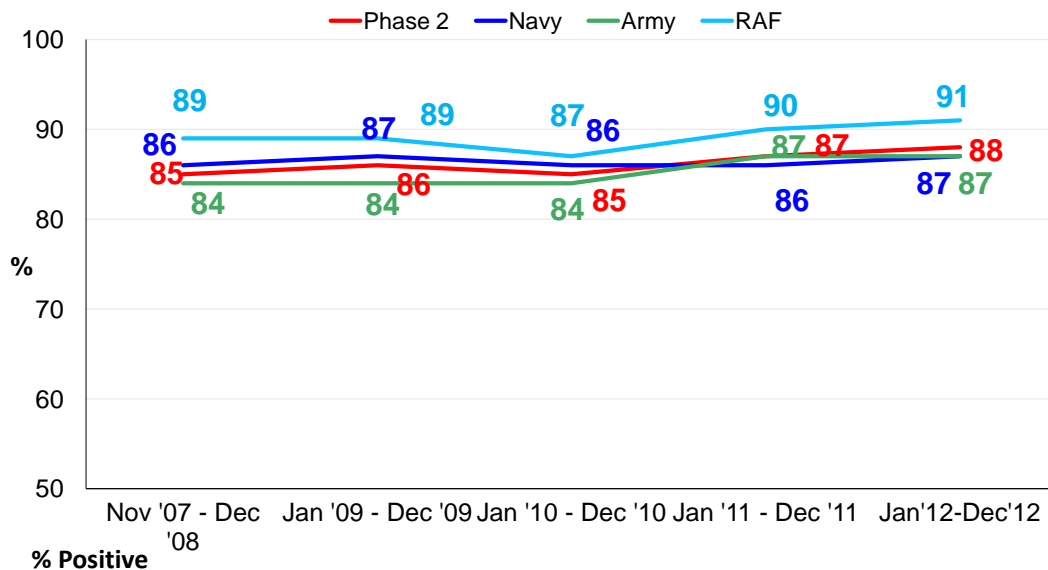


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 153

Phase 2

How would you rate ...keep in contact with family and friends?



Number of respondents: December '08 (Phase 2, 10,856, Navy, 2,153, Army, 7,343, RAF, 1,329), December '09 (Phase 2, 9,283, Navy, 2,036, Army, 5,617, RAF, 1,603), December '10 (Phase 2, 8,353, Navy, 2,143, Army, 4,347, RAF, 1,849), December '11 (Phase 2, 6,090, Navy, 1,029, Army, 4,082, RAF, 960), December '12 (Phase 2, 5,811, Navy, 791, Army, 4,268, RAF, 730)

Figure 154

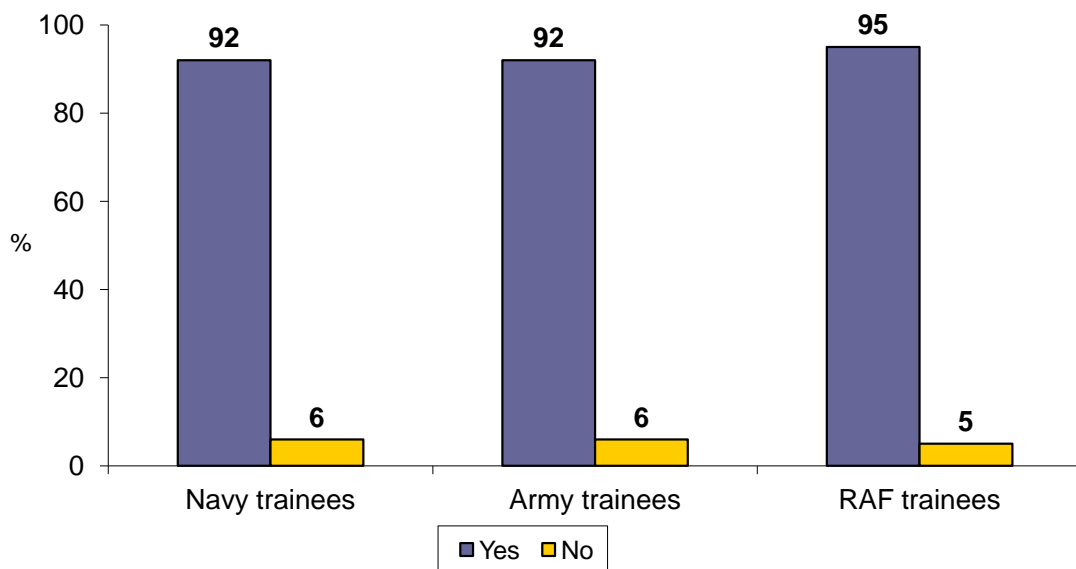
STAFF SUPPORT

453. Ninety-three per cent of trainees agreed that there was a member of staff easily available for them to go to if they had a problem out of training hours. RAF trainees (95%) were the most likely to say that there was a member of staff easily available, compared with Navy trainees (92%) and Army trainees (92%, up from 91%) (figure 155).

454. Male trainees were more likely to say this (93%) than female trainees (89%).

Phase 2

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?

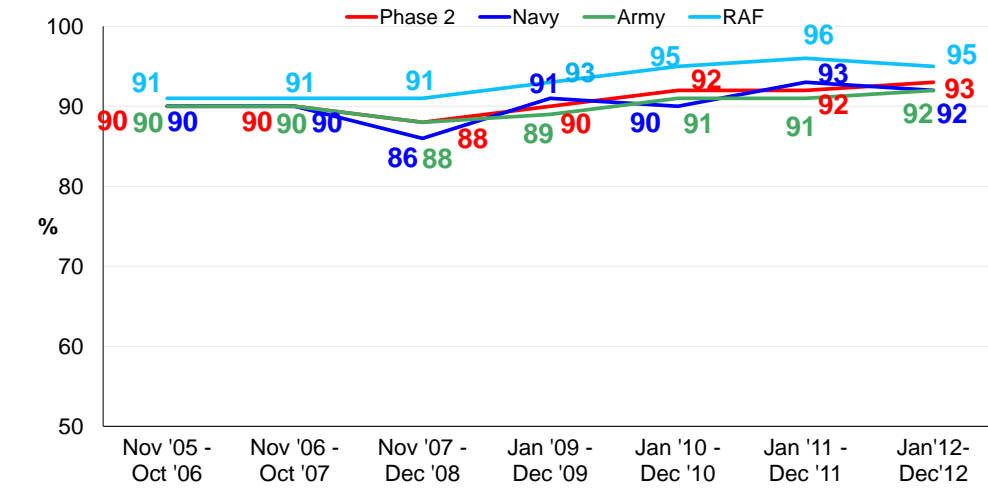


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 155

Phase 2

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?



% Positive

Number of respondents: October '06 (Phase 2, 10,882, Navy, 1,744, Army, 8,066, RAF, 1,005), October '07 (Phase 2, 11,271, Navy, 2,095, Army, 8,331, RAF, 787), December '08 (Phase 2, 10,856, Navy, 2,153, Army, 7,343, RAF, 1,329), December '09 (Phase 2, 9,283, Navy, 2,036, Army, 5,617, RAF, 1,603), December '10 (Phase 2, 8,353, Navy, 2,143, Army, 4,347, RAF, 1,849), December '11 (Phase 2, 6,090, Navy, 1,029, Army, 4,082, RAF, 960). December '12 (Phase 2: 5,811, Navy: 791, Army: 4,268, RAF: 730)

Figure 156

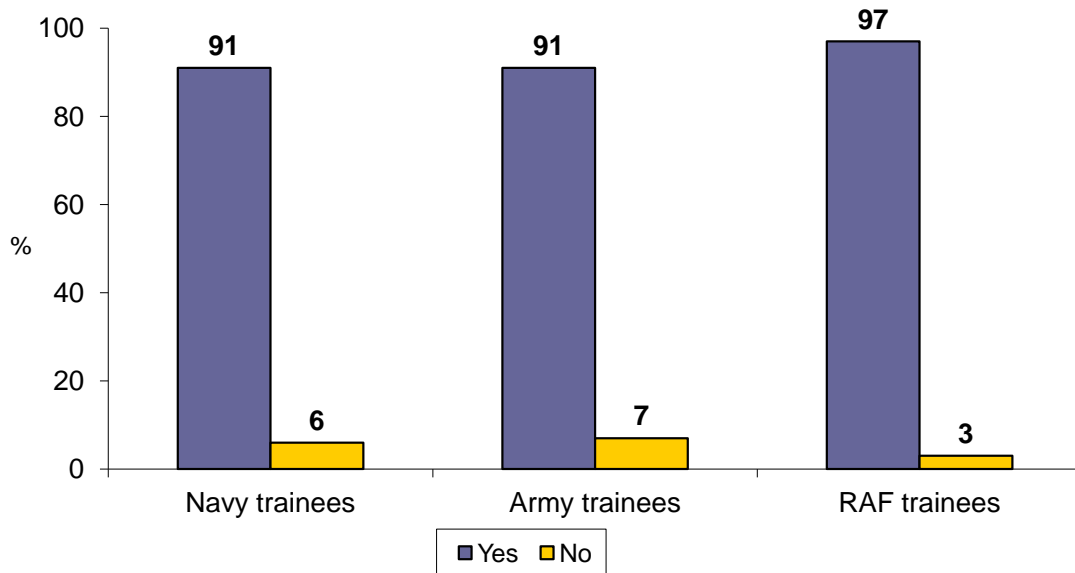
455. Ninety-two per cent of Phase 2 trainees said that there was someone at their school they were happy to go to if they had any personal or emotional problems.

456. RAF trainees (97%) were more likely to have someone they were happy to go to with any personal or emotional problems compared with Navy trainees and Army trainees (both 91%) (figure 157). White trainees were more likely to say this (92%) than non-white trainees (89%).

457. Overall, six per cent of trainees said there was not someone they were happy to go to if they had personal or emotional problems. Female trainees (10%) were more likely to say this than male trainees (6%).

Phase 2

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

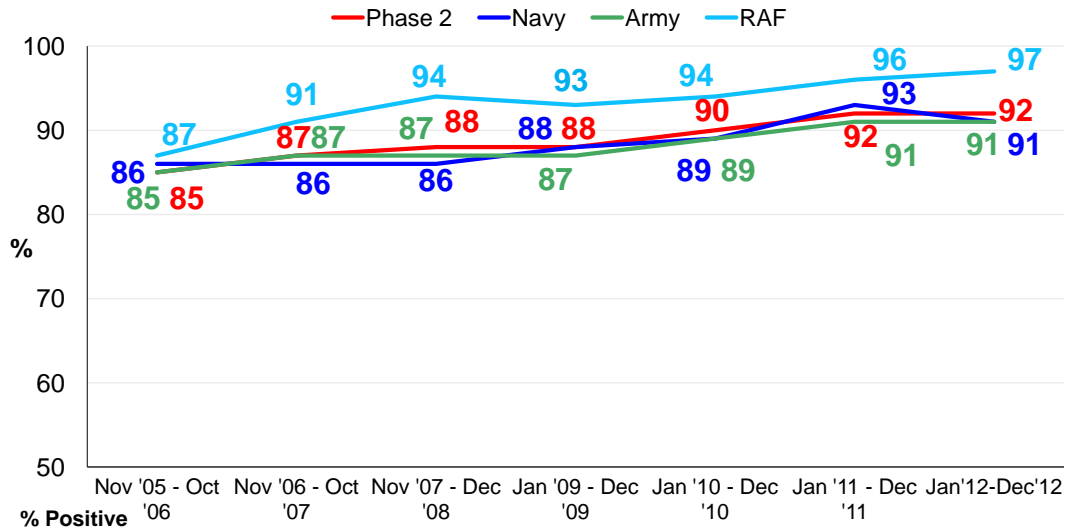


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 157

Phase 2

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

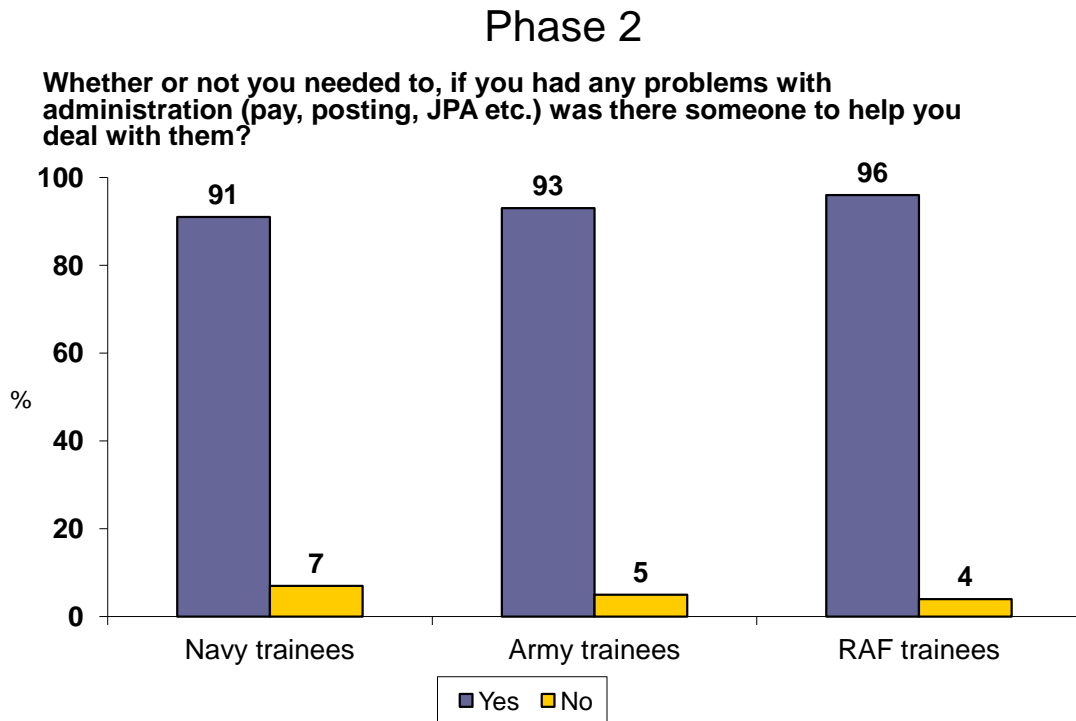


% Positive
 Number of respondents: October '06 (Phase 2, 10,882, Navy, 1,744, Army, 8,066, RAF, 1,005), October '07 (Phase 2, 11,271, Navy, 2,095, Army, 8,331, RAF, 787), December '08 (Phase 2, 10,856, Navy, 2,153, Army, 7,343, RAF, 1,329), December '09 (Phase 2, 9,283, Navy, 2,036, Army, 5,617, RAF, 1,603), December '10 (Phase 2, 8,353, Navy, 2,143, Army, 4,347, RAF, 1,849), December '11 (Phase 2, 6,090, Navy, 1,029, Army, 4,082, RAF, 960). December '12 (Phase 2: 5,811 Navy: 791, Army: 4,268, RAF: 730)

Figure 158

458. Ninety-three per cent of Phase 2 trainees said that they had someone to help them with any problems they may have had with administration (up from 92% last year, 91% in 2010, 89% in 2009 and 87% in 2007/2008). RAF trainees were the most likely to say this (96%), followed by Army trainees (93%, up from 92%), who were in turn more likely to say this than Navy trainees (91%) (figure 159).

459. Trainees aged 18 years and older (94%) were more likely to say that they had someone to help them with any administration problems than those aged 16-17 years old (91%).

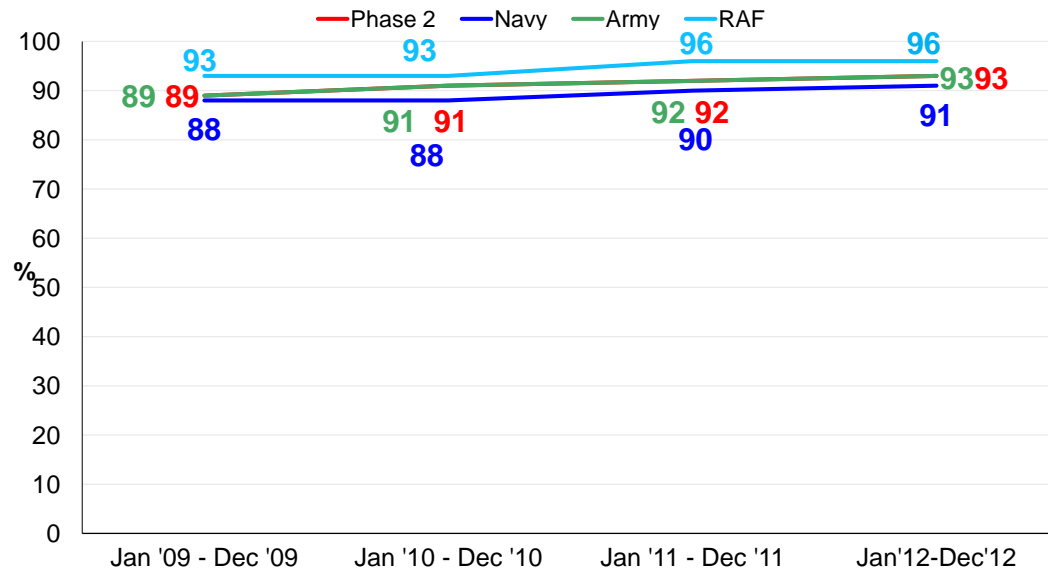


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 159

Phase 2

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 ?



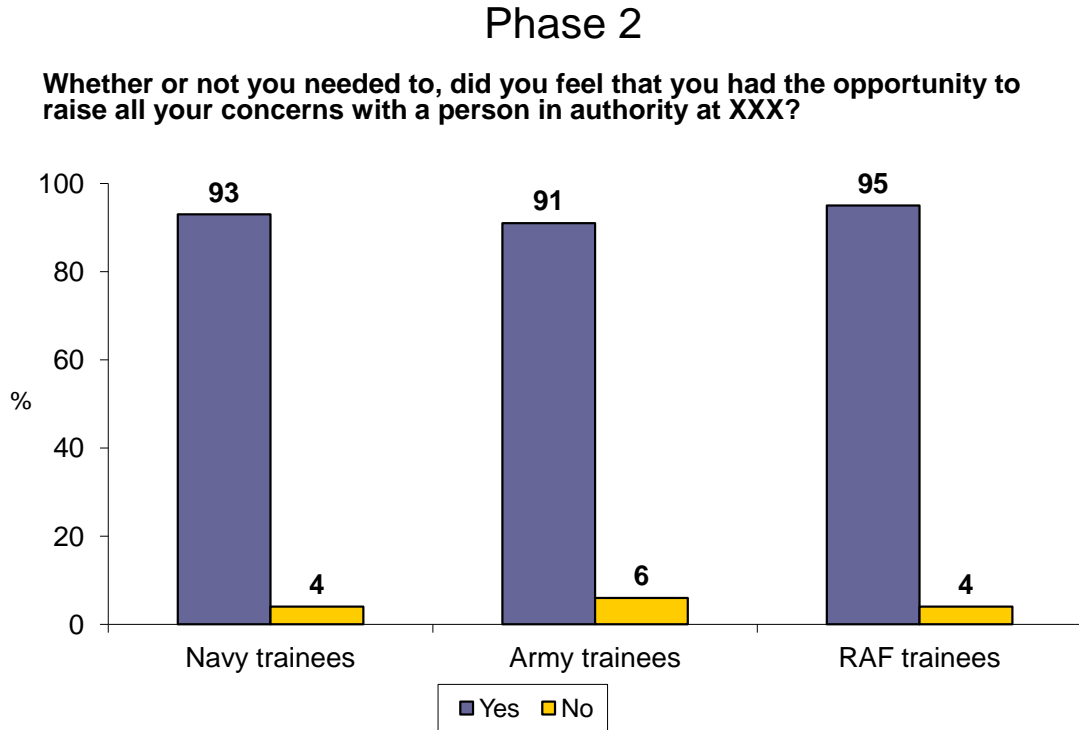
% Positive

Number of respondents: December '09 (Phase 2: 9,283, Navy: 2,036, Army: 5,617, RAF: 1,603), December '10 (Phase 2: 8,353, Navy: 2,143, Army: 4,347, RAF: 1,849), December '11 (Phase 2: 6,090, Navy: 1,029, Army: 4,082, RAF: 960) December '12 (Phase 2: 5,811, Navy: 791, Army: 4,268, RAF: 730)

Figure 160

460. Ninety-two per cent of Phase 2 trainees said that they felt they had the opportunity to raise all their concerns with a person in authority. For a full breakdown by Service, see figure 161.

461. Male trainees (93%) were more likely to say this than female trainees (89%) as were white trainees (93%) compared with non-white trainees (88%). Trainees aged 18 years and above (93%) were more likely to say this than those aged 16 to 17 years old (89%).

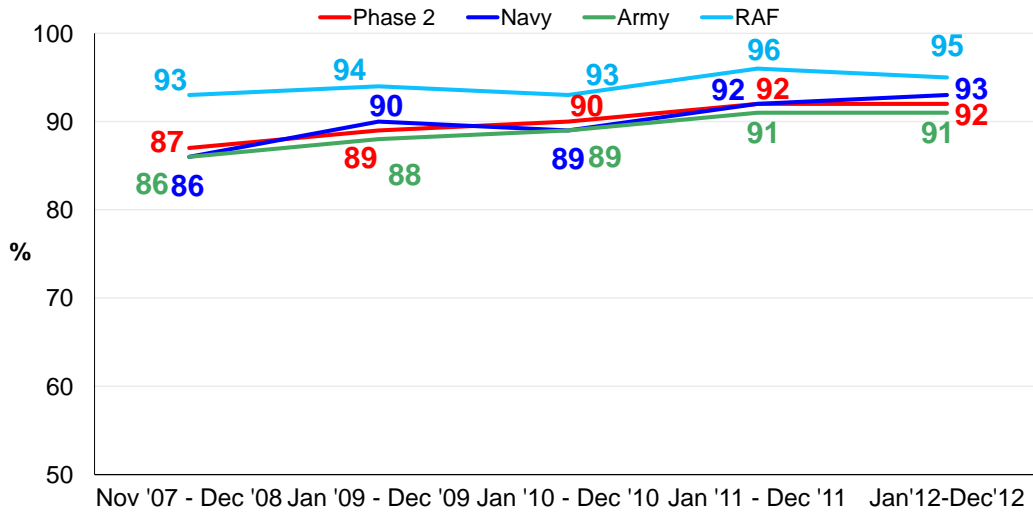


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 161

Phase 2

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 XXX?



% Positive

Number of respondents: December '08 (Phase 2, 10,856, Navy, 2,153, Army, 7,343, RAF, 1,329, December '09 (Phase 2, 9,283, Navy, 2,036, Army, 5,617, RAF, 1,603), December '10 (phase 2, 8,353, Navy, 2,143, Army, 4,347, RAF, 1,849), December '11 (Phase 2, 6,090, Navy, 1,029, Army, 4,082, RAF, 960). December '12 (Phase 2: 5,811 Navy: 791, Army: 4,268, RAF: 730)

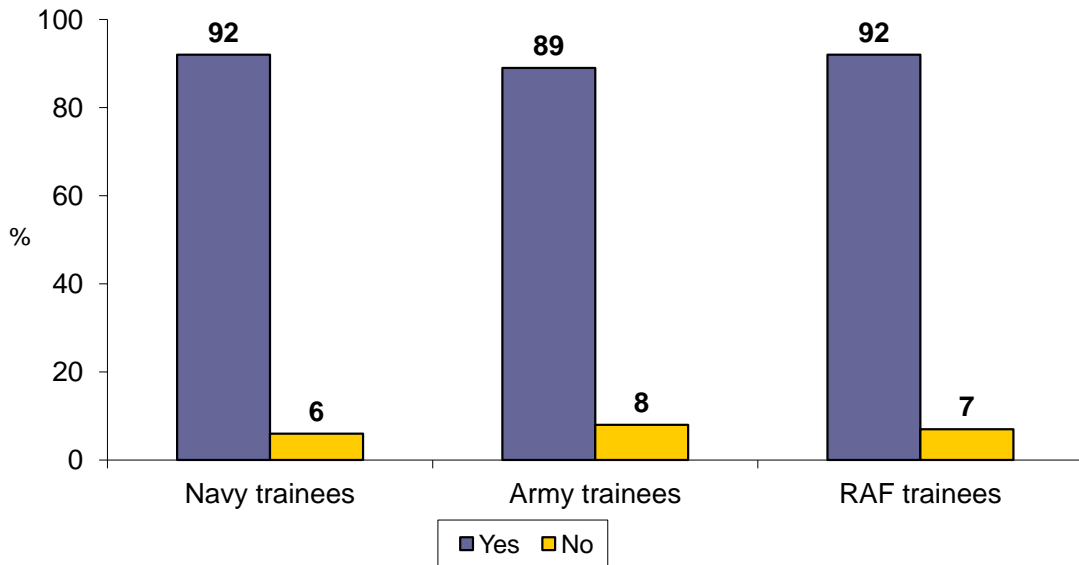
Figure 162

Do you know how to complain about poor or unfair treatment or bullying?

462. Ninety per cent of Phase 2 trainees said that they knew how to complain about bad or unfair treatment or bullying. RAF trainees and Navy trainees (both 92%) were more likely to say this than Army trainees (89%) (figure 163).

Phase 2

Do you know how to complain about poor or unfair treatment or bullying at XXX?

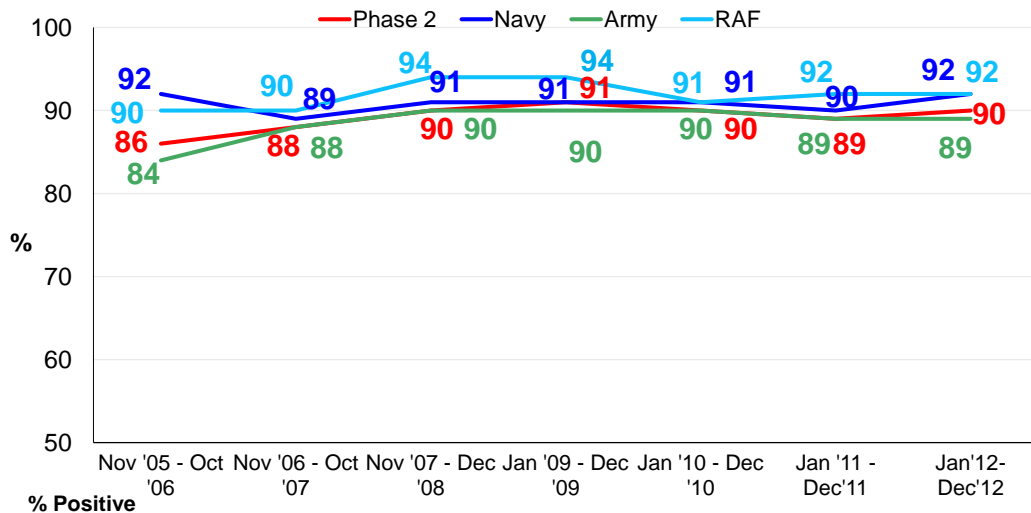


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 163

Phase 2

Do you know how to complain about poor or unfair treatment or bullying at XXX?



Number of respondents: October '06 (Phase 2, 10,882, Navy, 1,744, Army, 8,066, RAF, 1,005), October '07 (Phase 2, 11,271, Navy, 2,095, Army, 8,331, RAF, 787), December '08 (Phase 2, 10,856, Navy, 2,153, Army, 7,343, RAF, 1,329), December '09 (Phase 2, 9,283, Navy, 2,036, Army, 5,617, RAF, 1,603), December '10 (Phase 2, 8,353, Navy, 2,143, Army, 4,347, RAF, 1,849), December '11 (Phase 2, 6,090, Navy, 1,029, Army, 4,082, RAF, 960), December '12 (Phase 2: 5,811 Navy: 791, Army: 4,268, RAF: 730)

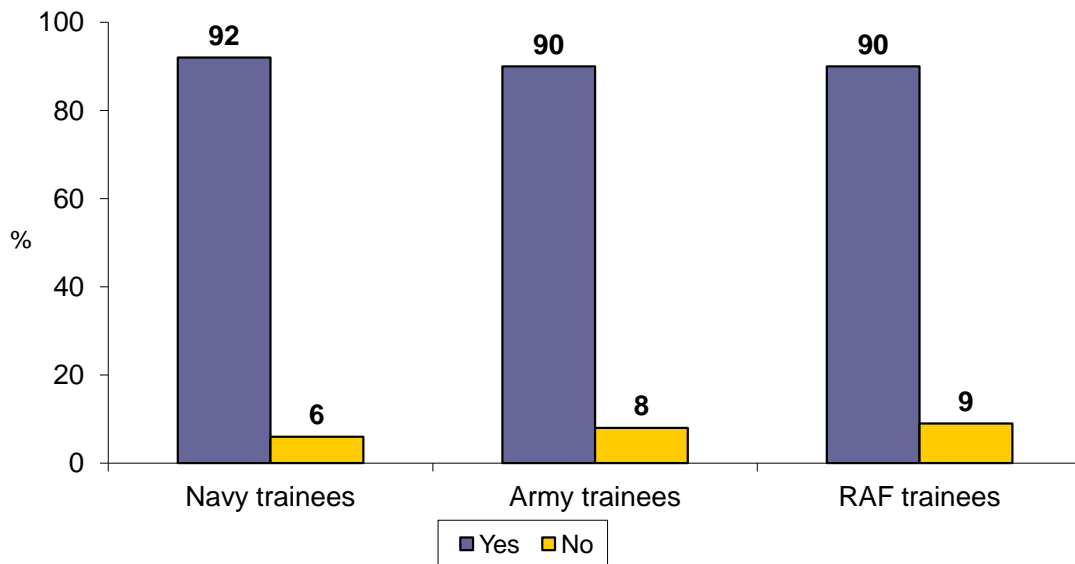
Figure 164

Did you know who to go to if you wanted to make a complaint?

463. Ninety per cent of trainees said that they knew who to go to if they wanted to make a complaint. Male trainees (91%) were more likely to say this than female trainees (88%). For a full breakdown by Service, see figure 165.

Phase 2

Did you know who to go to if you wanted to make a complaint at XXX ?



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 165

Generally, do you believe that complaints are dealt with in a fair manner?

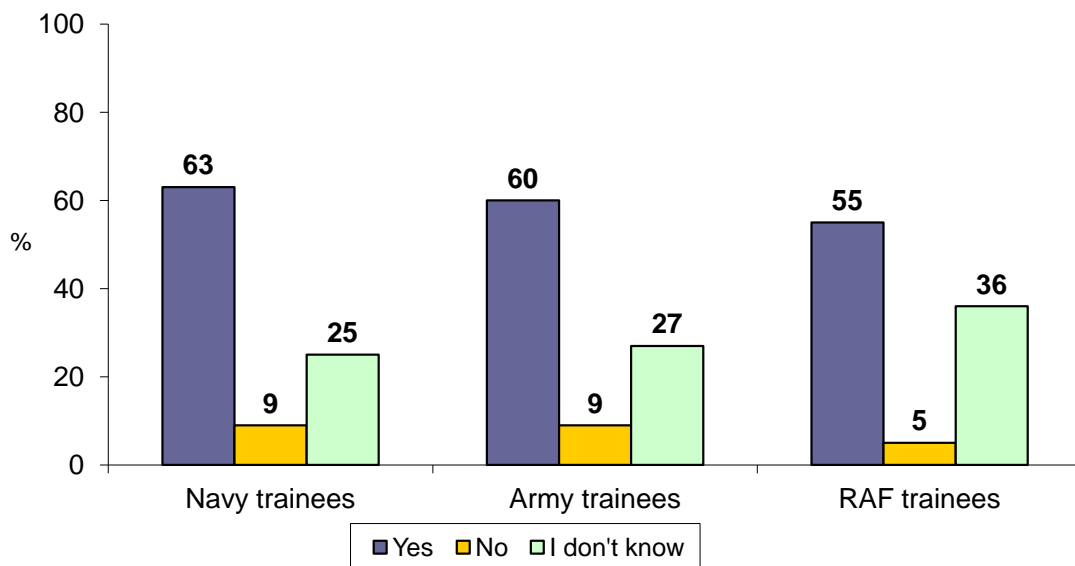
464. Sixty per cent of trainees said that they believed that generally complaints were dealt with in a fair manner. Eight per cent said that they did not think complaints were dealt with fairly (up from 7% last year) and 28% said that they did not know (down from 30% last year, 32% in 2010 and 35% in 2009). Four per cent chose not to answer the question.

465. Navy trainees (63%, up from 55% last year and 50% in 2010) and Army trainees (60%) were more likely than RAF trainees (55%) to say that they believed that generally complaints were dealt with in a fair manner (figure 166). Non-white trainees (65%) were more likely than white trainees (60%) to say this.

466. Female trainees (12%) were more likely than male trainees (8%) to say that they did not believe that generally complaints were dealt with in a fair manner. Younger trainees (13% of those aged 16 to 17 years old) were more likely to say this than older trainees (7% of trainees aged 19 years and above).

Phase 2

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



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 166

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

467. Phase 2 trainees who said that they did not think complaints were dealt with fairly (486 trainees) were asked why they thought this.

468. Among Phase 2 trainees the main reason for not believing that complaints were dealt with in a fair manner was the perception that people are not believed or taken seriously (53%). Army trainees (55%) were more likely to say this than Navy trainees (41%) (figure 167).

469. The second most cited reason was the perception that nothing is ever done about complaints (51%, up from 43% last year). There has been an increase in the proportion of Army trainees who believed this (52%, up from 42% last year).

470. Thirty-seven per cent of trainees said that if you complain it causes you problems on the course (up from 30% last year). The proportion of Army trainees saying this has increased (37%, up from 29% last year).

471. Thirty-seven per cent of trainees said that higher ranks are always taken more seriously.

472. Twenty-three per cent of trainees said that people who complain are considered troublemakers.

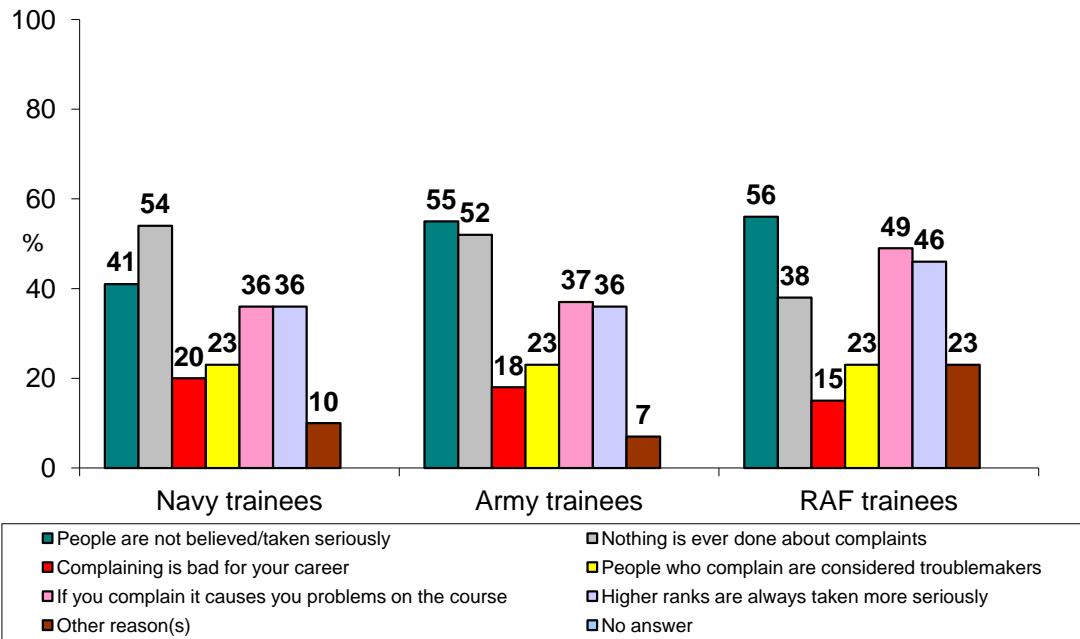
473. Of those who did not think complaints were dealt with in a fair manner, 18% said that complaining is bad for your career.

474. Nine per cent of trainees gave other reasons. RAF trainees (23%) were more likely to do this than Army trainees (14%).

475. Eight per cent did not wish to answer the question. Navy trainees (13%) were more likely to do this than RAF trainees (0%).

Phase 2

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



Number of respondents (all who do not believe complaints dealt with fairly): Navy trainees (70), Army trainees (374), RAF trainees (39*)

Figure 167³⁴

³⁴This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

FAIRNESS, EQUALITY AND DIVERSITY

EQUAL TREATMENT

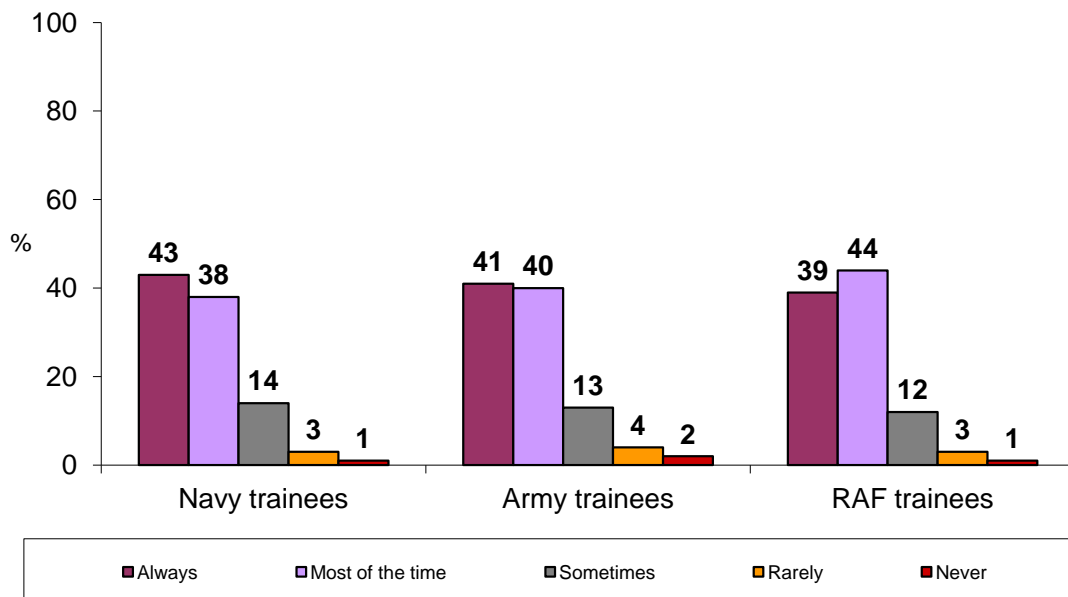
476. The majority of Phase 2 trainees (81%) felt that trainees were all treated equally either 'always' or 'most of the time' whilst at their school.

477. There have been increases in the proportion of trainees who felt that all trainees were treated equally amongst Navy trainees (81%, up from 76%) and RAF trainees (83%, up from 76%) (figure 168).

478. Male trainees (82%) were more likely to have felt that they were treated equally than female trainees (75%), as were those aged 18 years and above (82%) compared with younger trainees (74% of those aged 16-17 years old).

Phase 2

Whilst at XXX trainees were all treated equally



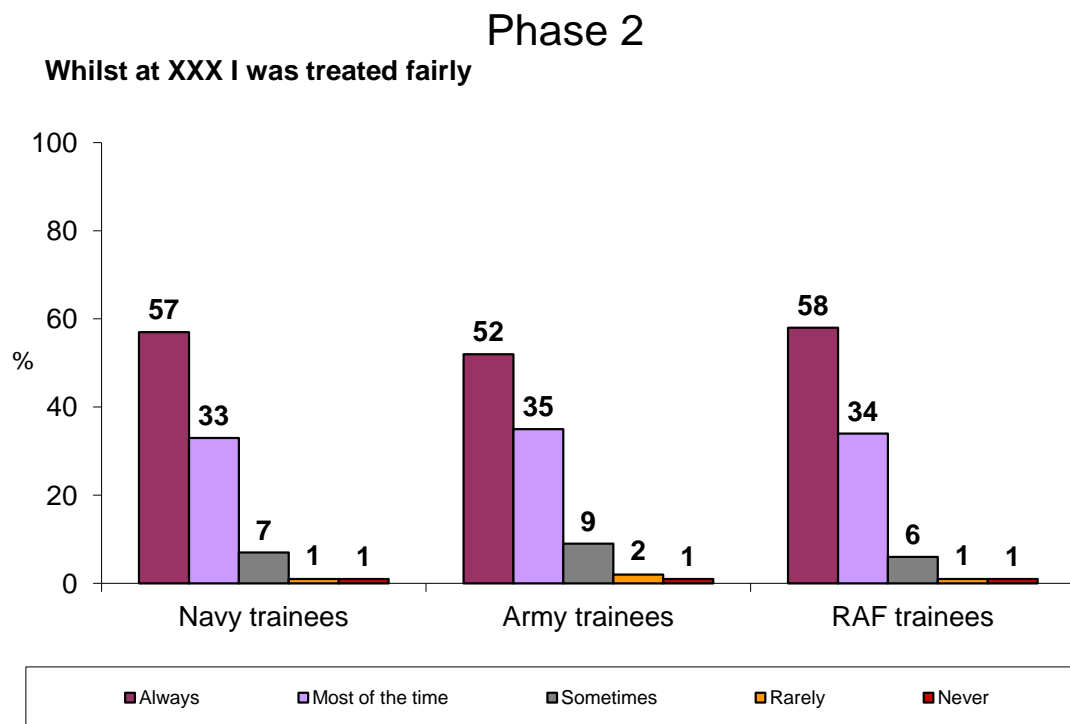
Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 168

479. The majority of Phase 2 trainees (88%) felt that they were treated fairly whilst at their school. There have been increases in the proportion of trainees who felt that they were treated fairly amongst Navy trainees (90%, up from 87%) and RAF trainees (92%, up from 88%) (figure 169).

480. Trainees aged 18 years and above (89%) were more likely to say that they were treated fairly than younger trainees (82% of those aged 16-17 years old).

481. Overall, three per cent of trainees felt that they were treated fairly either 'rarely' or 'never'. Army trainees (3%) were more likely to say this than RAF trainees (2%).



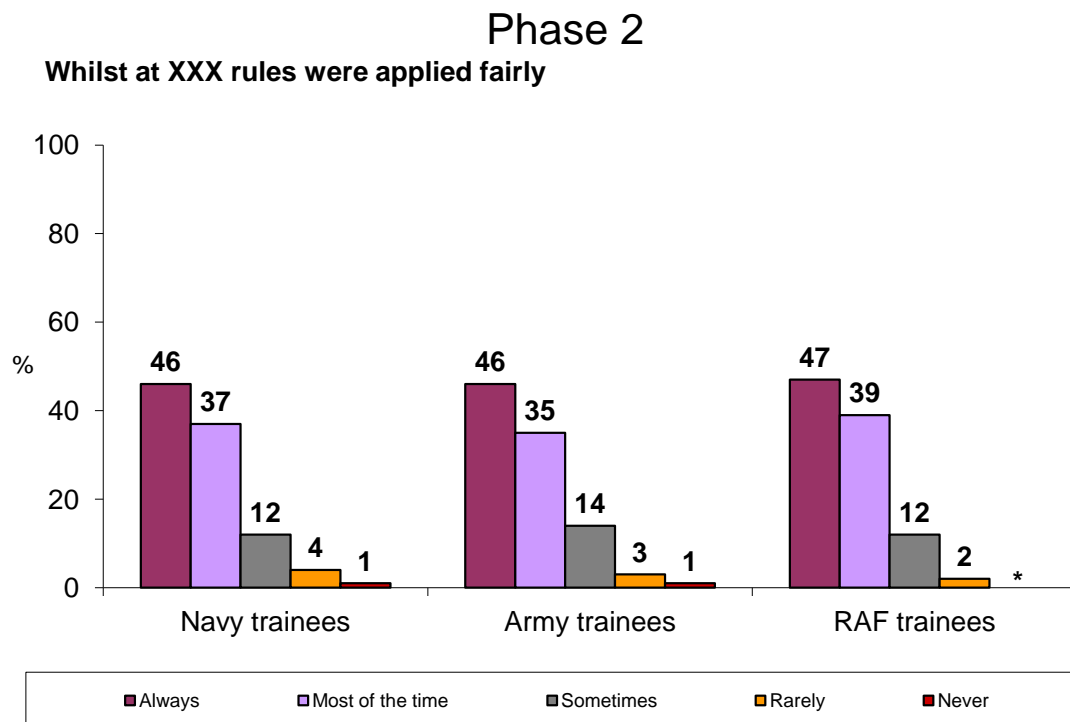
Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 169

482. Eighty-two per cent of Phase 2 trainees believed that rules were applied fairly. RAF trainees (85%, up from 81%) were more likely to say this than Army trainees (81%, down from 83%) (figure 170).

483. Male trainees (82%) were more likely to feel that rules were applied fairly than female trainees (78%), as were non-white trainees (86%) compared with white trainees (81%).

484. Trainees aged 18 years and above (82%) were more likely to feel that rules were applied fairly than trainees aged 16-17 years old (75%).



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 170

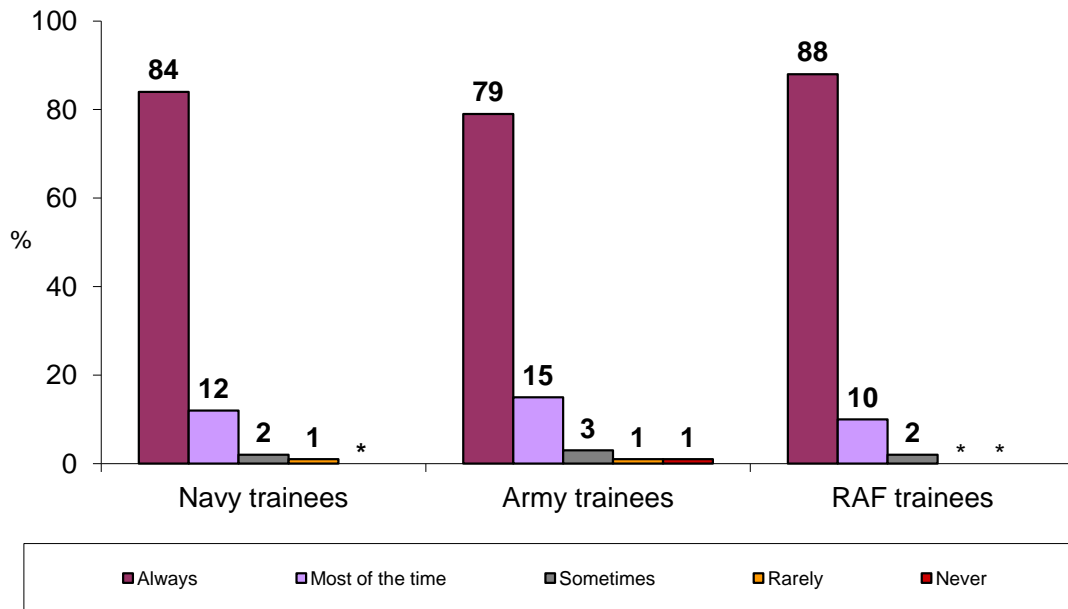
485. The majority of trainees (95%) felt that training was conducted without sexual or racial harassment. This remains at its highest ever level (increasing from 91% in 2009, up to 94% in 2010 to 95% in 2011 and 2012).

486. RAF trainees (98%, up from 96%) and Navy trainees (97%, up from 94%) were more likely to say that training was conducted without sexual or racial harassment than Army trainees (94%, down from 95%) (figure 171).

487. White trainees were more likely to say that training was conducted without sexual or racial harassment (95%) than non-white trainees (91%), as were trainees aged 18 years and above (95%) compared with younger trainees (91% of those aged 16-17 years old).

Phase 2

Whilst at XXX training was conducted without sexual or racial harassment



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 171

BAD OR UNFAIR TREATMENT

488. In the reporting period for 2005/6 and 2007/8, trainees were asked 'do you believe that you were badly or unfairly treated by the staff or other trainees whilst at xxx'. In 2006/7, 2009, 2010, 2011 and 2012, this was asked as two separate questions, one concerning staff and one trainees.

489. In this report, the findings are reported separately by staff and trainees as per the 2006/7, 2009, 2010 and 2011 reporting periods. Following this, the data for this treatment by staff and other trainees has been amalgamated. Please note, this may not be directly comparable to 2005/6 and 2007/8 due to a change in the way the question is worded.

BAD OR UNFAIR TREATMENT BY STAFF

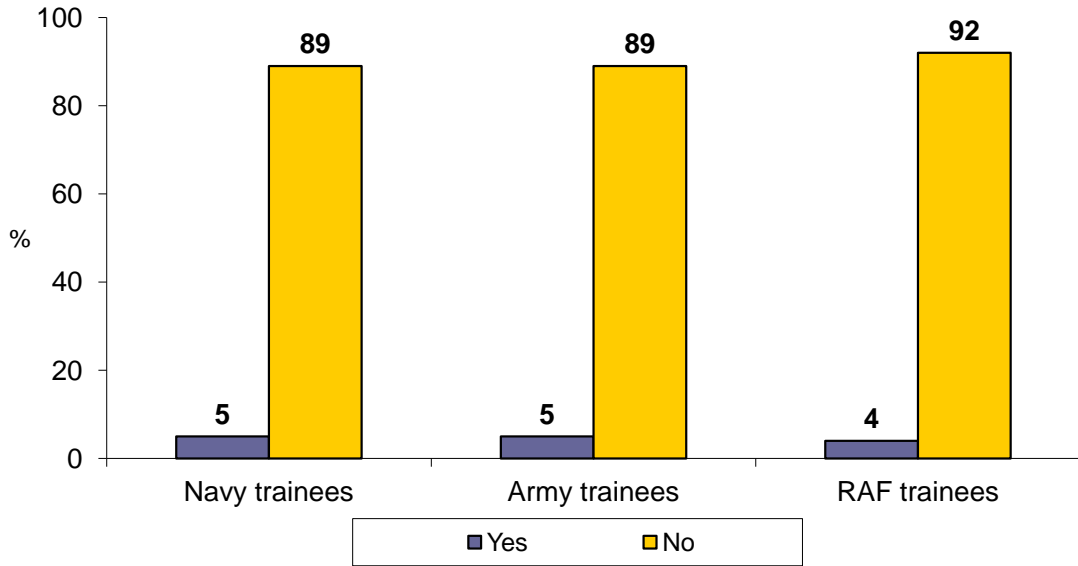
490. Overall, five per cent of trainees felt that they had been badly or unfairly treated by staff, up from the last reporting period (4%). Five per cent chose not to answer this question. Navy and Army trainees (6%) were more likely to choose not to answer the question than RAF trainees (3%) (figure 172). Female trainees (7%) were more likely to choose not to answer this question than male trainees (5%).

491. Eighty-nine per cent of trainees said that they had not been badly or unfairly treated by staff. RAF trainees (92%) were more likely to say this than Army trainees (89%, down from 90%). A higher proportion of recruits aged 18 years and above (91%) said that they had not been badly or unfairly treated by staff than their younger colleagues (84% of those aged 16-17 years old). Male trainees (90%) were more likely to say this than female trainees (87%).

492. Trainees aged 16-17 years old (10%) were more likely to say they had been badly or unfairly treated by staff than trainees aged 18 years and above (4%).

Phase 2

Do you believe that you were badly or unfairly treated by the staff whilst at XXX?

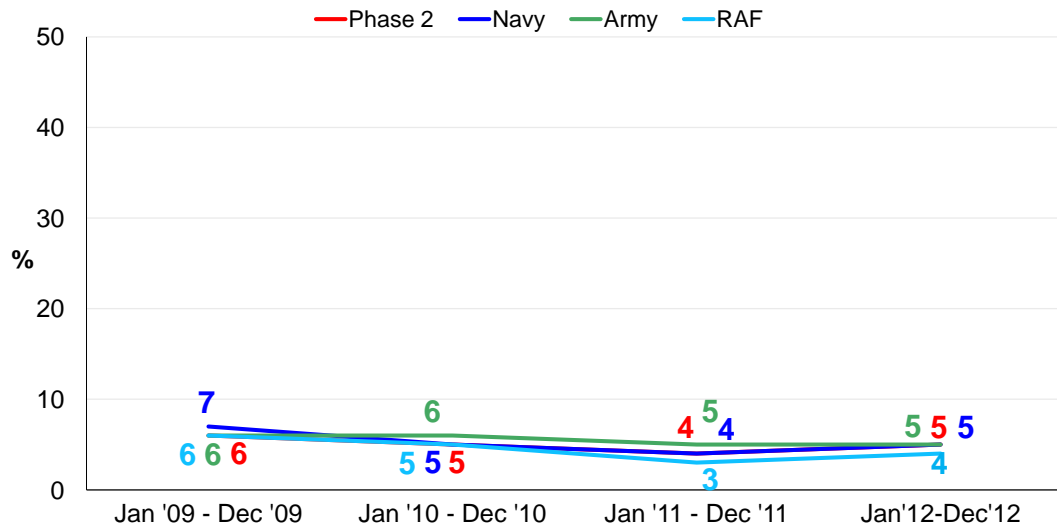


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 172

Phase 2

Do you believe that you were badly or unfairly treated by staff whilst at XXX?



% Yes

Number of respondents: December '09 (Phase 2: 9,283, Navy: 2,036, Army: 5,617, RAF: 1,603), December '10 (Phase 2: 8,353, Navy: 2,143, Army: 4,347, RAF: 1,849), December '11 (Phase 2: 6,090, Navy: 1,029, Army: 4,082, RAF: 960) December '12 (Phase 2: 5,811, Navy: 791, Army: 4,268, RAF: 730)

Figure 173

BAD OR UNFAIR TREATMENT BY OTHER TRAINEES

493. Overall, four per cent of trainees felt that they had been badly or unfairly treated by other trainees. Four per cent chose not to answer the question. Navy and Army trainees (4% for both) were more likely to choose not to answer the question than RAF trainees (2%, down from 5%).

494. Ninety-two per cent of trainees said that they had not been badly or unfairly treated by other trainees. The proportion of RAF trainees who said this has increased by four percentage points (94%, up from 90%) (figure 174).

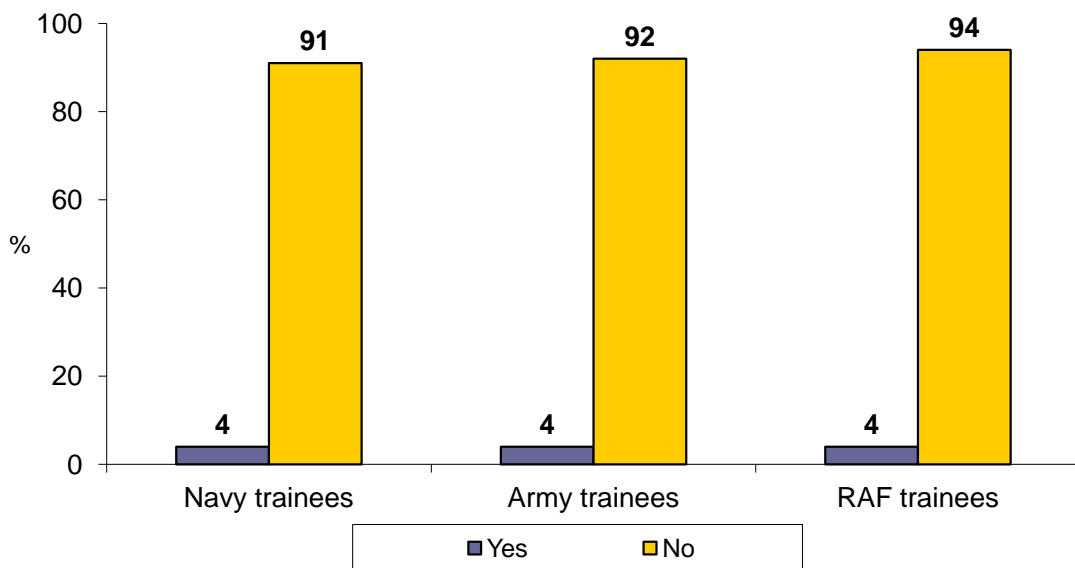
495. Female trainees (6%) were more likely to say that they had experienced bad or unfair treatment by other trainees than their male counterparts (4%), as were non-white trainees (6%) compared with white trainees (4%).

496. Ninety-three per cent of trainees aged 18 years and above said that they were not badly or unfairly treated by other trainees, compared with 89% of those aged 16-17 years old. Male trainees (93%) were more likely to say this than female trainees (88%), as were white trainees (93%) compared with non-white trainees (89%).

497. Six per cent of female trainees chose not to answer this question, compared with four per cent of male trainees. Older trainees (9% of those aged 31 years and above) were more likely to choose this option than younger trainees (4% of those aged 16-30 years old), as were non-white trainees (5%) compared with white trainees (3%).

Phase 2

Do you believe that you were badly or unfairly treated by other trainees whilst at XXX?

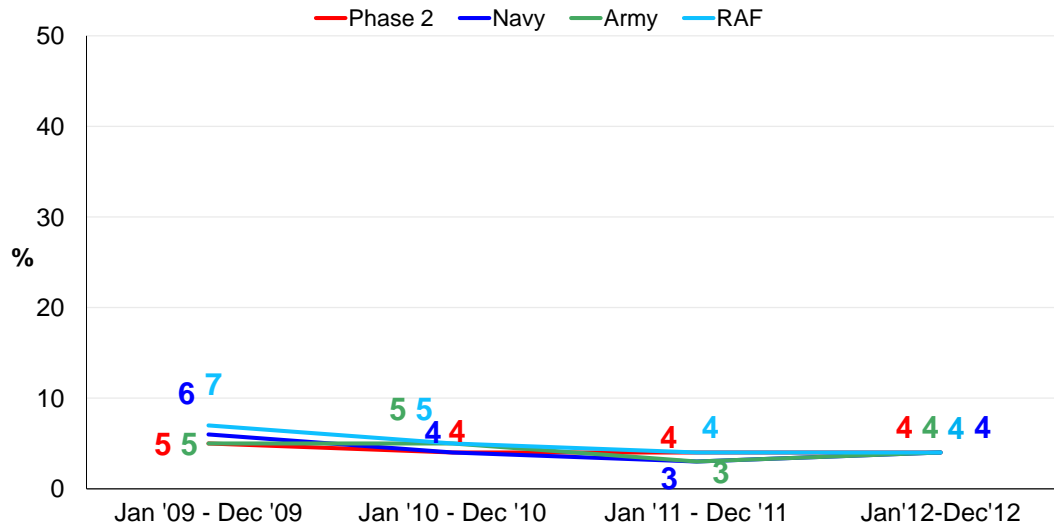


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 174

Phase 2

Do you believe that you were badly or unfairly treated by other trainees whilst at XXX?



% Positive

Number of respondents: December '09 (Phase 2: 9,283, Navy: 2,036, Army: 5,617, RAF: 1,603), December '10 (Phase 2: 8,353, Navy: 2,143, Army: 4,347, RAF: 1,849), December '11 (Phase 2: 6,090, Navy: 1,029, Army: 4,082, RAF: 960), December '12 (Phase 2: 5,811, Navy: 791, Army: 4,268, RAF: 730)

Figure 175

BAD OR UNFAIR TREATMENT BY STAFF AND/OR OTHER TRAINEES

498. When the data for bad or unfair treatment by staff and other trainees is combined for 2012 to make the data comparable year on year, overall, the majority of Phase 2 trainees (90%) said that they had not been badly or unfairly treated by either staff or trainees whilst at their School.

499. Seven per cent of trainees said that they had been badly or unfairly treated, this represents an increase of one percentage point from the previous reporting period (from 6%).

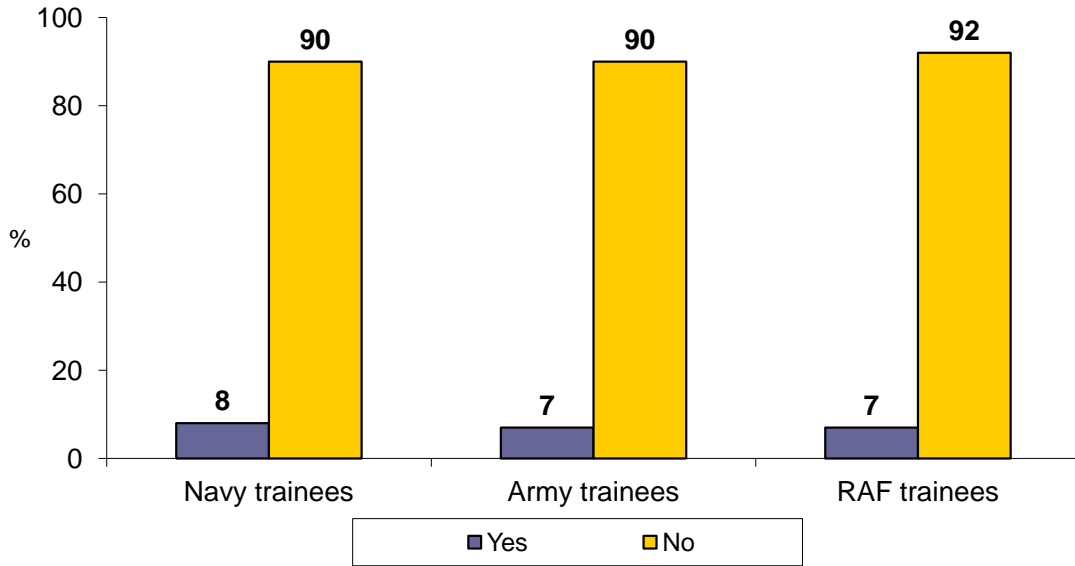
500. Two per cent of trainees chose not to answer (down from 3% last year). Navy trainees (3%) and Army trainees (2%) were more likely to choose to do this than RAF trainees (1%, down from 2%) (figure 176).

501. One in ten female trainees (10%) said that they were badly or unfairly treated by staff or other trainees and were more likely to say this than their male counterparts (7%), as were the youngest trainees (13% of those aged 16-17 years old) compared with those aged 18 years and above (6%).

502. Male trainees (91%) were more likely to feel that they were not badly or unfairly treated by staff or other trainees than female trainees (88%), as were trainees aged 18 years and above (92%) compared with younger trainees (85% of those aged 16-17 years old).

Phase 2

Do you believe that you were badly or unfairly treated by the staff or other trainees whilst at XXX?

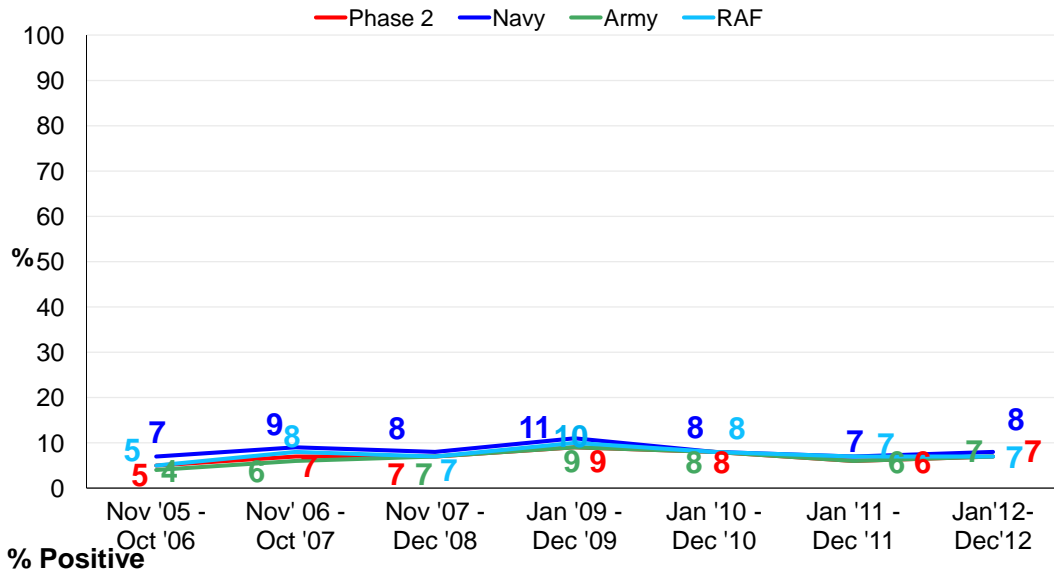


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 176

Phase 2

Do you believe that you were badly or unfairly treated by staff or other trainees whilst at XXX?



% Positive

Number of respondents: October '06 (Phase 1: 10,882, Navy: 1,744, Army: 8,066, RAF: 1,005), October '07 (Phase 1: 11,271, Navy: 2,095, Army: 8,331, RAF: 787), December '08 (Phase 1: 10,856, Navy: 2,153, Army: 7,343, RAF: 1,329), December '09 (Phase 2: 9,283, Navy: 2,036, Army: 5,617, RAF: 1,603), December '10 (Phase 2: 8,353, Navy: 2,143, Army: 4,347, RAF: 1,849), December '11 (Phase 2: 6,090, Navy: 1,029, Army: 4,082, RAF: 960) December '12 (Phase 2: 5,811, Navy: 791, Army: 4,268, RAF: 730)

Figure 177³⁵

³⁵ Please note, the question was asked differently in October '06 and Dec '08 and so the data may not be directly comparable

BAD OR UNFAIR TREATMENT - OVERALL

503. Of all Phase 2 trainees surveyed, seven per cent (422 people), up from six per cent last year, felt that they had been badly or unfairly treated. These trainees were asked to provide more detail on the type of treatment they experienced. Please note that 46% chose not to answer this question. Last year, 45% did not provide an answer to this question. Trainees who did answer were able to select more than one category of bad or unfair treatment. For a full breakdown by Service, see figures 178-180.

504. The most frequently cited form of bad or unfair treatment continues to be being made fun of or humiliated (23%, equating to 1.7% of all Phase 2 trainees). The order of frequency of the remaining forms of bad or unfair treatment is broadly consistent with last year. 'I was intimidated' is now fourth in frequency (fifth last year) and 'I was picked on continually' is now fifth (fourth last year). 'I was physically abused' is now seventh in frequency (eighth last year) and 'I was racially harassed' is now eighth (seventh last year).

505. Twenty-two per cent of trainees who said that they had been badly or unfairly treated said that they had been verbally abused (equating to 1.6% of all Phase 2 trainees). The same proportion of trainees said that they had been treated differently to others (equating to 1.6% of all Phase 2 trainees). Trainees aged 18 years and above (25%) were more likely to say this than younger trainees (12% of those aged 16-17 years old).

506. Of the trainees who said that they had been badly or unfairly treated, 19% said that they had been intimidated (equating to 1.4% of all Phase 2 trainees). Female trainees (29%) were more likely to say this than male trainees (17%).

507. Fourteen per cent of trainees who said that they had been badly or unfairly treated stated that they had been picked on continually (equating to one per cent of all Phase 2 trainees).

508. Of the trainees who said that they had been badly or unfairly treated, nine per cent said that they were always given the worst jobs to do (equating to 0.7% of all Phase 2 trainees).

509. Three per cent of those who felt that they had been badly or unfairly treated said that they had been physically abused (e.g. hit or kicked) (equating to 0.2% of all Phase 2 trainees).

510. Two per cent (down from four per cent) of those who had been badly or unfairly treated said that they had been racially harassed (equating to 0.1% of all Phase 2 trainees, or 8 trainees). A higher proportion of non-white trainees (10%) who had been badly or unfairly treated said that they had been racially harassed than white trainees (1%).

511. Of the trainees who said that they had been badly or unfairly treated, one per cent said that they had been sexually harassed (equating to 0.1% of all Phase 2 trainees, or 6 trainees). A higher proportion of female trainees (5%) who had been badly or unfairly treated said that they had been sexually harassed than male trainees (1%).

BAD OR UNFAIR TREATMENT BY STAFF

512. Those who said that they had experienced bad or unfair treatment were also asked whether this came from staff or other trainees³⁶. Fifty-six per cent (up from 46%) of those who said they had been badly or unfairly treated overall said this came from staff, while 38% said this came from other trainees. The proportion of RAF trainees (53%) who said that the bad or unfair treatment came from other trainees was higher than the proportion of Army trainees (34%) who said this. Female trainees (52%) were more likely to say this than male trainees (34%).

513. Of those who said that they were treated differently, 70% (which equates to 64 trainees or 1.1% of all Phase 2 trainees), stated that this was by members of staff.

514. Of those trainees who said that they were intimidated, the proportion who said that this was by staff was 57% (equating to 45 trainees or 0.8% of all Phase 2 trainees).

515. The proportion of trainees who said that when they were made fun of or humiliated, this was by staff, was 36% (equating to 35 trainees or 0.6% of all Phase 2 trainees).

516. Of those who said that they experienced verbal abuse, 33% said that this came from staff (equating to 31 trainees or 0.5% of all Phase 2 trainees).

517. The proportion of trainees who said that when they were given the worst jobs to do by staff, was 66% (equating to 25 trainees or 0.4% of all Phase 2 trainees).

518. Thirty-three per cent of trainees who said that they were picked on said staff were responsible for this (equating to 20 trainees or 0.3% of all Phase 2 trainees).

519. Of those who said that they were physically abused, 36% said that this was by staff (equating to four trainees or 0.07% of all Phase 2 trainees).

520. Of those who said that they were racially harassed, 13% said that this harassment came from staff (equating to one trainee or 0.02% of all Phase 2 trainees).

521. There were no trainees who said that they were sexually harassed by staff.

³⁶ This was a multi-coded question and so respondents had the option to answer both staff and other trainees.

BAD OR UNFAIR TREATMENT BY OTHER TRAINEES

522. Of those who said that they were made fun of or humiliated, 49% (down from 63%) said that this came from other trainees (which equates to 47 trainees or 0.8% of all Phase 2 trainees).

523. Forty-three per cent (down from 63%) of trainees who said that they experienced verbal abuse said that this came from other trainees (equating to 40 trainees or 0.7% of all Phase 2 trainees).

524. Of those who said that they experienced intimidation, 39% said that this came from other trainees (equating to 31 trainees or 0.5% of all Phase 2 trainees).

525. Of those who said that they were picked on, 45% said that this was by other trainees (equating to 27 trainees or 0.5 per cent of all Phase 2 trainees).

526. Nineteen per cent of trainees said that when they were treated differently, this was by other trainees (equating to 17 trainees or 0.3% of all Phase 2 trainees).

527. Of those who said that they were physically abused, 45% said that this came from other trainees (equating to five trainees or 0.09% of all Phase 2 trainees overall).

528. Of those who said that they were given the worst jobs to do, 11% said that this was by other trainees (equating to four trainees or 0.07% of all Phase 2 trainees).

529. Of those who said that they were racially harassed, 38% said that this was by other trainees (equating to three trainees or 0.05% of all Phase 2 trainees).

530. Thirty-three per cent of trainees who said that they were sexually harassed, said that this harassment came from other trainees (equating to two trainees or 0.03% of all Phase 2 trainees).

Phase 2 – Navy

Of those who were badly or unfairly treated, the split by staff and trainees is ...

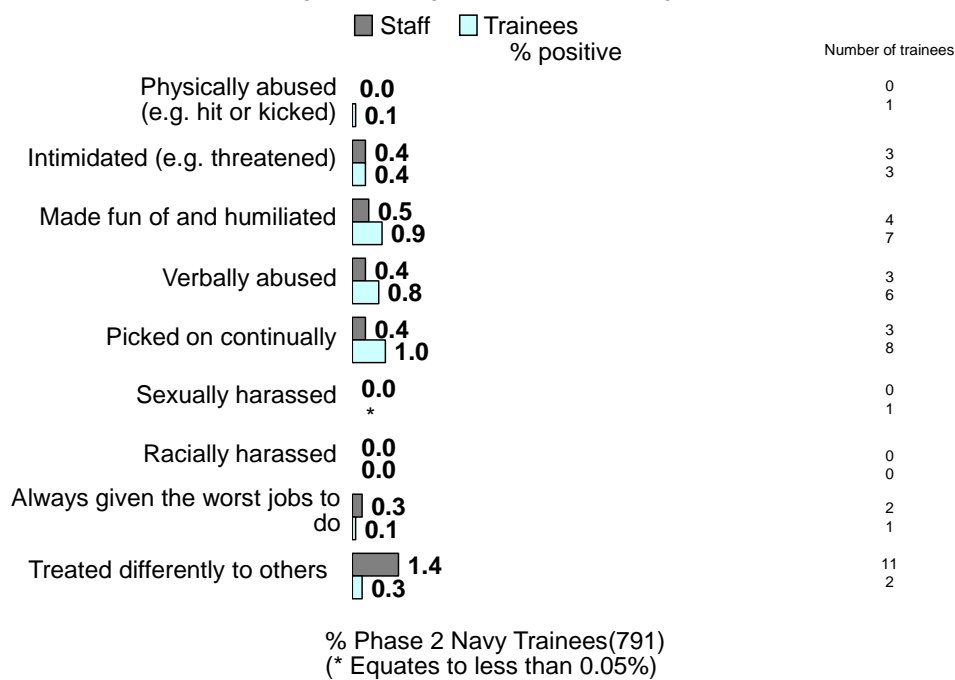


Figure 178³⁷

³⁷This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

Phase 2 – Army

Of those who were badly or unfairly treated, the split by staff and trainees is ...

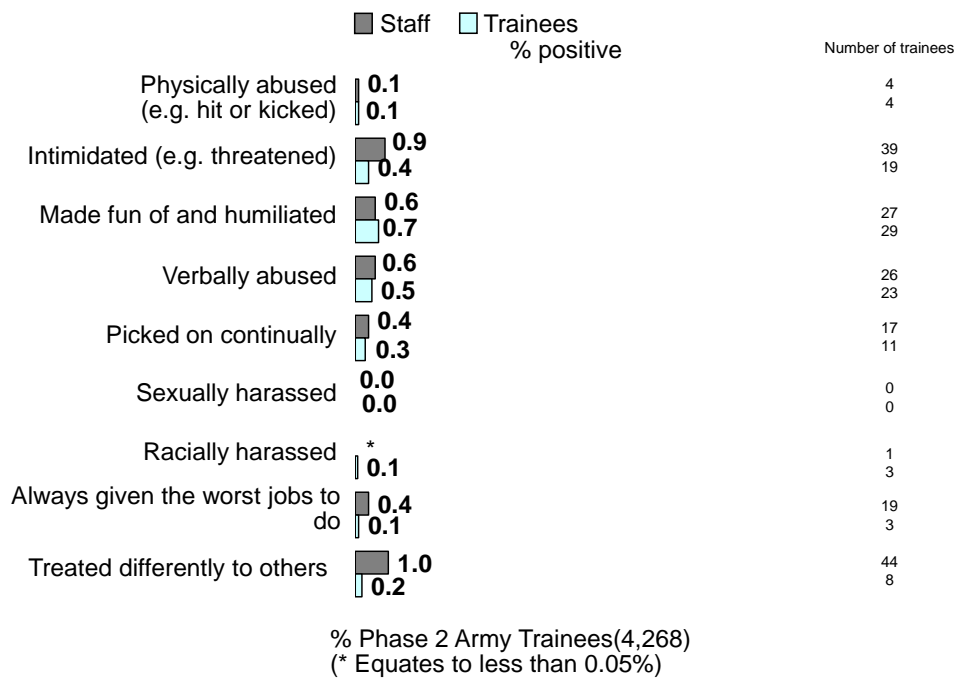
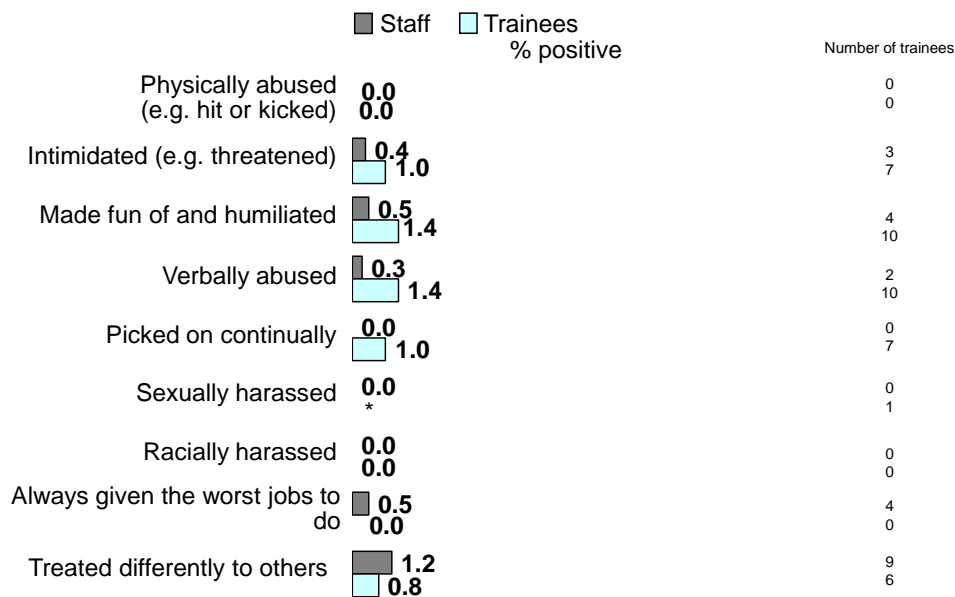


Figure 179³⁸

³⁸ This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

Phase 2 – RAF

Of those who were badly or unfairly treated, the split by staff and trainees is ...



% Phase 2 RAF Trainees(730)
(* Equates to less than 0.05%)

Figure 180³⁹

³⁹ This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

ACTION FOLLOWING BAD OR UNFAIR TREATMENT

531. Trainees who said that they experienced some form of bad or unfair treatment were asked what they did following this treatment. It should be noted that 18% of trainees chose not to answer this question. The number of trainees providing an answer to this question was 188.

532. Of those who did answer, the most common response was to do nothing (38% of those who were asked the question). A greater proportion of Army trainees (42%) reported that they did nothing following bad or unfair treatment than trainees in the RAF (21%) (figure 181). Male trainees (41%) were more likely to do nothing than female trainees (24%).

533. Twenty-eight per cent of trainees said that they spoke to their friends/family following their experience of bad or unfair treatment. RAF trainees (41%) were more likely to do this than Army trainees (24%), as were female trainees (45%) compared with male trainees (23%).

534. The next most common response following bad or unfair treatment was to speak to a fellow trainee (26%).

535. Nineteen per cent of trainees who said that they had experienced unfair treatment made some form of complaint; seven per cent made a formal complaint, while 14% made an informal complaint⁴⁰. There has been a decline in the proportion of RAF trainees who said that they made a formal complaint (0%, down from 21%).

536. The proportion of trainees who reported that they spoke to a member of military staff was 24%. RAF trainees (50%) were more likely to do this than Army trainees (19%). Trainees aged 18 years and above (28%) were more likely to say they spoke to a member of military staff than younger trainees (13% of those aged 16-17 years old), as were female trainees (43%) compared with male trainees (21%).

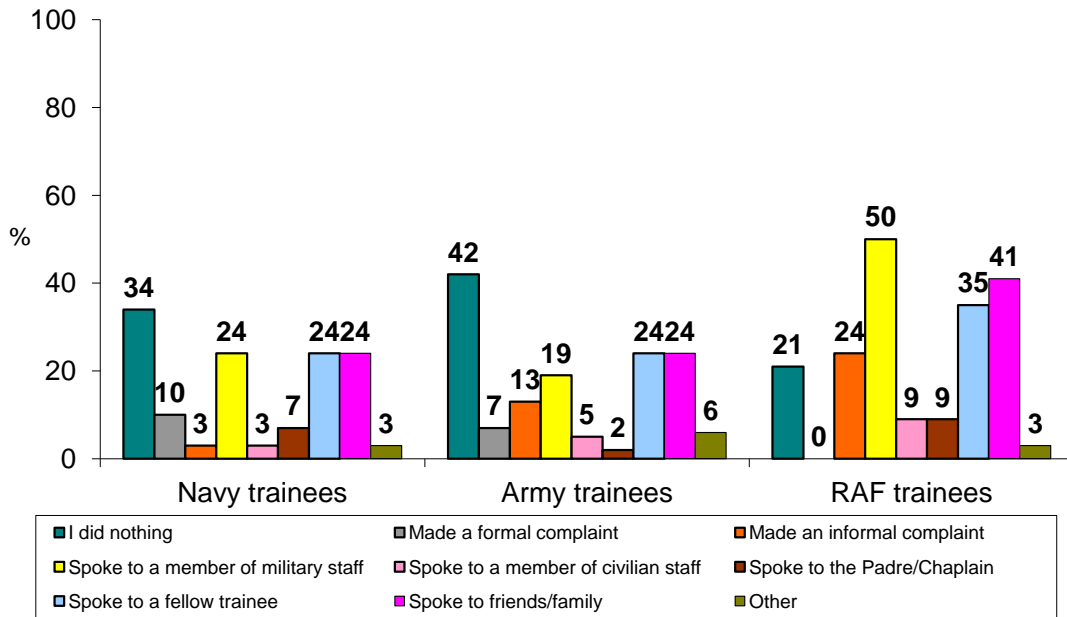
537. The proportion who spoke to a member of civilian staff was six per cent. Female trainees (14%) were more likely to do this than male trainees (4%).

538. Four per cent of trainees said that they spoke to the Padre/Chaplain following an experience of some form of bad or unfair treatment.

⁴⁰ This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

Phase 2

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



Number of respondents (all who felt badly/unfairly treated): Navy trainees (29*), Army trainees (164), RAF trainees (34*)

Figure 181⁴¹

⁴¹ This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

REASONS FOR BAD OR UNFAIR TREATMENT

539. Trainees who said that they had been badly or unfairly treated were asked why they thought this had occurred. It should be noted that 56% of trainees (235 trainees) chose not to answer this question; 187 trainees did provide an answer here. However, of the trainees who did answer, the most common reason cited for their bad or unfair treatment was 'because of something else' (23%), i.e. a reason not listed. This was the most commonly cited reason amongst trainees of all three Services, although RAF (34%) trainees were more likely to say this than Army trainees (20%) (figure 182).

540. The next most commonly mentioned reason among those who felt that they had experienced bad or unfair treatment was the trainee's origin, i.e. where they come from (11%).

541. Nine per cent of trainees cited their age as the reason for experiencing bad or unfair treatment. Recruits aged 31 years and above (26%) were more likely to give this as a reason than those aged 20-30 years old (6%). The same proportion cited social background (9%). RAF (17%) trainees were more likely to cite social background as a reason than Army trainees (7%). There has been a decline in the proportion of Navy trainees who said this (7%, down from 20%).

542. Four per cent of trainees who said they had been badly or unfairly treated said that this was because of their sex.

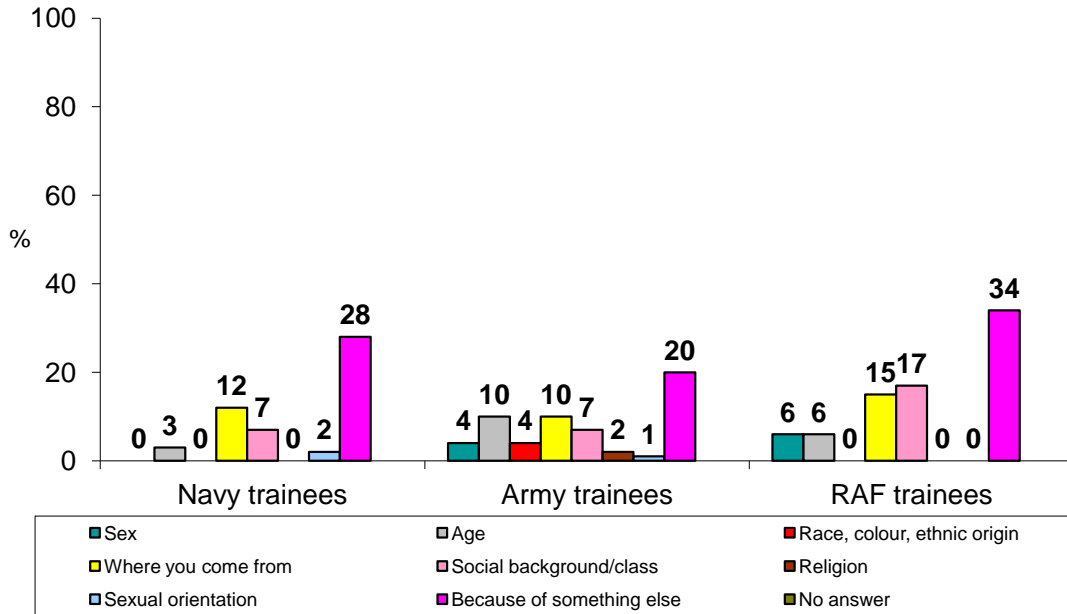
543. Race, colour or ethnic origin was cited by three per cent of trainees who said that they had been badly or unfairly treated. A higher proportion of non-white trainees (22%) felt that it was because of their race, colour or ethnic origin than white trainees (1%).

544. One per cent of trainees who felt that they had been badly or unfairly treated said that this was because of their religion (this equals five trainees). Non-white trainees (5%) were more likely to say this than white trainees (1%).

545. One per cent of trainees who said they had been badly or unfairly treated said it was because of their sexual orientation (this equates to five trainees). A higher proportion of female trainees (6%) felt that it was because of their sexual orientation than male trainees (less than one per cent).

Phase 2

Why do you think you were badly or unfairly treated?



Number of respondents (all who felt badly/unfairly treated): Navy trainees (60), Army trainees (305), RAF trainees (53)

Figure 182⁴²

⁴² This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

COMPLAINTS

546. The 185 trainees who said they had experienced bad or unfair treatment but did not complain about it were asked why they did not complain. A proportion of trainees (16%) chose not to answer this question, but of those that did, the most common reason given was that they considered the incident to be too minor to report (29% of those asked this question). This was also the most commonly cited reason last year (32%). For a full breakdown by Service, see figures 183-185.

547. The second most common reason for not making a complaint was because trainees did not think anything would be done if they did complain (26%). Last year, this was the third most commonly cited reason (25%).

548. The third most commonly cited reason was that trainees thought it would cause problems on the course (22%). This was the second most commonly cited reason last year (29%). Trainees aged 20 years and above (28%) were more likely to say this than those aged 16-19 years old (12%).

549. Twenty-two per cent of those who said they had experienced bad or unfair treatment but did not complain about it said they did not complain because they did not think people would believe them/take them seriously.

550. The fifth most commonly cited reason was because trainees thought it would be bad for their career (21%). Trainees aged 20 years and above (24%) were more likely to say this than those aged 16-19 years old (12%).

551. Seventeen per cent were worried that they would be considered a troublemaker and 15% were worried it would be repeated or get worse if they made a complaint.

552. Twenty-two trainees said that they did not complain because they thought it was too difficult (equating to 12% of those who were asked the question). The same number said that they did not know what to do (12%).

553. The final most commonly cited reason was that trainees did not know who to complain to (6%). Four per cent said that they were persuaded not to.

Phase 2 - Navy

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

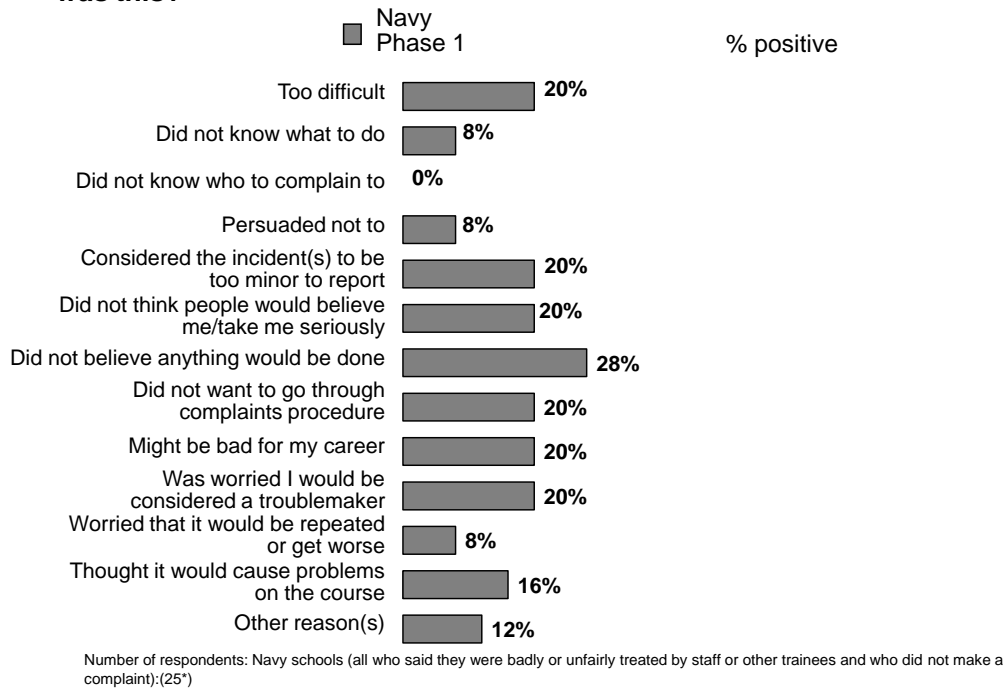
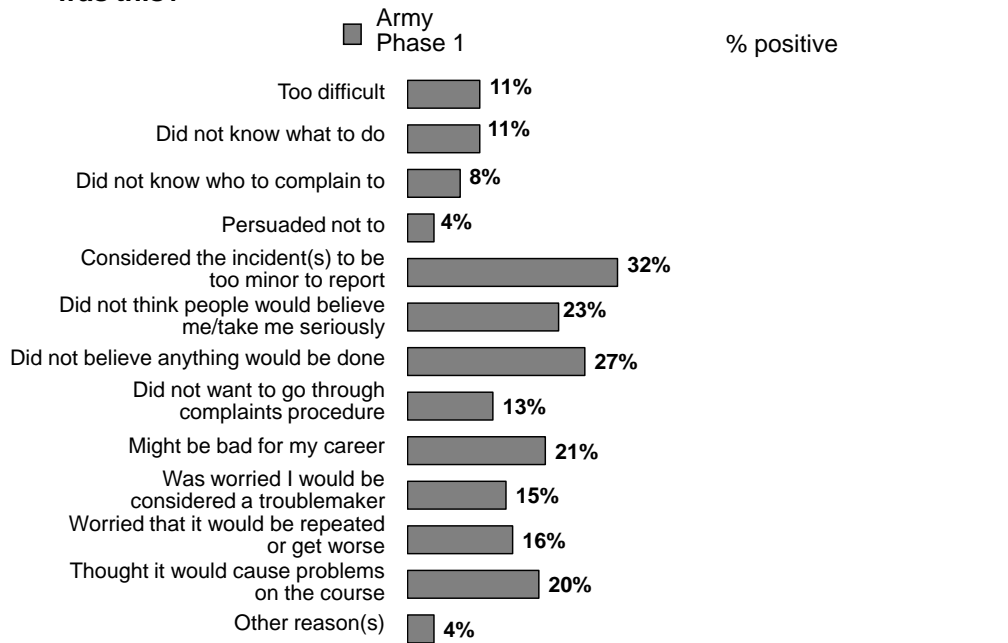


Figure 183⁴³

⁴³ This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

Phase 2 - Army

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



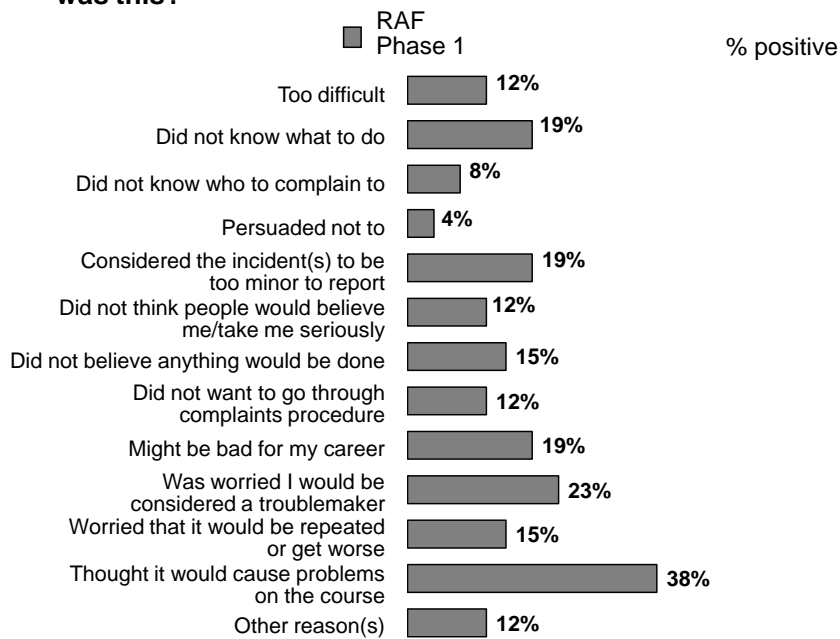
Number of respondents: Army schools (all who said they were badly or unfairly treated by staff or other trainees and who did not make a complaint):(133)

Figure 184⁴⁴

⁴⁴ This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

Phase 2 - RAF

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



Number of respondents: RAF schools (all who said they were badly or unfairly treated by staff or other trainees and who did not make a complaint);(26*)

Figure 185⁴⁵

⁴⁵ This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

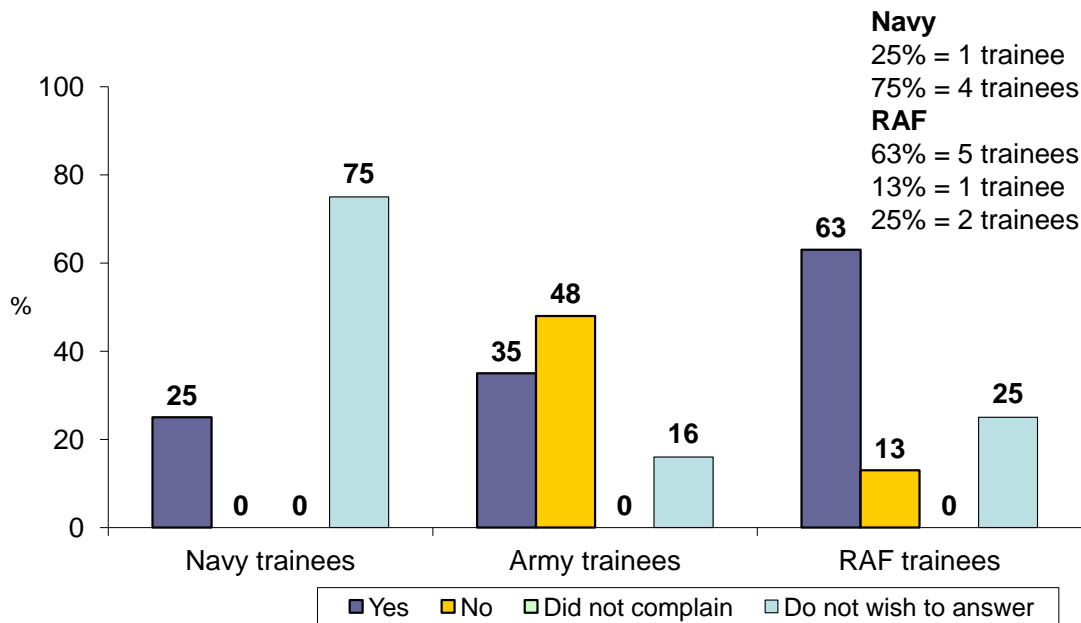
Was your complaint dealt with fairly?

554. Trainees who said that they made a complaint (44 people) were asked whether their complaint was dealt with fairly. It should be noted that 23% of trainees chose not to answer.

555. Of those asked this question, 41% thought that their complaint had been dealt with fairly, while 36% thought that this was not the case. For a full breakdown by Service, see figure 186.

Phase 2

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



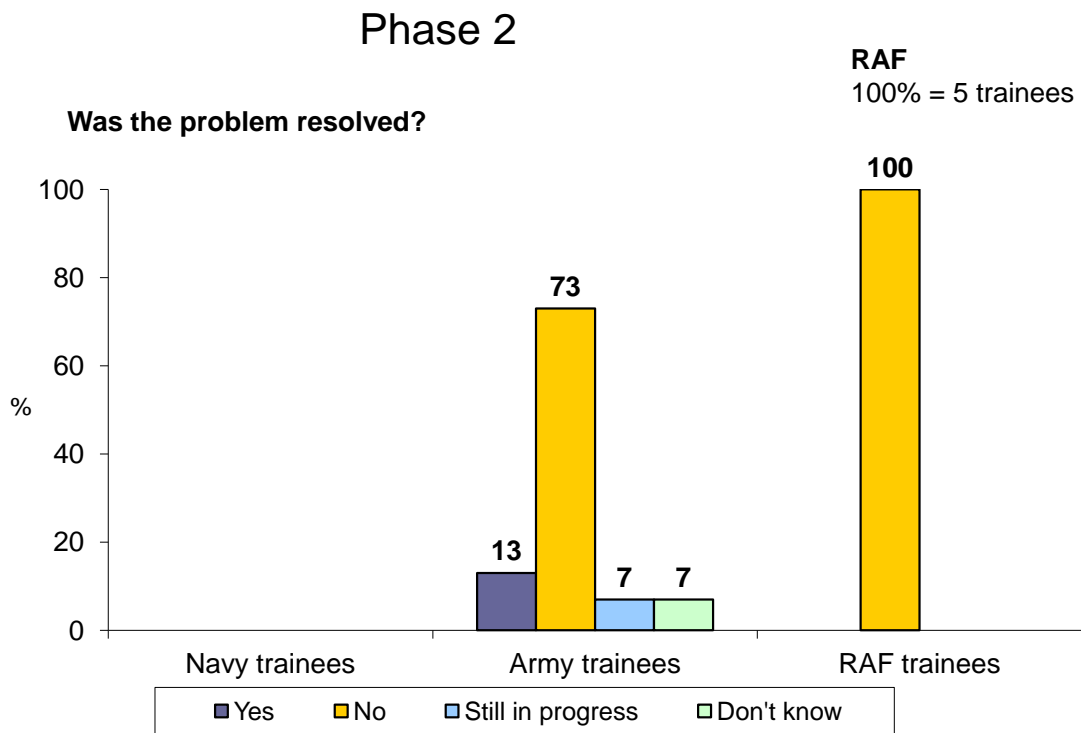
Number of respondents (all who made a complaint): Navy trainees (4*), Army trainees (31*), RAF trainees (8*)

Figure 186

Resolution of the problem?

556. The trainees who said that they made a complaint and did not think it was dealt with fairly (16 people) were asked whether the problem had been resolved.

557. Of those who were asked the question, 75% said that the problem had not been resolved. Thirteen per cent said that the problem and had been resolved and a further six per cent said that the resolution of the complaint was still in progress. For a full breakdown by Service, see figure 187.



Number of respondents (all who made a complaint and did not think their complaint was dealt with fairly): Navy trainees (0), Army trainees (15*), RAF trainees (5*)

Figure 187

SETBACKS DURING TRAINING

Were you ever ill or injured during training?

558. Overall, 51% of trainees said that they were ill or injured during Phase 2 training.

559. Forty-two per cent of trainees reported their illness or injury, this represents a decrease of two percentage points from last year (44%). Trainees in the Army (43%, down from 46%) were more likely to have been ill or injured and reported it than those in the Navy (37%) (figure 188).

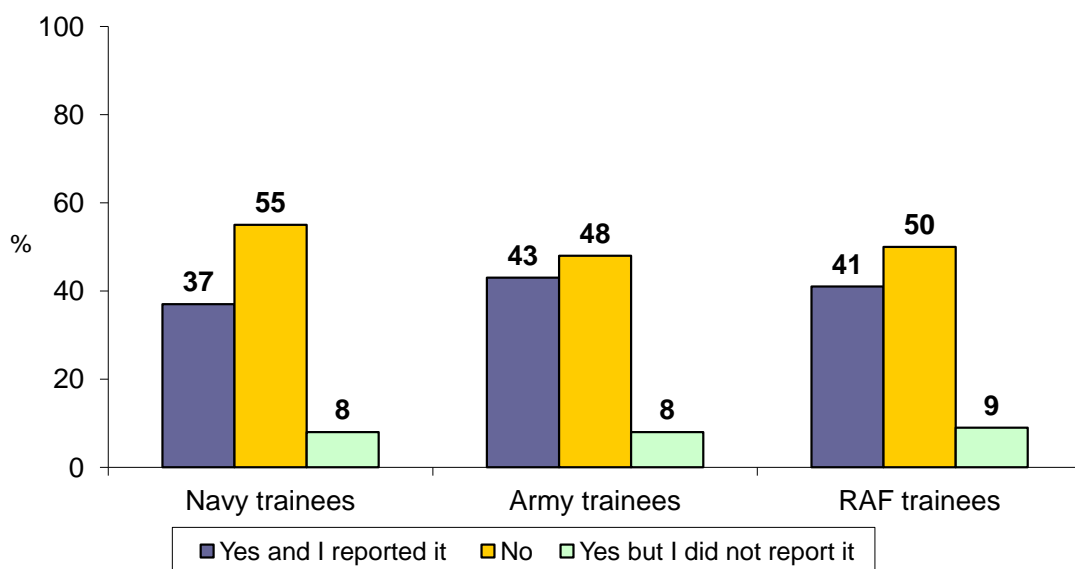
560. Female trainees (57%) were more likely to say that they had been ill or injured during training and reported it than male trainees (40%). Trainees aged 18 years and above (43%) were more likely to say this than trainees aged 16-17 years old (35%).

561. Eight per cent of trainees said that they were ill or injured during training but did not report it. Male trainees (9%) were more likely to say this than female trainees (4%), as were white trainees (9%) compared with non-white trainees (5%). Nine per cent of trainees aged 16-25 years old said that they were ill or injured during training but did not report it, compared with six per cent of those aged 26 years and above.

562. Forty-nine per cent of trainees (up from 47%) said that they were not ill or injured during training. Navy trainees (55%) were more likely to have said that they were not ill or injured during training than Army trainees (48%). Male trainees (50%) were more likely to say this than female trainees (39%), as were non-white trainees (56%) compared with white trainees (48%).

Phase 2

Were you ever ill or injured during training?



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 188

ILLNESS AND INJURY

563. Among trainees who reported sick, the majority (86%) felt that their illness or injury was properly dealt with. Seven per cent felt that this was not the case.

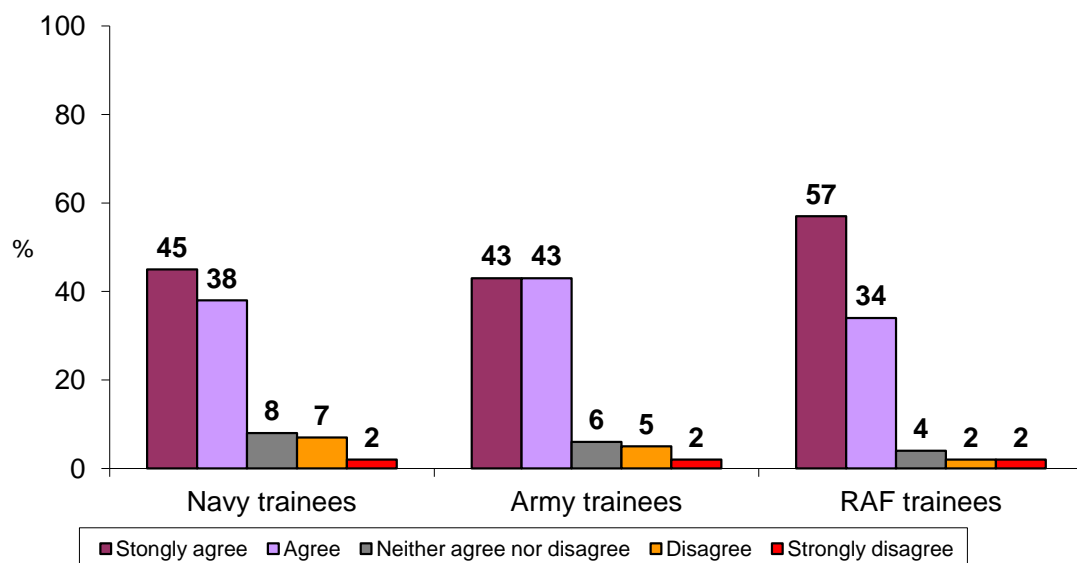
564. There has been an increase in the proportion of RAF trainees who said their illness or injury was dealt with properly (from 86% last year, to 91% this year) (figure 189).

565. Navy trainees (9%) were more likely to disagree when asked if they felt that their illness or injury was properly dealt with than RAF trainees (5%). Female trainees (12%) were more likely to say this than their male counterparts (6%).

Phase 2

Please indicate how you feel about the following statements:

My injury/illness was properly dealt with



Number of respondents (all who were ill or injured and reported it): Navy trainees (290), Army trainees (1,850), RAF trainees (299)

Figure 189

566. Overall, 79% of those who reported sick agreed that staff helped and supported them when they were ill or injured. Six per cent of trainees disagreed.

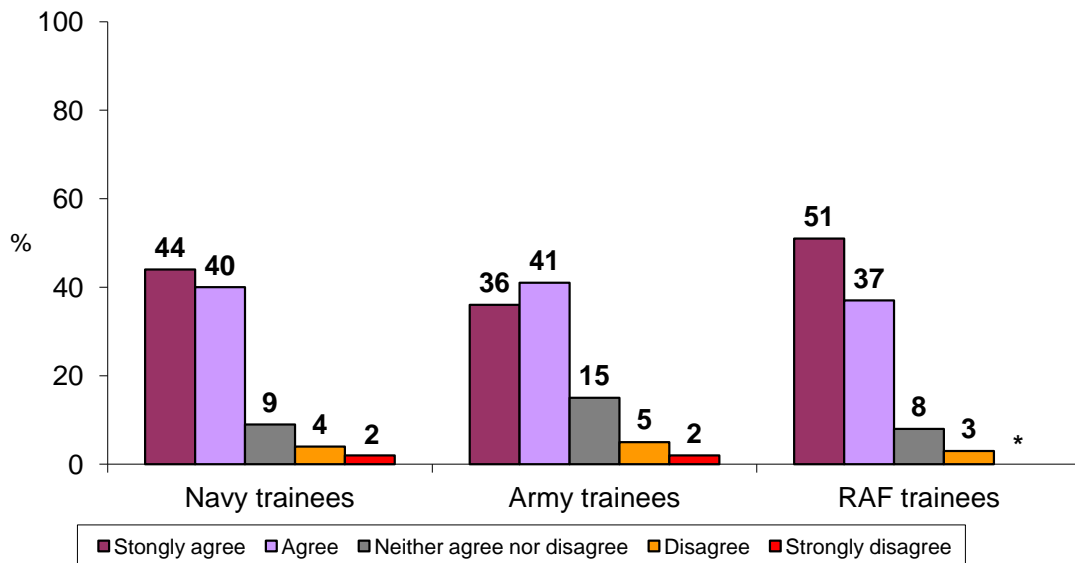
567. Trainees in the RAF (88%, up from 82% last year) and Navy (84%) were more likely to agree that staff helped and supported them when they were ill or injured than those in the Army (77%) (figure 190). Male trainees (80%) were more likely to say this than female trainees (75%).

568. Trainees aged 26 years and above (83%) were more likely to agree that staff helped and supported them when they were ill or injured than trainees aged 16-25 years old (78%).

Phase 2

Please indicate how you feel about the following statements:

Staff helped and supported me when I was ill/injured



Number of respondents (all who were ill or injured and reported it): Navy trainees (290), Army trainees (1,850), RAF trainees (299)

Figure 190

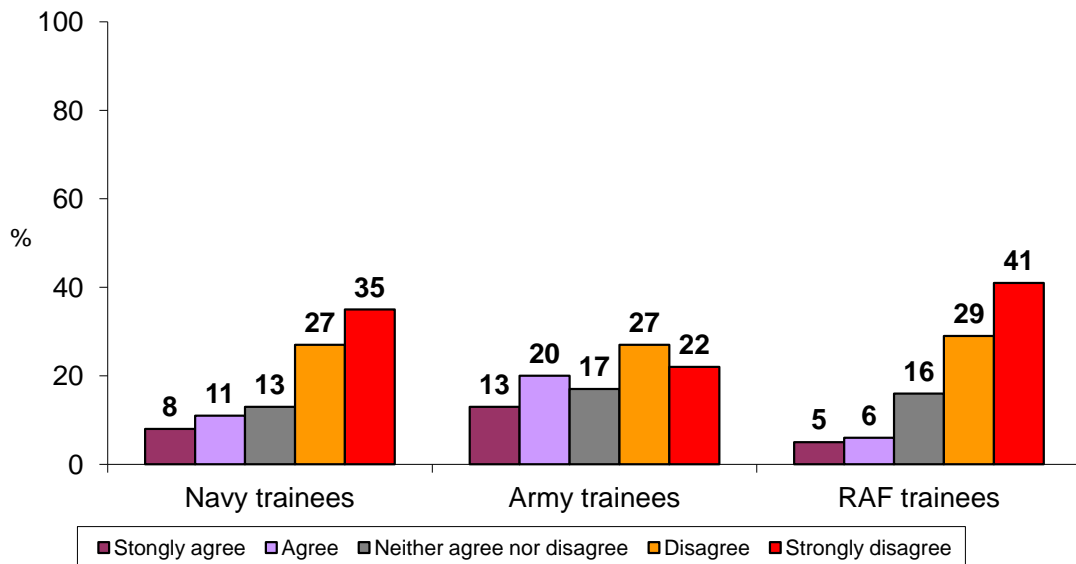
569. Twenty-eight per cent of trainees (up from 26% last year) who reported sick said that they would advise others in a similar situation not to report sick if they could avoid it. A greater proportion (52%) said that they would not do so.

570. Army trainees (33%) were the most likely to advise others not to report sick, followed by Navy trainees (19%), who were, in turn, more likely to say this than RAF trainees (12%) (figure 191). Trainees aged 16-17 years old (48%) were more likely to say this than trainees aged 18 years and above (26%).

Phase 2

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 who were ill or injured and reported it): Navy trainees (290), Army trainees (1,850), RAF trainees (299)

Figure 191

571. Amongst trainees who reported sick, 34% felt that people considered them weak for having done so. Army trainees were the most likely to have thought that this was the case (38%), followed by Navy trainees (25%), who were, in turn, more likely to say this than RAF trainees (17%) (figure 192).

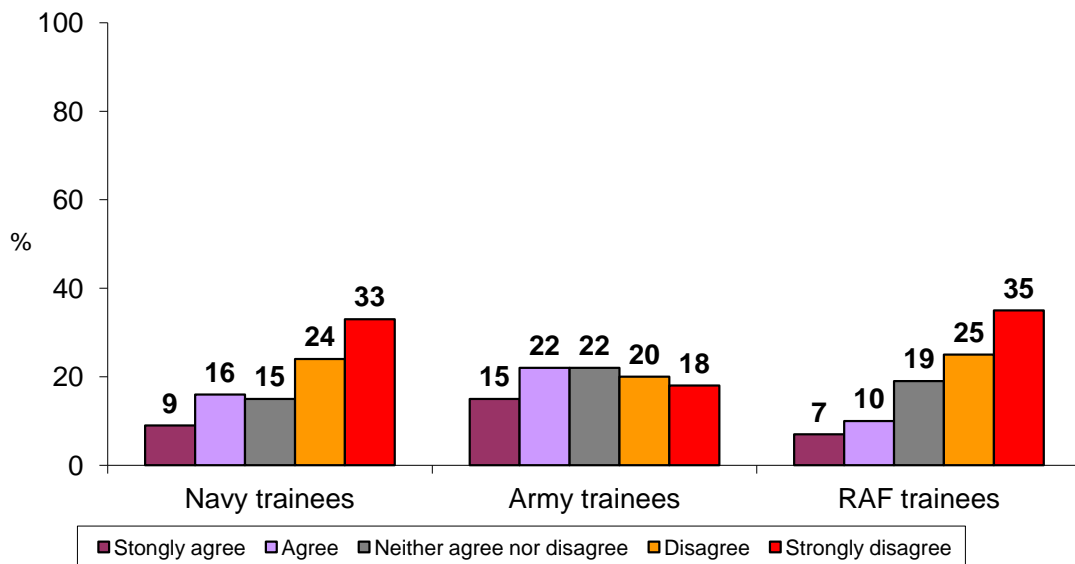
572. Overall, 43% of trainees disagreed that people considered them weak because they reported sick. Non-white trainees (50%) were more likely to disagree than white trainees (42%), as were male trainees (44%) compared with female trainees (35%).

573. Trainees aged 16-17 years old (52%) were more likely to think that people considered them weak because they reported sick than those aged 18 years old and above (32%).

Phase 2

Please indicate how you feel about the following statements:

I felt that people considered me weak because I reported sick



Number of respondents (all who were ill or injured and reported it): Navy trainees (290), Army trainees (1,850), RAF trainees (299)

Figure 192

Why did you not report it?

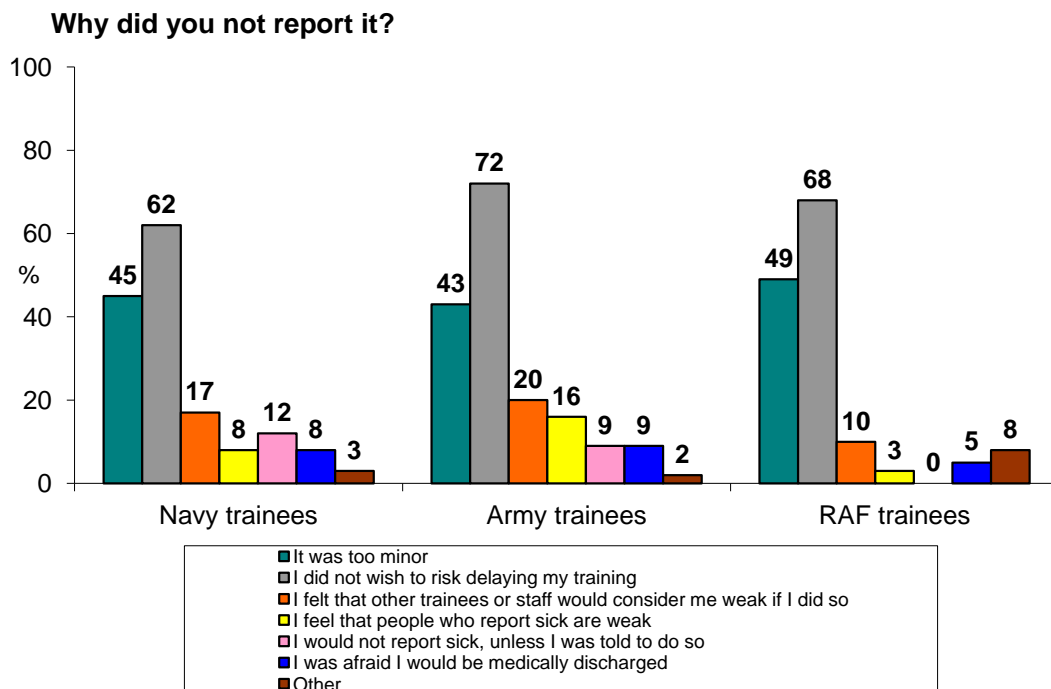
574. Trainees who were ill or injured but did not report sick were asked the reasons why they did not do so. The most common reason, cited by 70%, was because they did not wish to risk delaying their training.

575. Of those trainees who did not report sick, 43% said this was because they felt it was too minor to report and 18% felt that other trainees or staff would consider them weak if they had reported it. Trainees aged 16-17 years old (31%) were more likely to have thought this than those aged 18 years and above (16%).

576. Thirteen per cent felt that people who report sick are weak. Army trainees (16%) were more likely to say this than RAF trainees (3%) (figure 193).

577. A further eight per cent of trainees said that they would not report sick unless they were told to do so. Navy trainees (12%) and Army trainees (9%) were more likely to say this than RAF trainees (0%). Eight per cent of trainees said they did not report sick as they were afraid they would be medically discharged.

Phase 2



Number of respondents (all who were ill or injured and did not report it): Navy trainees (65), Army trainees (362), RAF trainees (63)

Figure 193⁴⁶

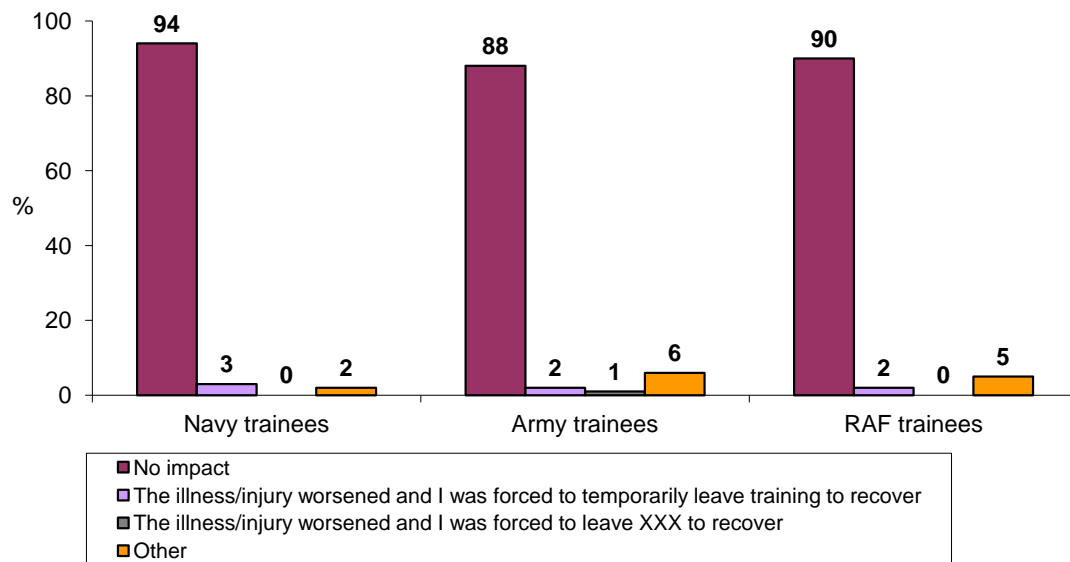
⁴⁶ This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

What was the result of not reporting sick?

578. The majority of trainees who did not report sick felt that this had no impact on their training (89%). Two per cent said that the illness or injury worsened and they were forced to take a temporary break from training to recover, and one per cent said that they were forced to leave the training school. For a full breakdown by Service, see figure 194.

Phase 2

What was the result of not reporting sick?



Number of respondents (all who were ill or injured and did not report it): Navy trainees (65), Army trainees (362), RAF trainees (63)

Figure 194

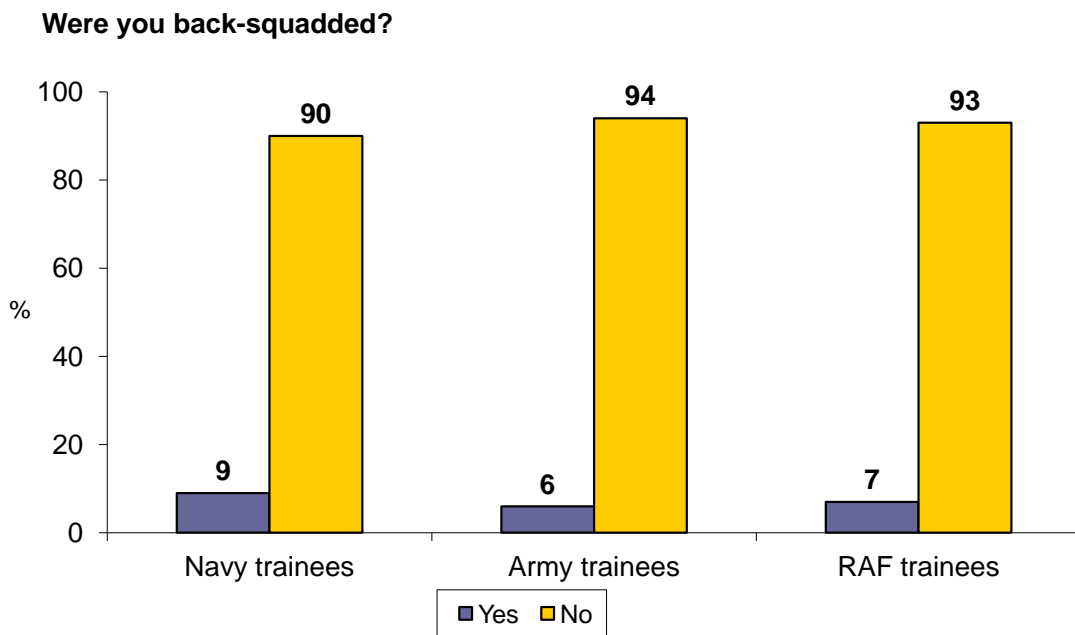
BACK-SQUADDING/BACK-CLASSING/RE-FLIGHTING⁴⁷

579. Overall, six per cent of trainees were back-squadded during their training period. Navy trainees (9%) were more likely to be back-squadded than those in the Army (6%) (figure 195). There has been a decline in the proportion of RAF trainees who were back-squadded (7%, down from 11%).

580. Ninety-three per cent of trainees (up from 92% last year and 91% in 2010) said they were not back-squadded. The proportion of Army trainees (94%) and RAF trainees (93%, up from 89%) who said that they were not back-squadded was greater than the proportion of Navy trainees who said so (90%).

581. Female trainees (10%) were more likely to have been back-squadded than male trainees (6%), as were trainees aged 18 years and above (7%) compared with younger trainees (2% of those aged 16-17 years old).

Phase 2



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

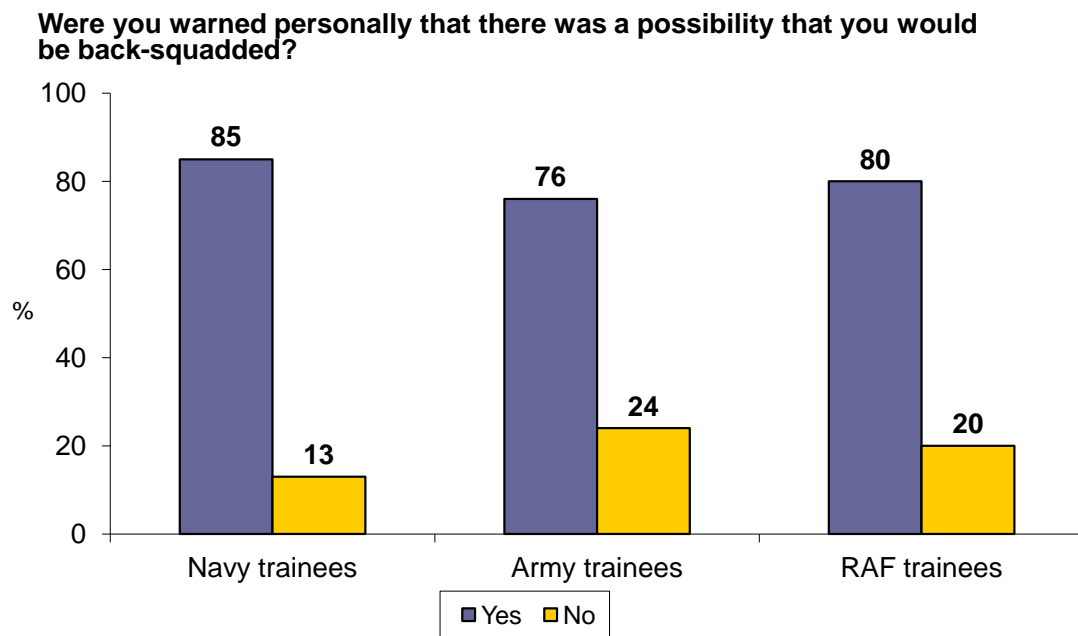
Figure 195

⁴⁷ 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.

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

582. The majority of trainees who were back-squadded said that they were warned personally that there was a possibility that it might happen (78%). For a full breakdown by Service, see figure 196.

Phase 2



Number of respondents (all who were back-squadded): Navy trainees (75), Army trainees (238), RAF trainees (50)

Figure 196

What reasons were you given for being back-squadded?

583. Trainees who were back-squadded were asked what reasons they were given for this. Being back-squadded for failing a trade or skill test was the most frequently cited answer this year (47% of those asked the question). There has been an increase in the proportion of Army trainees who said this (47%, up from 38%) (figure 197).

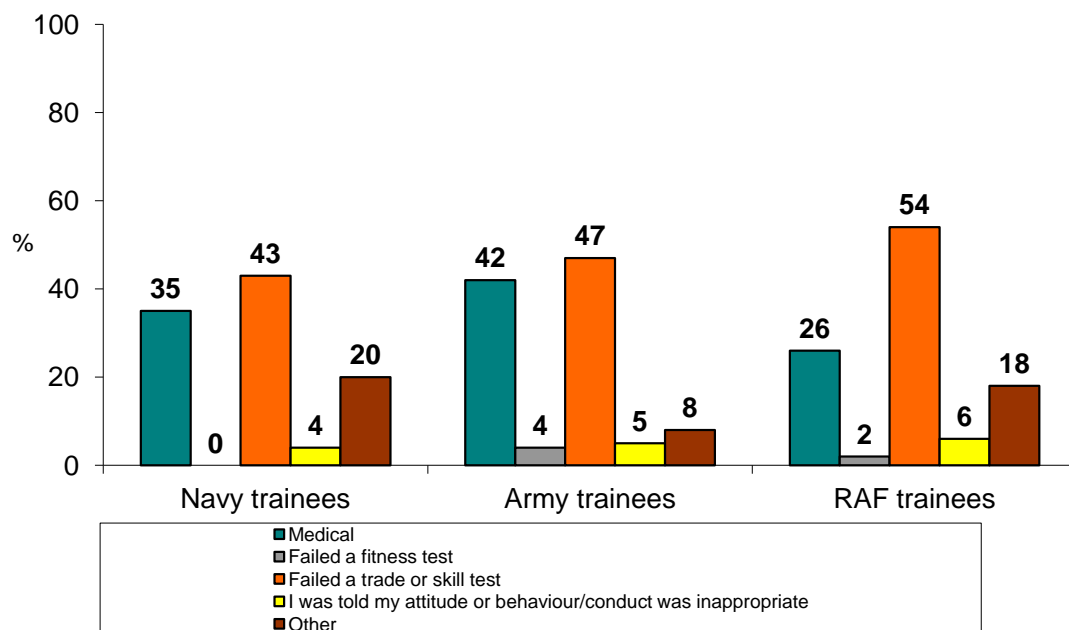
584. Medical reasons were the next most commonly cited reason for being back-squadded (38%). Army trainees (42%) were more likely to say this than RAF trainees (26%).

585. Overall, five per cent of trainees said that the reason they were back-squadded was because their attitude, behaviour or conduct was inappropriate and three per cent of trainees said that they were back-squadded because they failed a fitness test.

586. Last year, failing a trade or skill test was the second most commonly cited reason for being back-squadded (first this year) and has changed places with medical reasons (second most common this year).

Phase 2

What reasons were you given for being back-squadded?



Number of respondents (all who were back-squadded): Navy trainees (75), Army trainees (238), RAF trainees (50)

Figure 197⁴⁸

⁴⁸ This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

GENERAL

I received regular feedback on my performance

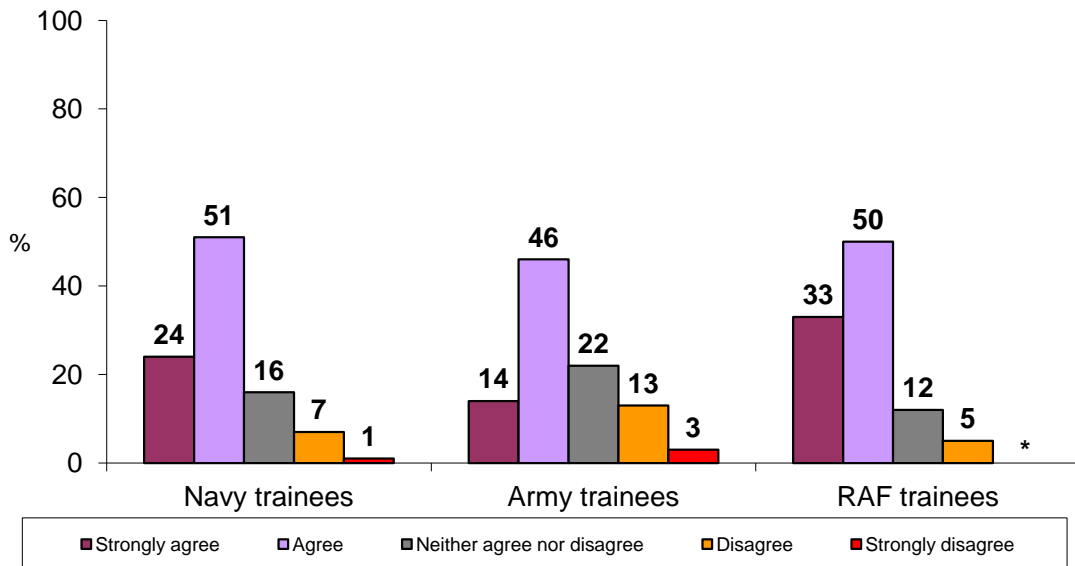
587. Overall, 65% of Phase 2 trainees agreed that they received regular feedback on their performance. This represents a decrease of five percentage points compared with last year (70%). Fourteen per cent (up from 10%) of trainees disagreed with this statement.

588. RAF trainees (82%) were the most likely to agree that they had received regular feedback on their performance, followed by Navy trainees (75%), who were, in turn, more likely to say this than Army trainees (60%, down from 66% last year and 68% in 2010) (figure 198).

589. Trainees aged 18 years and above (66%) were more likely to agree that they received regular feedback on their performance than younger trainees (58% of those aged 16-17 years old). Non-white trainees (73%) were more likely to say this than white trainees (64%).

Phase 2

I received regular feedback on my performance



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 198

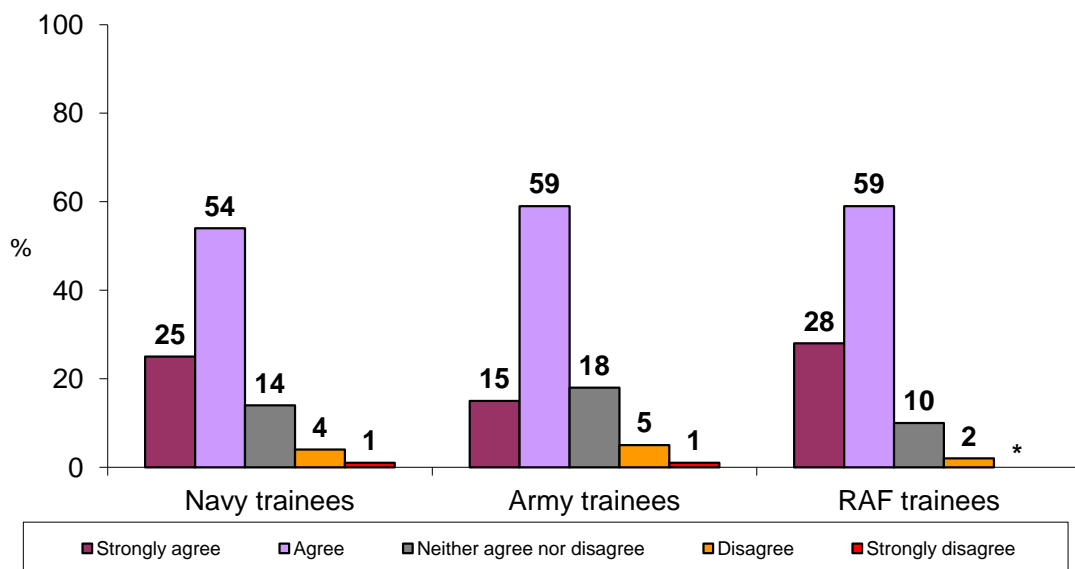
The reasons for doing things were explained to me

590. Seventy-seven per cent of Phase 2 trainees agreed that the reasons for doing things had been explained to them, with five per cent disagreeing. RAF trainees (87%) were more likely to agree that the reasons for doing things were explained to them followed by Navy trainees (79%), who were, in turn, more likely to say this than Army trainees (74%) (figure 199).

591. Male trainees (77%) were more likely to agree that the reasons for doing things were explained to them than female trainees (73%).

Phase 2

The reasons for doing things were explained to me



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 199

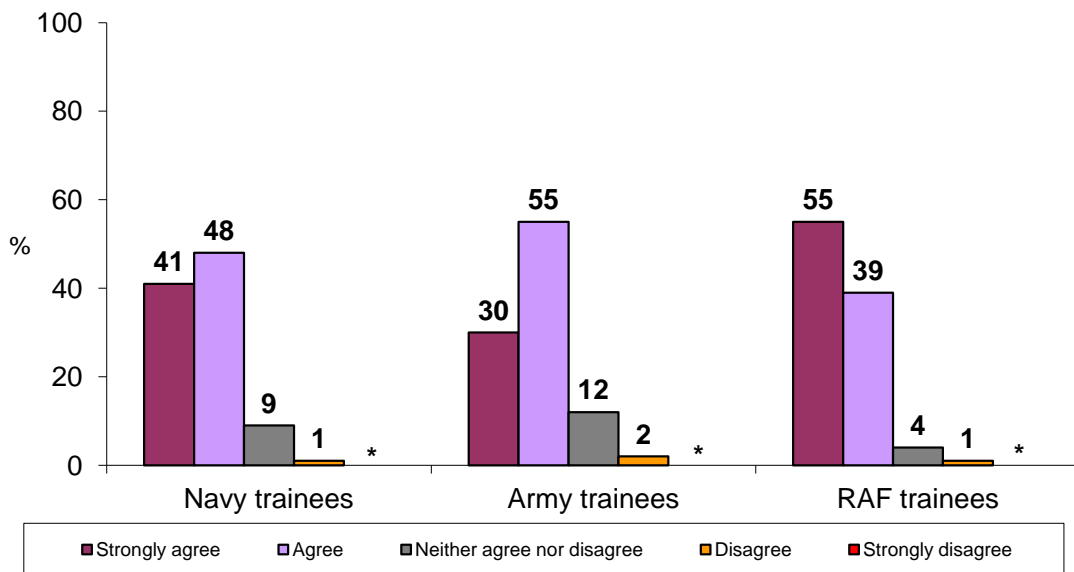
The staff/instructors did all they could to help me succeed in training

592. Eighty-six per cent of Phase 2 trainees agreed that the staff/instructors did all they could to help them succeed in training. Two per cent of trainees disagreed. RAF trainees (94%) were the most likely to agree that staff/instructors did all they could to help them succeed in training and Army trainees were the least likely (85%) (figure 200). Eighty-nine per cent of Navy trainees agreed with this statement.

593. Male trainees (87%) were more likely to agree that the staff and instructors did all they could to help them succeed in training than female trainees (83%).

Phase 2

The staff/instructors did all they could to help me succeed in training

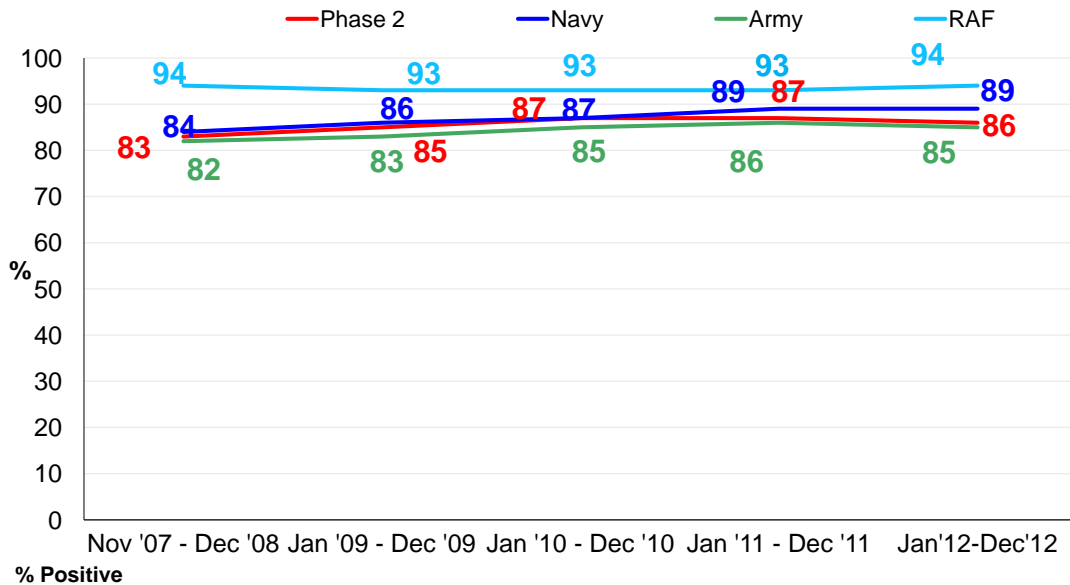


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 200

Phase 2

The staff/instructors did all they could to help me succeed in training



% Positive

Number of respondents: December '08 (Phase 2: 10,856, Navy: 2,153, Army: 7,343, RAF: 1,329) December '09(Phase 2: 9,283, Navy: 2,036, Army: 5,617, RAF: 1,603), December '10 (Phase 2: 8,353, Navy: 2,143, Army: 4,347, RAF: 1,849), December '11 (Phase 2: 6,090, Navy: 1,029, Army: 4,082, RAF: 960) December '12(Phase 2: 5,811, Navy: 791, Army: 4,268, RAF: 730)

Figure 201

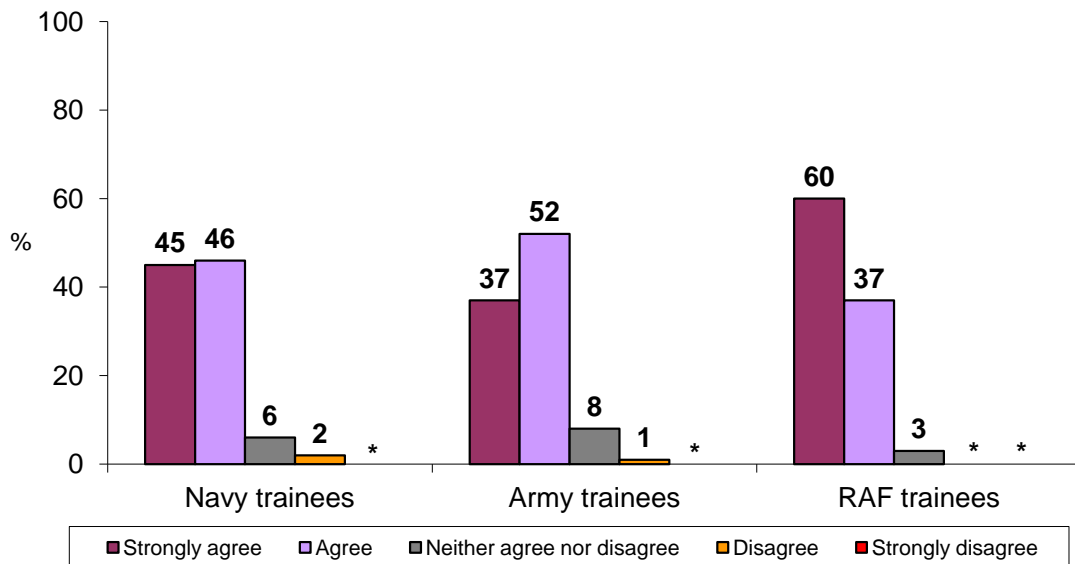
I feel I personally benefited from the course

594. The majority of Phase 2 trainees (90%) agreed that they had personally benefited from their course, with two per cent disagreeing. RAF trainees (96%) were more likely to agree than those in the Navy (91%) and Army (89%) (figure 202).

595. Older trainees (6% of those aged 31 years and above) were more likely to disagree when asked if they felt they had personally benefited from the course than younger trainees (1% of those aged 16-30 years old).

Phase 2

I feel I personally benefited from the course



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 202

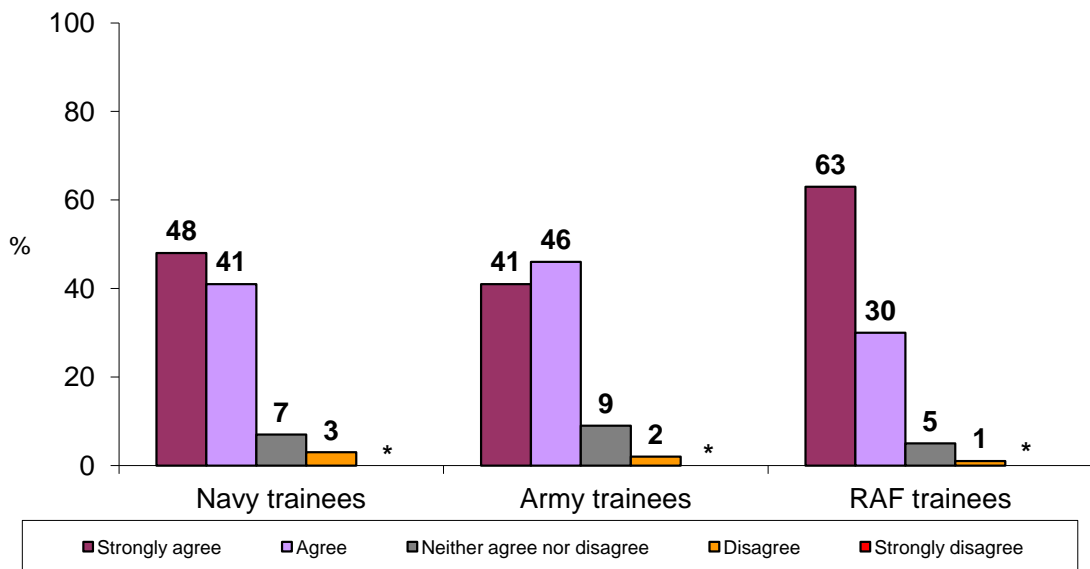
I feel a sense of achievement

596. Eighty-eight per cent of all Phase 2 trainees agreed that they felt a sense of achievement, while three per cent disagreed (up from 2%). RAF trainees (93%) were the most likely to agree, followed by those in the Navy (89%) and Army (87%) (figure 203).

597. Trainees aged 16-30 years old (89%) were more likely to agree that they felt a sense of achievement than trainees aged 31 years and above (83%).

Phase 2

I feel a sense of achievement



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 203

I felt challenged

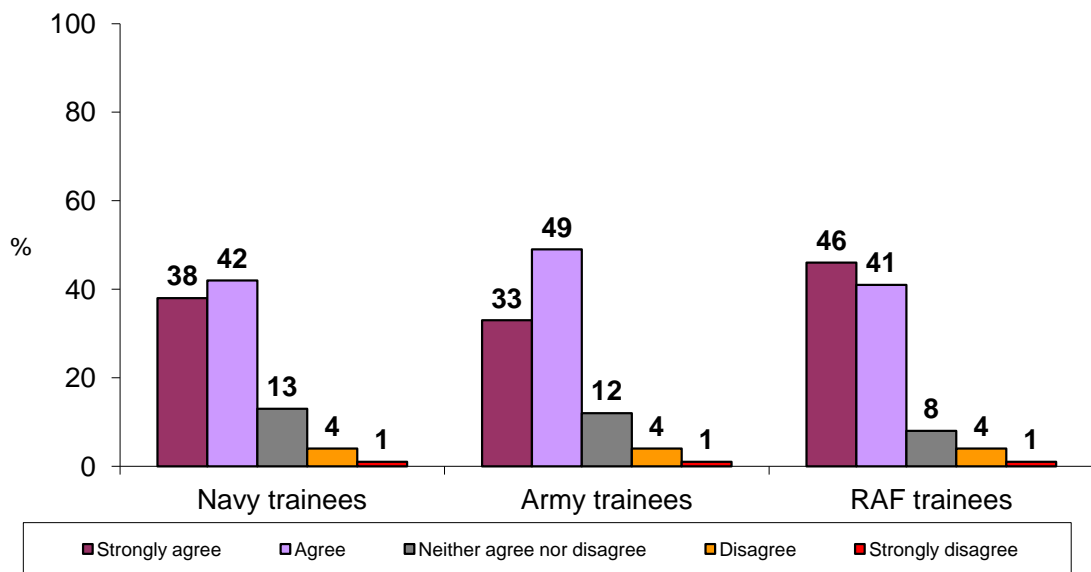
598. Eighty-two per cent of Phase 2 trainees agreed that they felt challenged. RAF trainees (87%) were more likely to say this than Army trainees (82%) and Navy trainees (80%) (figure 204).

599. Female trainees (86%) were more likely to agree that they felt challenged than male trainees (82%).

600. Overall, five per cent of trainees disagreed when asked if they felt challenged. White trainees (5%) were more likely to disagree than non-white trainees (3%).

Phase 2

I felt challenged



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 204

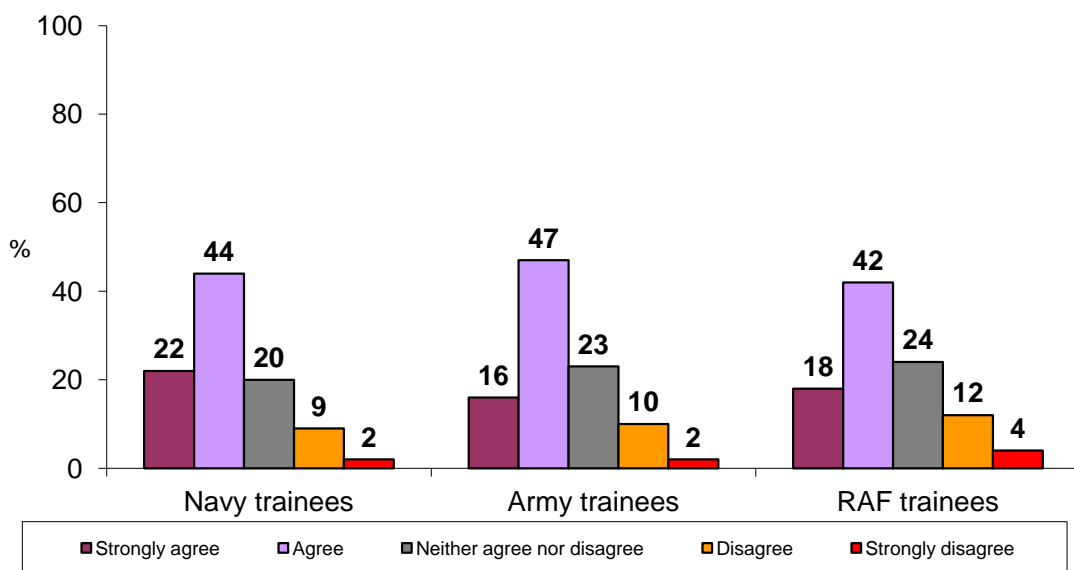
The training was what I expected

601. Sixty-three per cent of Phase 2 trainees agreed that the training was what they had expected, while 12% disagreed. Navy trainees (66%) were more likely to say that training was what they had expected than RAF trainees (60%) (figure 205).

602. Non-white trainees (73%) were more likely than white trainees (62%) to agree that training was what they expected, as were trainees aged 26 years and above (68%) compared to trainees aged 16-25 years old (62%). Male trainees (64%) were more likely to agree than female trainees (59%).

Phase 2

The training was what I expected

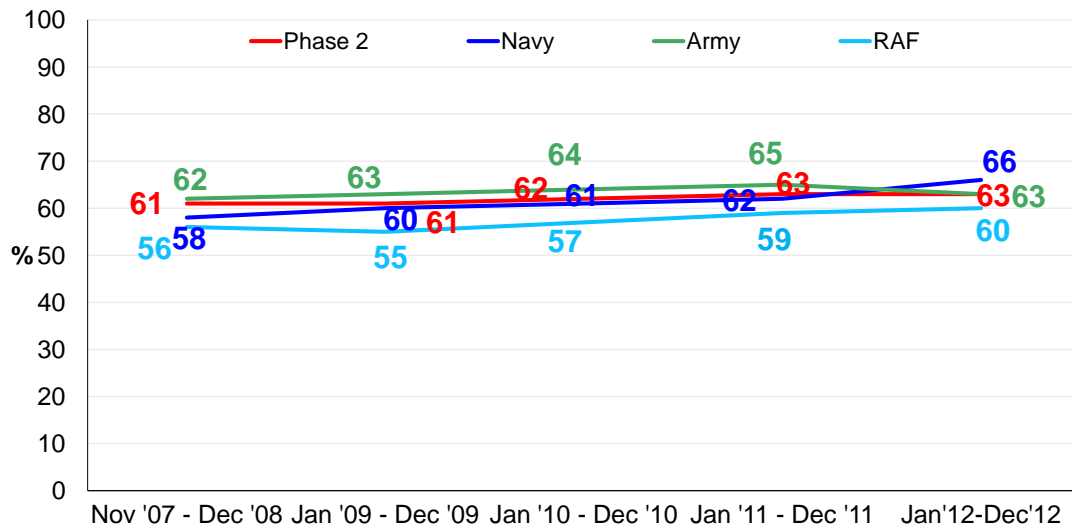


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 205

Phase 2

The training was what I expected



% Positive

Number of respondents: December '08 (Phase 2: 10,856, Navy: 2,153, Army: 7,343, RAF: 1,329) December '09 (Phase 2: 9,283, Navy: 2,036, Army: 5,617, RAF: 1,603), December '10 (Phase 2: 8,353, Navy: 2,143, Army: 4,347, RAF: 1,849), December '11 (Phase 2: 6,090, Navy: 1,029, Army: 4,082, RAF: 960) December '12 (Phase 2: 5,811, Navy: 791, Army: 4,268, RAF: 730)

Figure 206

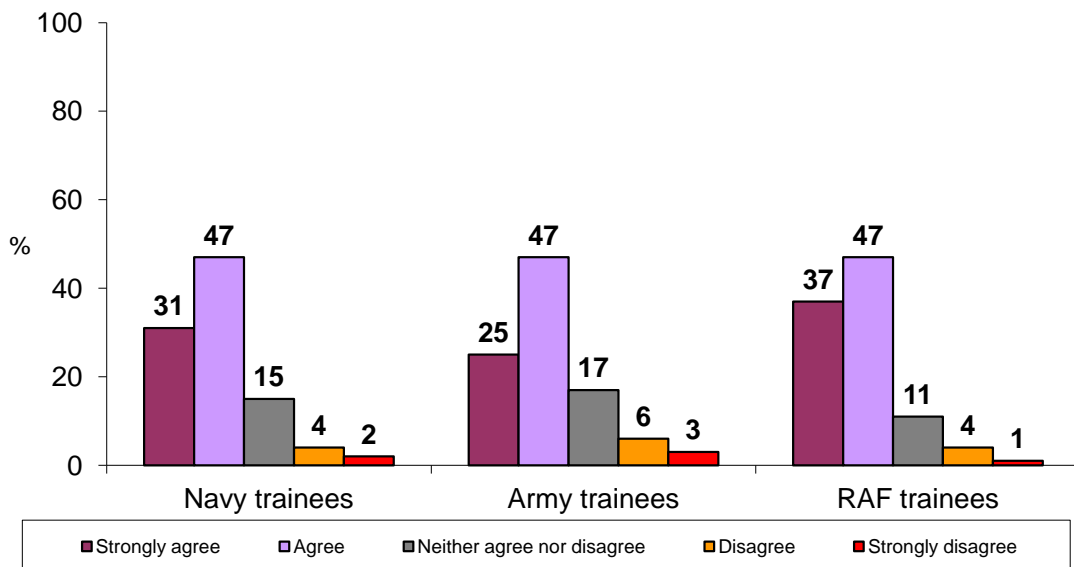
I enjoyed this phase of training

603. Overall, 74% of Phase 2 trainees said that they enjoyed this phase of training, with eight per cent disagreeing (up from 7%). RAF trainees (84%, up from 82%) were the most likely to agree that they enjoyed their course, followed by those in the Navy (77%, up from 72%), who were, in turn, more likely to say this than those in the Army (72%, down from 75%) (figure 207).

604. Non-white trainees (79%) were more likely to agree than white trainees (74%) when asked if they enjoyed this phase of training.

Phase 2

I enjoyed this phase of training



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 207

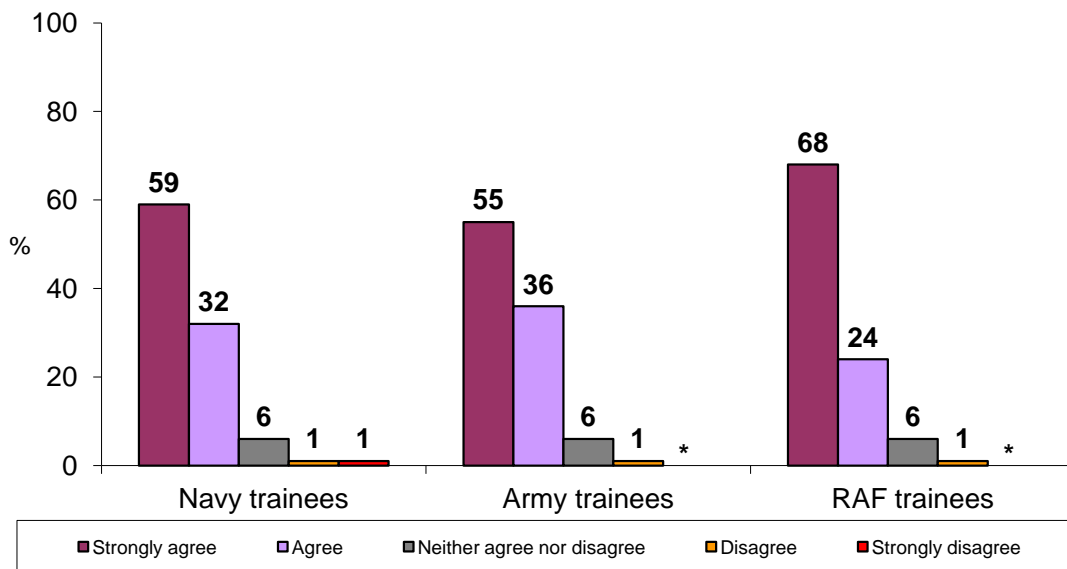
I feel proud to be in the Army/RN/Navy/RAF

605. Ninety-one per cent of Phase 2 trainees said they felt proud to be in their Service, with two per cent disagreeing.

606. There has been an increase in the proportion of Army trainees who disagreed when asked if they felt proud to be in their Service (1%, statistically up from 1% last year⁴⁹) (figure 208). Older trainees (5% of those aged 31 years and above) were more likely to disagree than younger trainees (1% of those aged 16-30 years old).

Phase 2

I feel proud to be in the Army/RN/Navy/RAF



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 208

⁴⁹ A statistical difference can still occur if the overall percentage remains the same, this is partly due to the large base sizes in the report. For more information see paragraph 66.

Phase 2

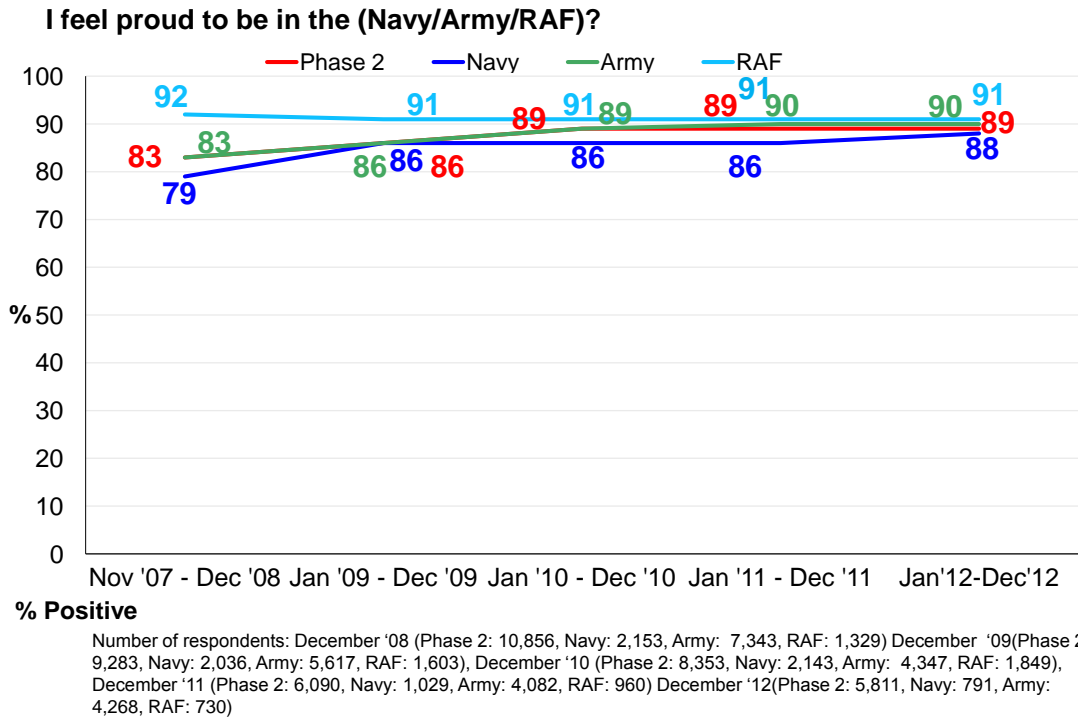


Figure 209

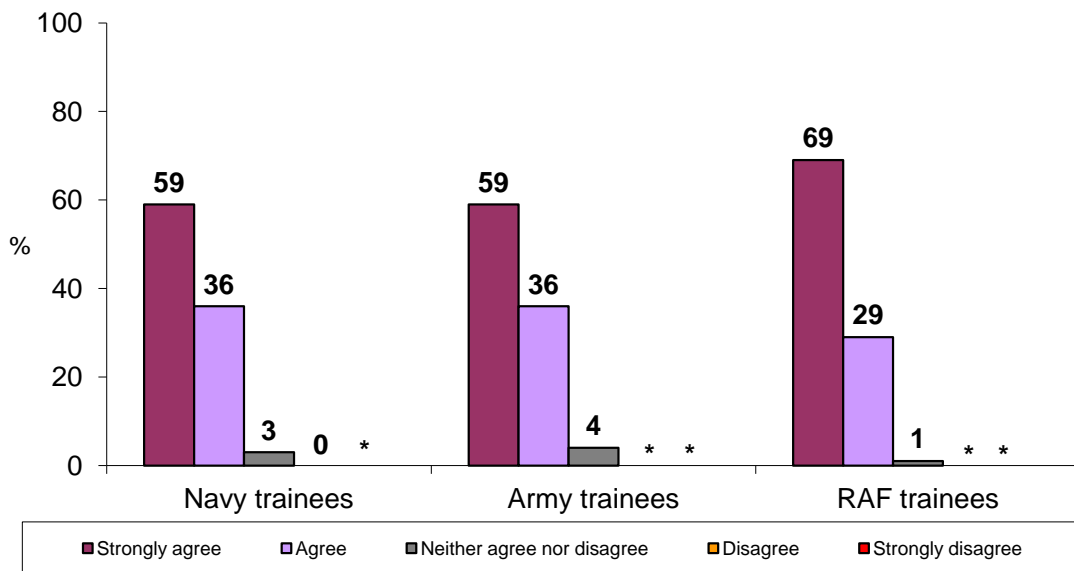
I understand the core values of the Army/RN/Navy/RAF

607. Ninety-five per cent of Phase 2 trainees agreed that they understood the core values of the Service to which they belonged. RAF trainees (98%, up from 97%) were more likely to agree with this statement than those in the Army and Navy (95% for each) (figure 210).

608. Trainees aged 20 years and above (96%) were more likely to say that they understood the core values of the Service than trainees aged 16-19 years old (95%).

Phase 2

I understand the core values of the Army/RN/Navy/RAF



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 210

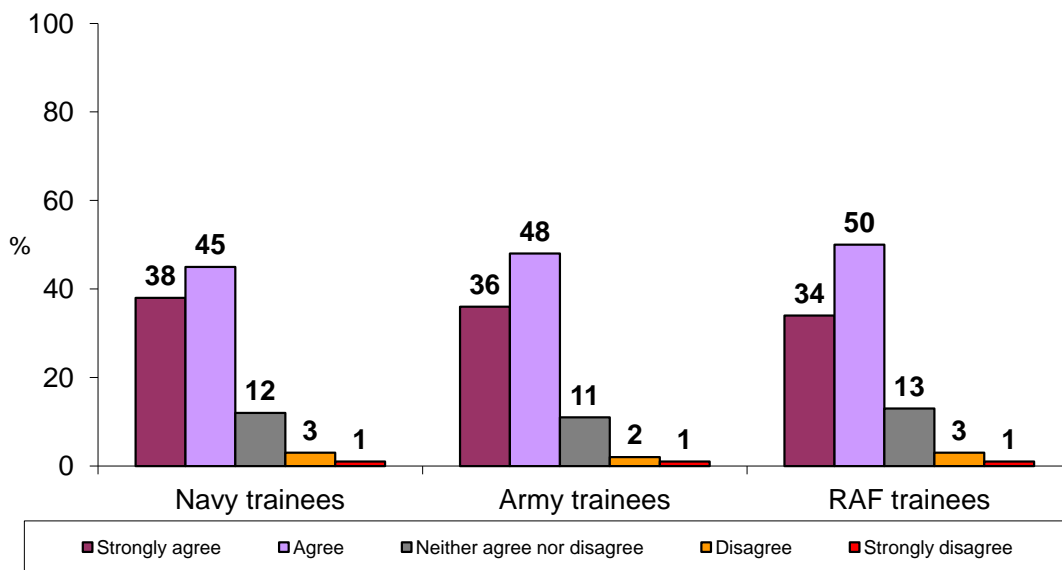
Generally military personnel uphold the core values

609. Eighty-four per cent (up from 81% last year, 80% in 2010 and 78% in 2009) of Phase 2 trainees agreed that generally military personnel uphold the core values of the Services, four per cent disagreed. There have been increases in the proportion of RAF trainees (84%, up from 78%) and Navy trainees (82%, up from 77%) who agreed with this statement (figure 211).

610. Trainees aged 16-30 years old (84%) were more likely to agree that generally military personnel uphold the core values of the Services than those aged 31 years and above (77%)

Phase 2

Generally military personnel uphold the core values

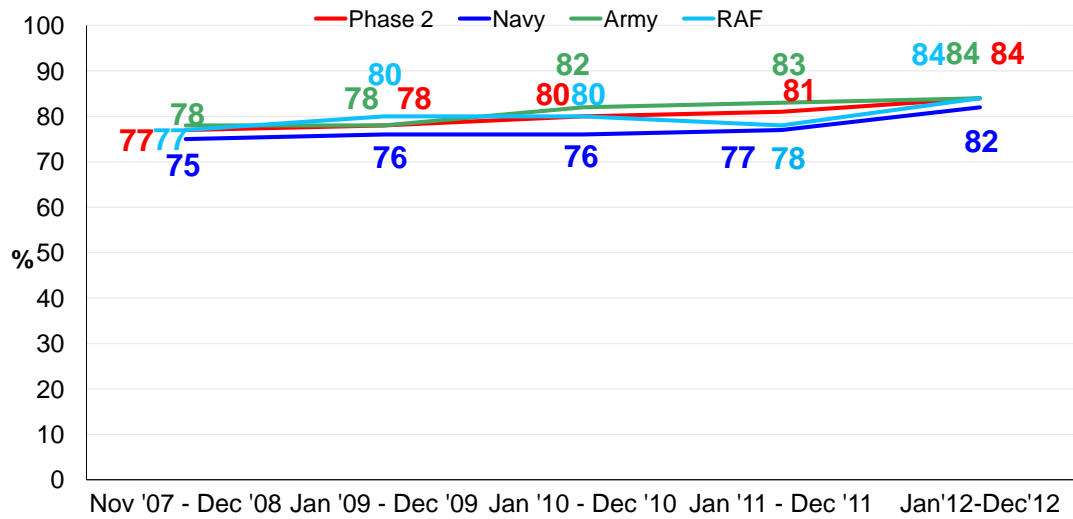


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 211

Phase 2

Generally military personnel uphold the core values



% Positive

Number of respondents: December '08 (Phase 2: 10,856, Navy: 2,153, Army: 7,343, RAF: 1,329) December '09 (Phase 2: 9,283, Navy: 2,036, Army: 5,617, RAF: 1,603), December '10 (Phase 2: 8,353, Navy: 2,143, Army: 4,347, RAF: 1,849), December '11 (Phase 2: 6,090, Navy: 1,029, Army: 4,082, RAF: 960) December '12 (Phase 2: 5,811, Navy: 791, Army: 4,268, RAF: 730)

Figure 212

COURSE DIFFICULTY

611. When asked about the difficulty of their course, 86% of trainees said that their course was about right, whereas ten per cent said that it was too easy and four per cent said that it was too hard.

612. RAF trainees (88%) and Army trainees (86%) were more likely to say that the course was about right than Navy trainees (83%) (figure 213). Navy trainees (13%) were the most likely to say that the course was too easy, followed by Army trainees (10%) and RAF trainees (8%). There has been a decrease in the proportion of Navy trainees who said that the course was too hard (3%, down from 5%).

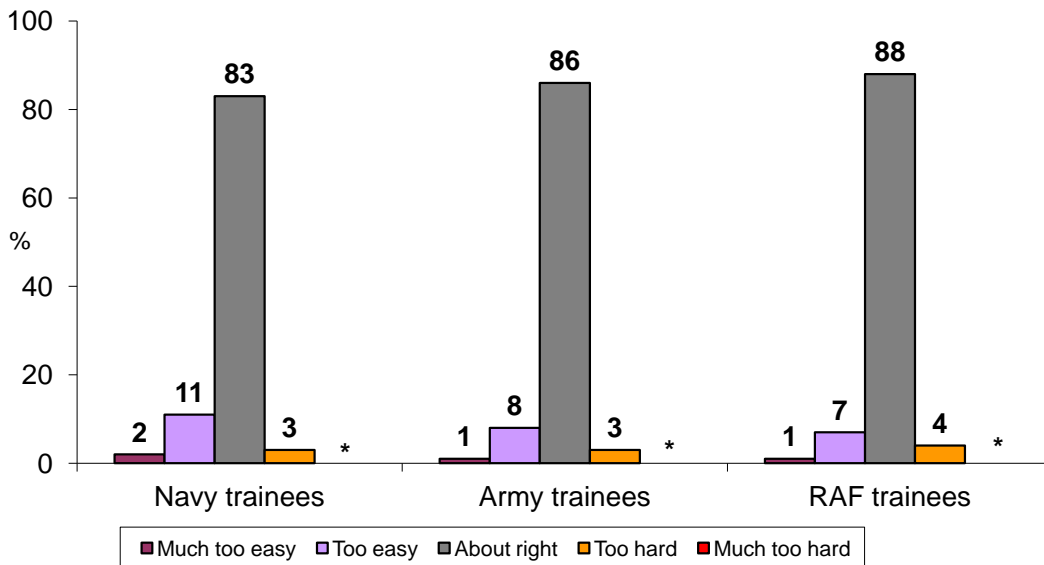
613. Female trainees (92%) were more likely to rate their course as being about right than their male colleagues (86%), whereas male trainees (11%) were more likely to rate the course as too easy than female trainees (4%).

614. Trainees aged 16-17 years old (7%) were more likely to rate their course as too hard than those aged 18 years and above (3%), whereas trainees aged 18 years and above (87%) were more likely to rate the course as about right than those aged 16-17 years old (82%).

615. Non-white trainees (91%) were more likely to rate the course as about right than white trainees (86%), whereas white trainees (10%) were more likely to rate the course as too easy than non-white trainees (5%).

Phase 2

Do you feel the course was...



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 213

Overall, how has life in the Army/RN/Navy/RAF been, compared to what you expected when you joined?

616. Fifty-seven per cent of Phase 2 trainees said that life in the Services was better than they had expected when they joined, nine per cent (up from 8%) said it was worse. Thirty-three per cent said it was about the same as they had expected.

617. Army trainees (57%, down from 60%) were more likely to rate it as better than expected than Navy trainees (52%) (figure 214). Navy trainees (36%) were more likely to say that life in the Service had been about the same as expected than Army trainees (32%). There has been an increase in the proportion of Army trainees (9%, up from 8%) who said that life in the Services was worse than expected.

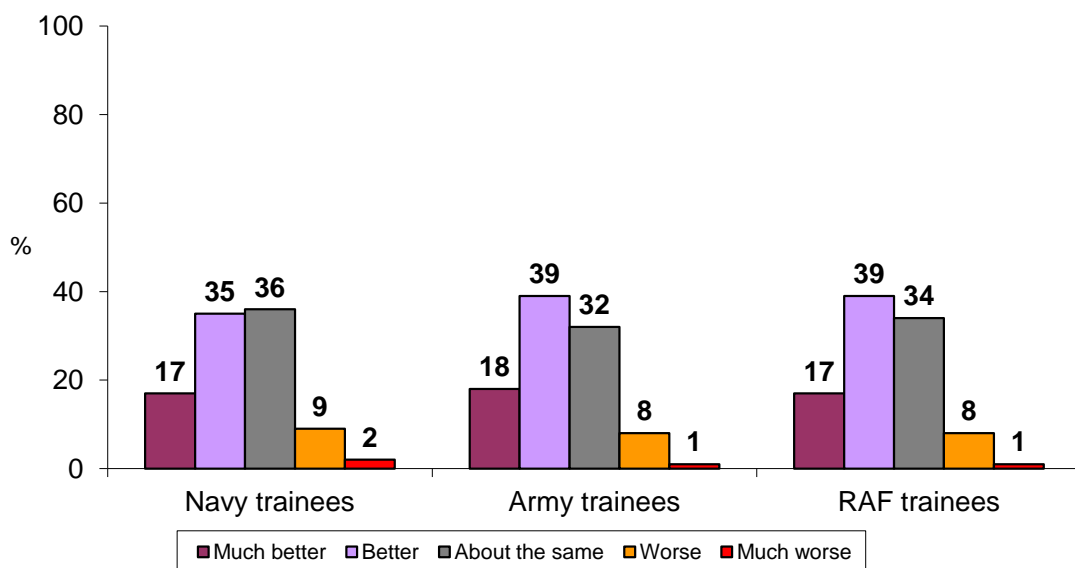
618. A higher proportion of female trainees (37%) considered training to be about the same as expected than male trainees (33%), as did white trainees (34%) compared with white non-trainees (23%). A higher proportion of male trainees (10%) said that life in the Service was worse than expected than female trainees (7%).

619. Those aged 18 years and above (34%) were more likely to say that life in the Service was about the same as expected than those aged 16-17 years old (25%). Those aged 16-17 years old (63%) were more likely to regard life in the Service as better than expected than those aged 18 years old and above (56%).

620. Non-white trainees (67%) were more likely to regard life in the Service as better than expected than white trainees (56%).

Phase 2

Overall, how has life in the Army/RN/Navy/RAF been, compared to what you expected when you joined?



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 214

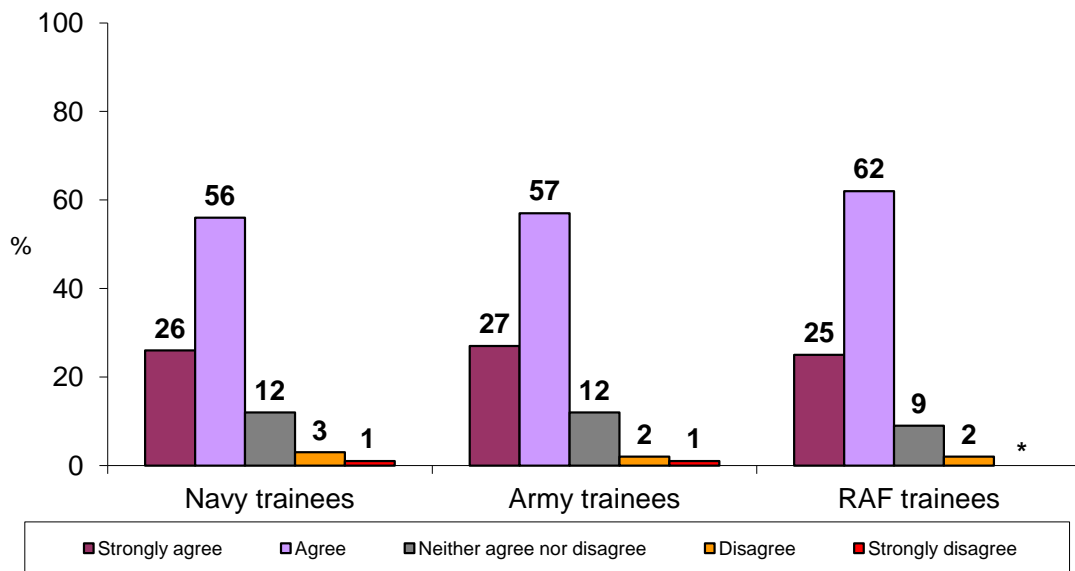
I feel prepared to go onto the next stage of my career/training

621. Overall, eighty-three per cent of trainees agreed that they felt prepared to go onto the next stage of their career/training. RAF trainees (87%) were the most likely to agree, followed by Army trainees (83%) and Navy trainees (81%) (figure 215).

622. A greater proportion of male trainees (85%) agreed that they felt prepared to go onto the next stage of their career/training than female trainees (80%). Non-white trainees (89%) were more likely to say this than white trainees (83%).

Phase 2

I feel prepared to go onto the next stage of my career/training



Number of respondents (all not leaving the Service): Navy trainees (772), Army trainees (4,241), RAF trainees (725)

Figure 215

PAY

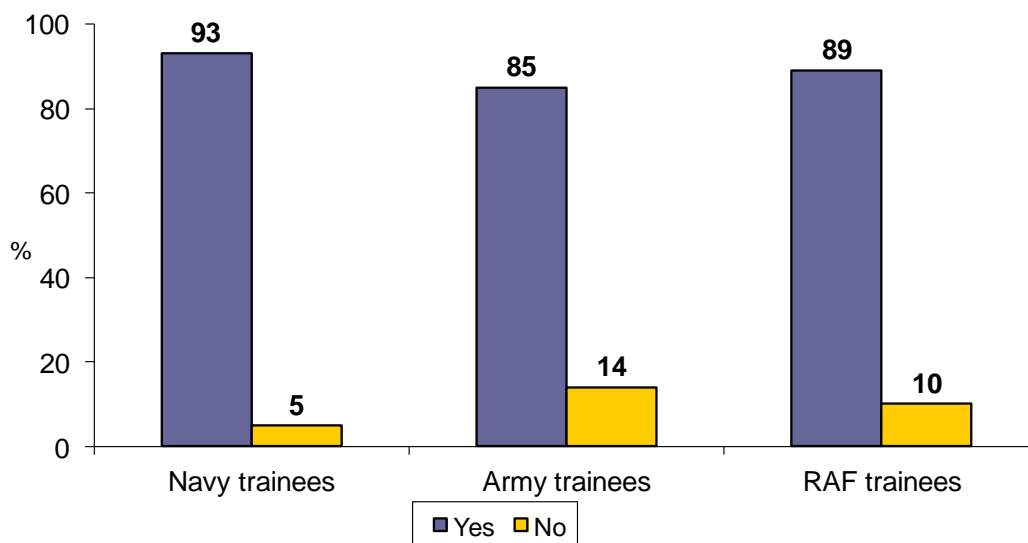
Did you know that your pay increases after 26 weeks in training?

623. Eighty-seven per cent (up from 83%) of trainees said that they knew that their pay would increase after 26 weeks in training. Navy trainees (93%, up from 91%), were the most likely to agree with this, followed by trainees in the RAF (89%, up from 85%), who were, in turn, more likely to say this than those in the Army (85%, up from 81%) (figure 216).

624. White trainees (87%) were more likely to be aware of the pay increase than non-white trainees (82%), as were male trainees (88%) compared with female trainees (83%).

Phase 2

Did you know that your pay increases after 26 weeks in training?

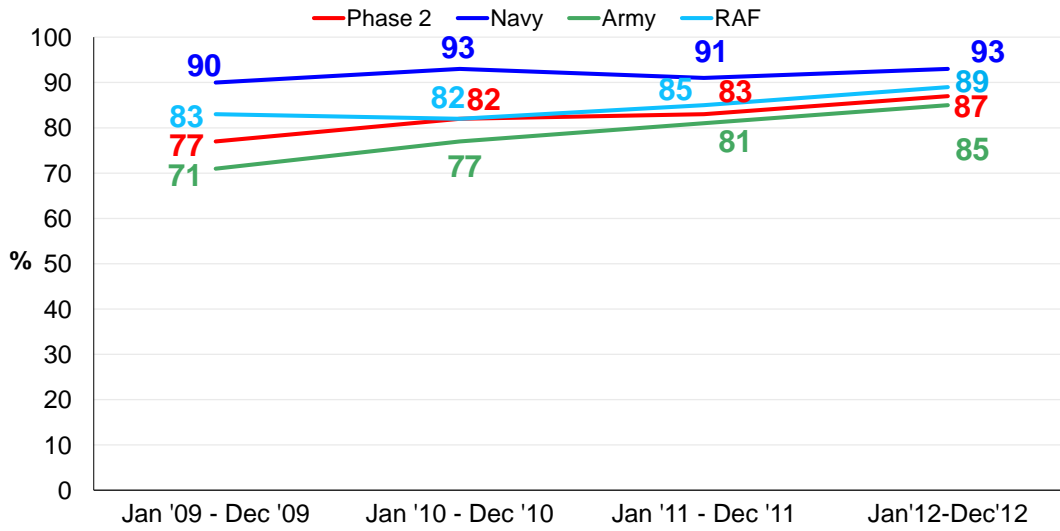


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 216

Phase 2

Did you know that your pay increases after 26 weeks in training.



% Yes

Number of respondents: December '09 (Phase 2, 9,283, Navy, 2,036, Army, 5,617, RAF,1,603), December '10 (Phase 2, 8,353, Navy, 2,143, Army, 4,347, RAF, 1,849), December '11 (Phase 2, 6,090, Navy, 1,029, Army, 4,082, RAF, 960) December '12 (Phase 2, 5,811, Navy, 791 Army, 4,268, RAF, 730)

Figure 217

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

625. Forty-six per cent of trainees thought that their pay was better than the pay of their non-military friends at home. Army trainees (47%, up from 45%) and RAF trainees (47%) were more likely to say that their pay was better than that of their non-military friends at home than Navy trainees (36%) (figure 218).

626. A quarter (25%) of trainees overall thought that their pay was about the same as the pay of their non-military friends at home. A higher proportion of Navy trainees (31%) said this compared with RAF trainees (25%) and Army trainees (24%).

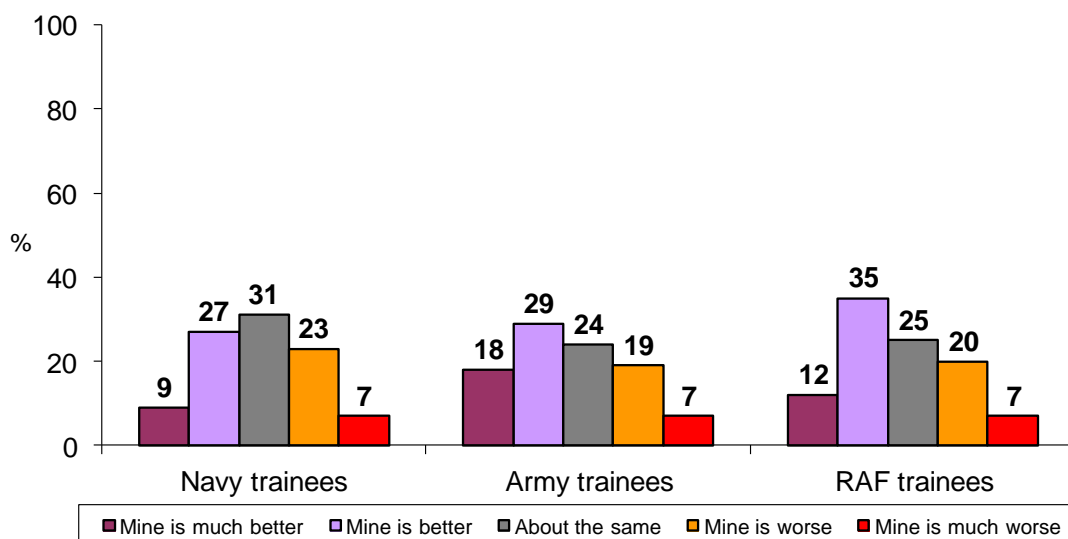
627. Overall, 27% thought their pay was worse than that of their non-military friends at home. A higher proportion of white trainees (27%) said that their pay was worse than non-white trainees (22%), as did male trainees (29%) compared with female trainees (15%).

628. Female trainees (59%) were more likely than male trainees (44%) to say that their pay was better than that of their non-military friends, as were trainees aged 16-25 years old (49%) compared with those aged 26 years and above (32%).

629. Those aged 20 and above (28%) were more likely to say their pay was about the same as their non-military friends at home than those aged 16-19 years old (19%).

Phase 2

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

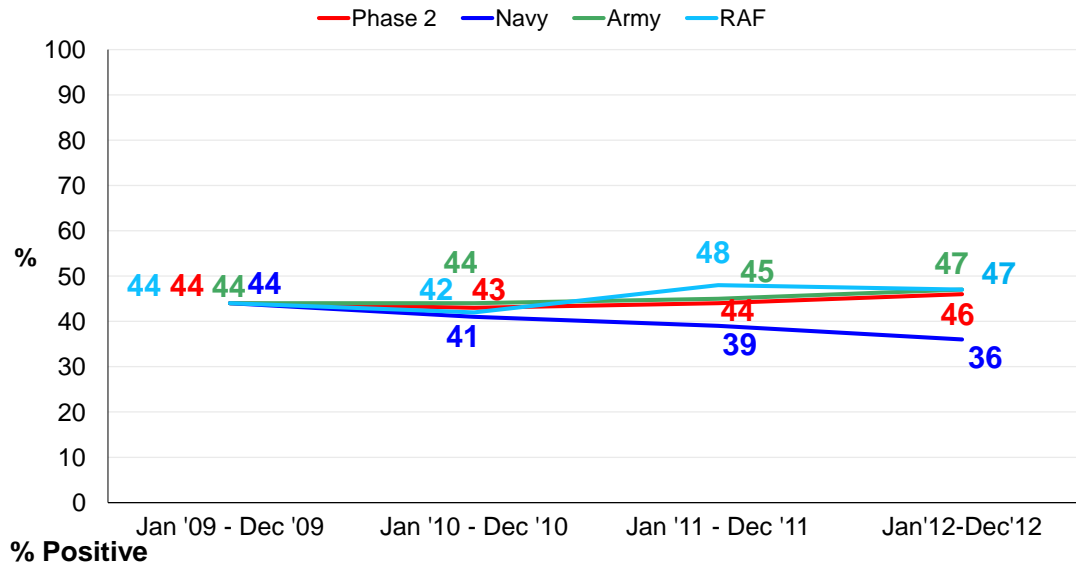


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 218

Phase 2

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



Number of respondents: December '09 (Phase 2: 9,283, Navy: 2,036, Army: 5,617, RAF: 1,603), December '10 (Phase 2: 8,353, Navy: 2,143, Army: 4,347, RAF: 1,849), December '11 (Phase 2: 6,090, Navy: 1,029, Army: 4,082, RAF: 960) December '12 (Phase 2: 5,811 Navy: 791, Army: 4,268, RAF: 730)

Figure 219

Would you recommend joining your Service to others?

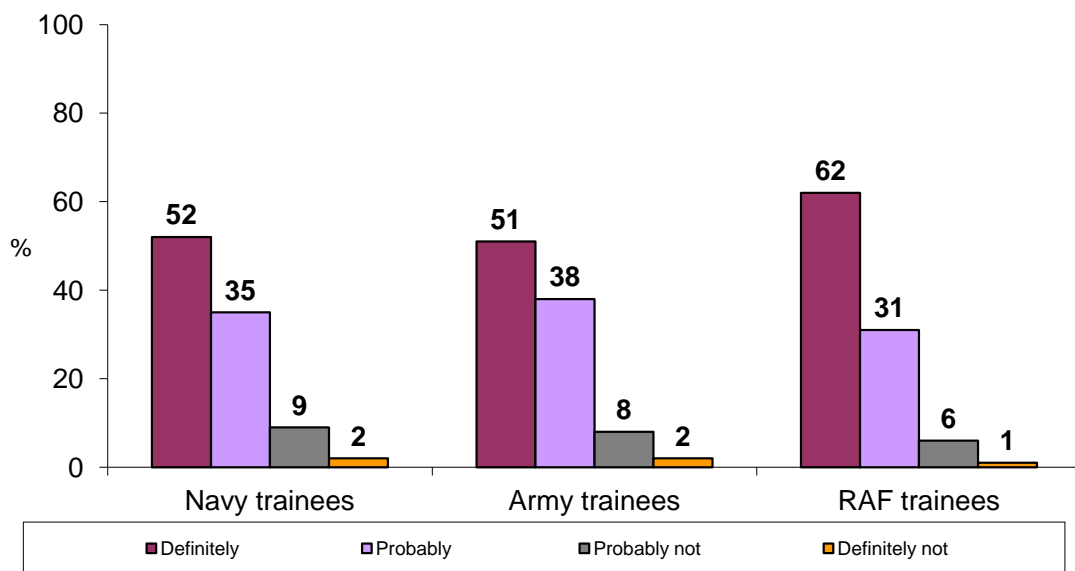
630. Trainees were asked if they would recommend joining their Service to others. Eighty-nine per cent said they probably or definitely would. RAF trainees (93%) were the most likely to say they would recommend joining their Service, followed by Army trainees (89%) and Navy trainees (87%) (figure 220).

631. Overall, ten per cent of trainees said they would not recommend joining their Service (up from 8% last year). The proportion of Army trainees saying this has increased (9% last year to 10% this year).

632. Female trainees (92%) were more likely to say that they would recommend joining the Service than male trainees (89%), as were trainees aged 26 years and above (93%) compared with those aged 16-25 years old (89%).

Phase 2

Would you recommend joining your Service to others?

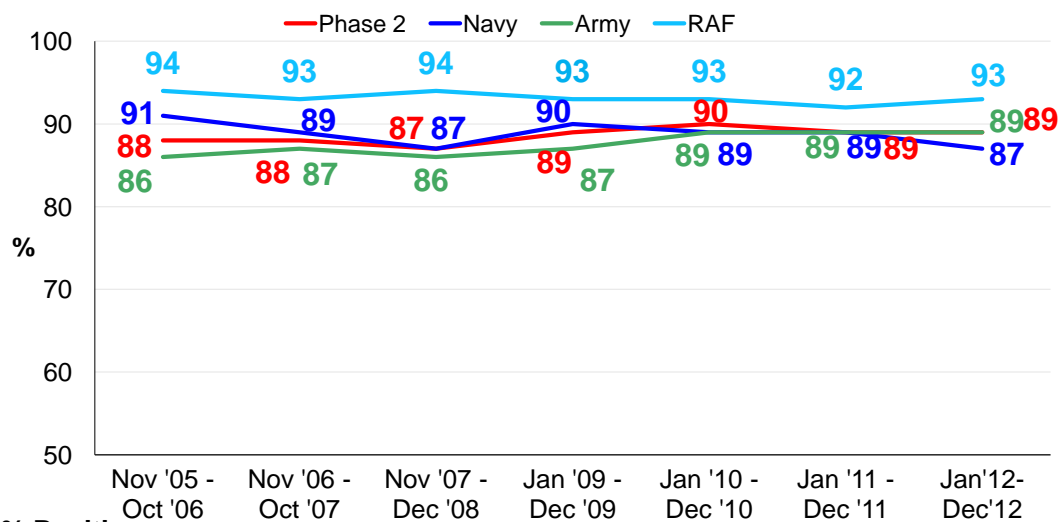


Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 220

Phase 2

Would you recommend joining your Service to others?



% Positive

Number of respondents: October '06 (Phase 2, 10,882, Navy, 1,744, Army, 8,066, RAF, 1,005), October '07 (Phase 2, 11,271, Navy, 2,095, Army, 8,331, RAF, 787), December '08 (Phase 2, 10,856, Navy, 2,153, Army, 7,343, RAF, 1,329), December '09 (Phase 2, 9,283, Navy, 2,036, Army, 5,617, RAF, 1,603), December '10 (Phase 2, 8,353, Navy, 2,143, Army, 4,347, RAF, 1,849), December '11 (Phase 2, 6,090, Navy, 1,029, Army, 4,082, RAF, 960), December '12 (Phase 2: 5,811 Navy: 791, Army: 4,268, RAF: 730)

Figure 221

HOPES FOR THE FUTURE

LENGTH OF TIME ON TRAINING COURSE

633. Forty-three per cent of trainees (up from 39% last year and 35% in 2010) spent 13-26 weeks (4-6 months) on their course, 22% spent 27-52 weeks (7-12 months) and the same proportion (22%, up from 20%) spent 5-12 weeks (1-3 months) on their course. Eleven per cent (down from 14%) spent more than 53 weeks (more than 1 year) on their course, one per cent spent less than 2 weeks (less than 14 days) on their course and a further one per cent spent 2-4 weeks (15-28 days) on their course.

634. Army trainees (25%, down from 29%) were the most likely to have spent 5-12 weeks (1-3 months) on their course, followed by Navy trainees (16%), who were more likely to say this than RAF trainees (10%, up from 3%) (figure 222). A quarter of Army trainees (25%) said they spent 27-52 weeks on their course and were more likely to say so than Navy trainees (15%) and RAF trainees (13%, down from 25%).

635. Navy trainees (58%) were more likely to have spent 13-26 weeks (4-6 months) on their training course than RAF trainees (52%, up from 37%), who were, in turn, more likely to say this than Army trainees (38%, up from 35%). Navy trainees (4%) were also more likely to say that they spent 2-4 weeks (15-28 days) on their course than Army trainees (1%) and RAF trainees (less than one per cent).

636. RAF trainees (25%, down from 34% last year) were the most likely to have spent more than 53 weeks (more than 1 year) on their course, followed by Army trainees (9%, down from 12%), who were more likely to say this than Navy trainees (4%).

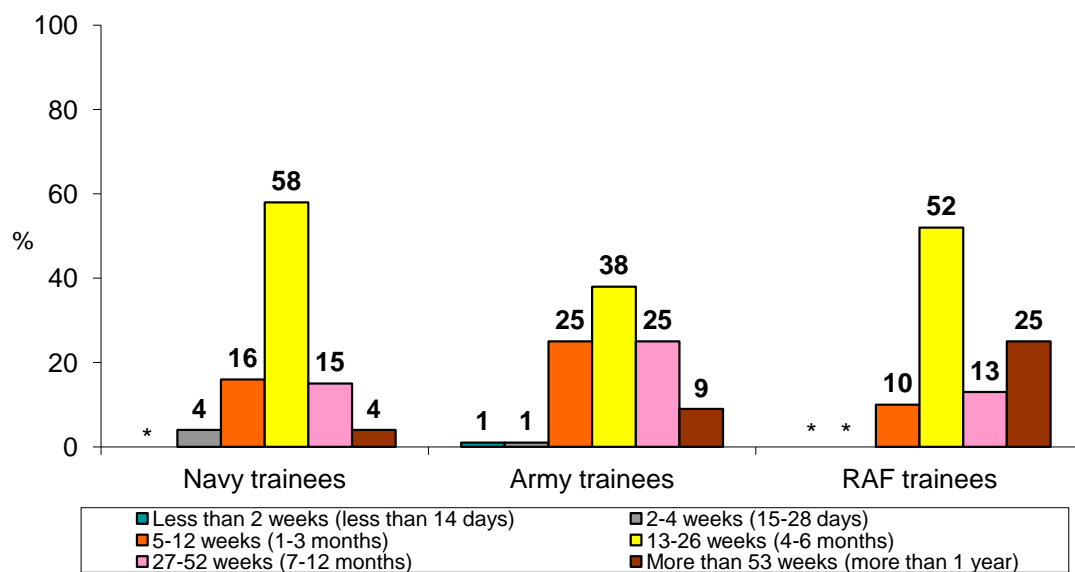
637. Male trainees (24%) were more likely than female trainees (11%) to have spent 5-12 weeks (1-3 months) on their training course. Female trainees (48%) were more likely to say that they spent 13-26 weeks (4-6 months) on their training course compared with 42% of male trainees and were more likely to say they spent more than 53 weeks (more than 1 year) on their course (17% of female trainees compared with 10% of male trainees).

638. A higher proportion of white trainees (11%) than non-white trainees (7%) spent more than 53 weeks (more than 1 year).

639. Trainees aged 16-17 years old (53%) were more likely than those aged 18 and over (19%) to have spent 5-12 weeks (1-3 months) on their training course, but were less likely than their older counterparts to have spent more than 53 weeks (more than 1 year) (1% of those aged 16-17 years old and 12% of those aged 18 years and above) on their Phase 2 training course.

Phase 2

How long have you been at XXX for this training course?



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 222

AFTER TRAINING

What are you doing next?

640. Following Phase 2 training, 69% of trainees said that they expected to be posted to a unit. RAF trainees (94%) were the most likely to expect to be posted to a unit, followed by those in the Army (68%, up from 66%), who were more likely to say this than those in the Navy (50%, down from 56%) (figure 223).

641. The second most common answer was that trainees expected to go onto the next phase of training (21%). Navy trainees (39%) were the most likely to be planning to move on to the next phase of training, followed by Army trainees (21%), who were more likely to say this than RAF trainees (4%).

642. Six per cent of trainees said that they were waiting for a course to start. Army trainees (7%) were the most likely to be waiting for a course to start, followed by Navy trainees (4%), who were more likely to say this than RAF trainees (1%).

643. Overall, two per cent of trainees said that they were transferring to another regiment or trade and one per cent said that they were leaving the Service (statistically lower than 1% last year⁵⁰). Army trainees (2%) were more likely to be transferring to another regiment or trade than RAF trainees (1%). Navy trainees (2%, up from 1%) were the most likely to say they were leaving the Service, followed by Army and Navy trainees (1% for each).

644. Male trainees (22%) were more likely to anticipate progressing onto the next phase of their training than female trainees (12%). Female trainees (79%) were more likely to say that their next move would be being posted to a unit than male trainees (68%) and were more likely to say they were leaving the Service (2% of female trainees compared with 1% of male trainees).

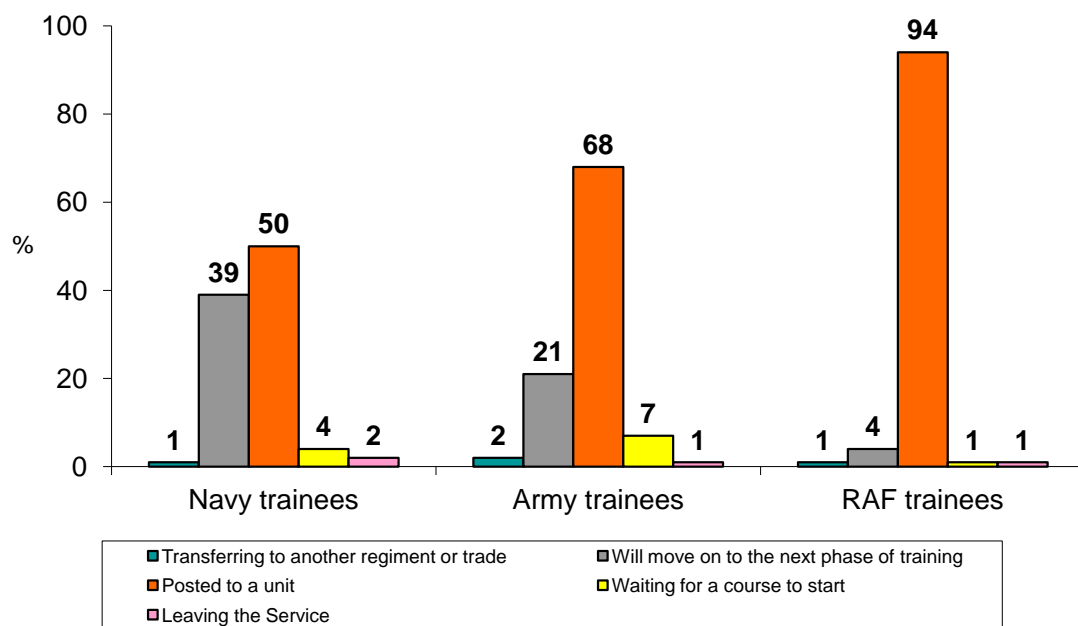
645. Non-white trainees (4%) were more likely to be transferring to another regiment or trade than white trainees (2%).

646. Younger trainees (12% of those aged 16-17 years old) were more likely to be waiting for a course to start than those aged 18 years and above (5%) and were also more likely to be moving onto the next phase of training (42% of those aged 16-17 years old compared with 19% of those aged 18 years and above). Trainees aged 18 years and above (72%) were more likely to be posted to a unit than trainees aged 16-17 years old (42%).

⁵⁰ A statistical difference can still occur if the overall percentage remains the same, this is partly due to the large base sizes in the report. For more information see paragraph 66.

Phase 2

What are you doing next?



Number of respondents: Navy trainees (791), Army trainees (4,268), RAF trainees (730)

Figure 223

What are your hopes for the future?

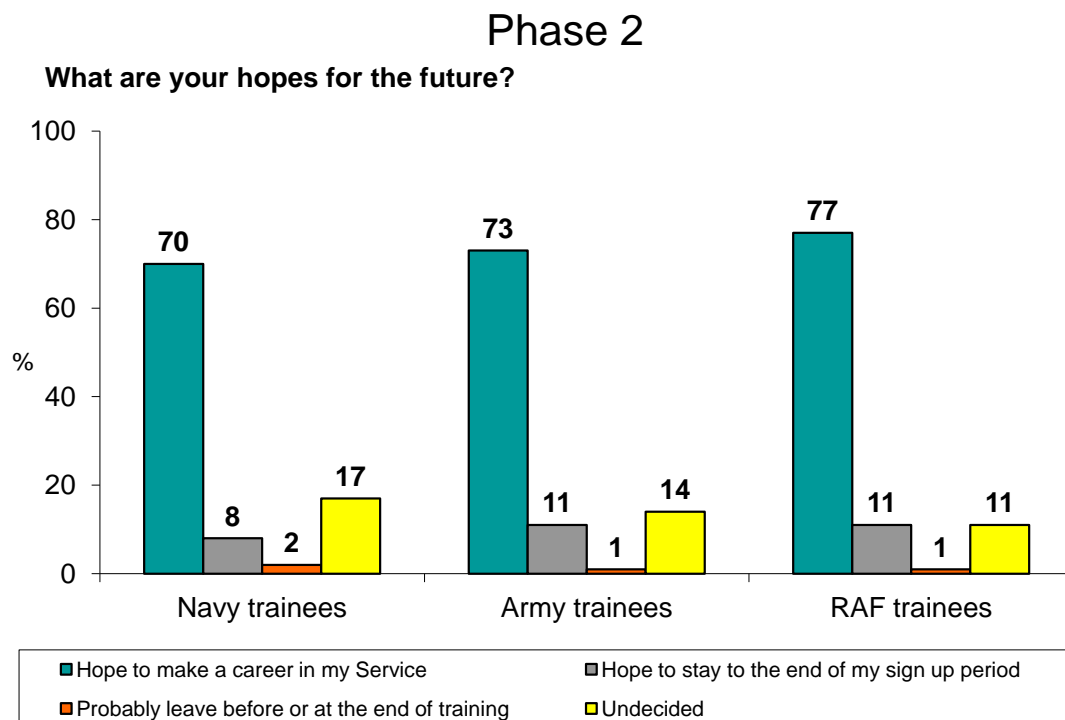
647. Of those not leaving the Services, 73% said that they wanted to make a career in their Service, 14% were undecided about their future. Eleven per cent planned to stay to the end of their sign-up period and one per cent said they will probably leave before or at the end of their training.

648. RAF trainees (77%) were more likely to say that they hoped to make a career in their Service than Navy trainees (70%) (figure 224). Navy trainees (17%) were the most likely to be undecided about their hopes for the future, followed by Army trainees (14%), who were, in turn more likely to say this than RAF trainees (11%). Army and RAF trainees (11% for both) were more likely to say that they planned to stay to the end of their sign-up period than Navy trainees (8%). Navy trainees (2%) were the most likely to say that they will probably leave before or at the end of their training, followed by Army and RAF trainees (1% for both).

649. Female trainees (78%) were more likely to say that they hoped to make a career in their Service than male trainees (73%), as were trainees aged 20 years and above (75%) compared with those aged 16-19 years old (71%). Non-white trainees (77%) were more likely to say this than white trainees (73%).

650. White trainees (14%) were more likely to be undecided than non-white trainees (10%).

651. Trainees aged 16-17 years old (16%) were more likely to want to stay to the end of their sign-up period than those aged 18 years old and above (10%). Male trainees (11%) were more likely to say this than female trainees (8%).



Number of respondents (all who are not leaving the Service): Navy trainees (772), Army trainees (4,241), RAF trainees (725)

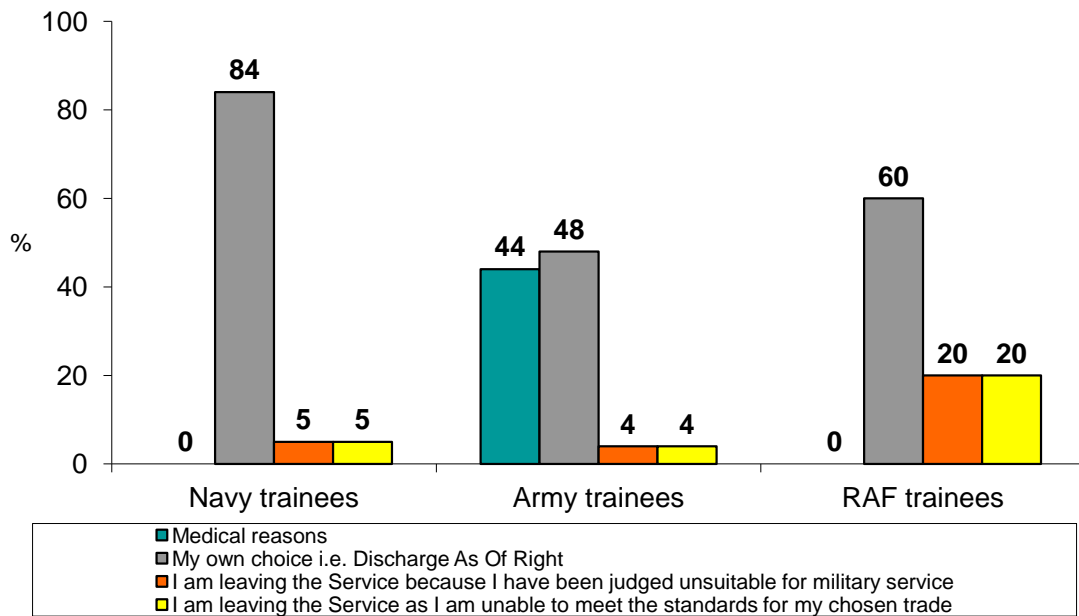
Figure 224

Why are you leaving the Service?

652. Of the 51 trainees who said that they were leaving the Service, 63% said that this was their own choice i.e. Discharge As Of Right. Twenty-four per cent said they were leaving for medical reasons and six per cent (down from 24%) said that they were unable to meet the standards for their chosen trade. A further six per cent said that they were leaving because they had been judged unsuitable for military service. For a full breakdown by Service, see figure 225.

Phase 2

Why are you leaving the Service?



Number of respondents (all who are leaving the Service): Navy trainees (19*), Army trainees (27*), RAF trainees (5*)

Figure 225

Why are you leaving the Service by your own choice?

653. Trainees who said that they were leaving the Service of their own choice were asked a follow up question to determine the reasons for their decision (32 trainees). Half (50%) said that they did not like the lifestyle and 41% were leaving because the Service was not what they had expected. Twenty-eight per cent said they missed family and friends too much, 16% said that they did not like the way they had been treated and nine per cent said that they were not able to do the trade they wanted. For a full breakdown by Service, see figure 226.

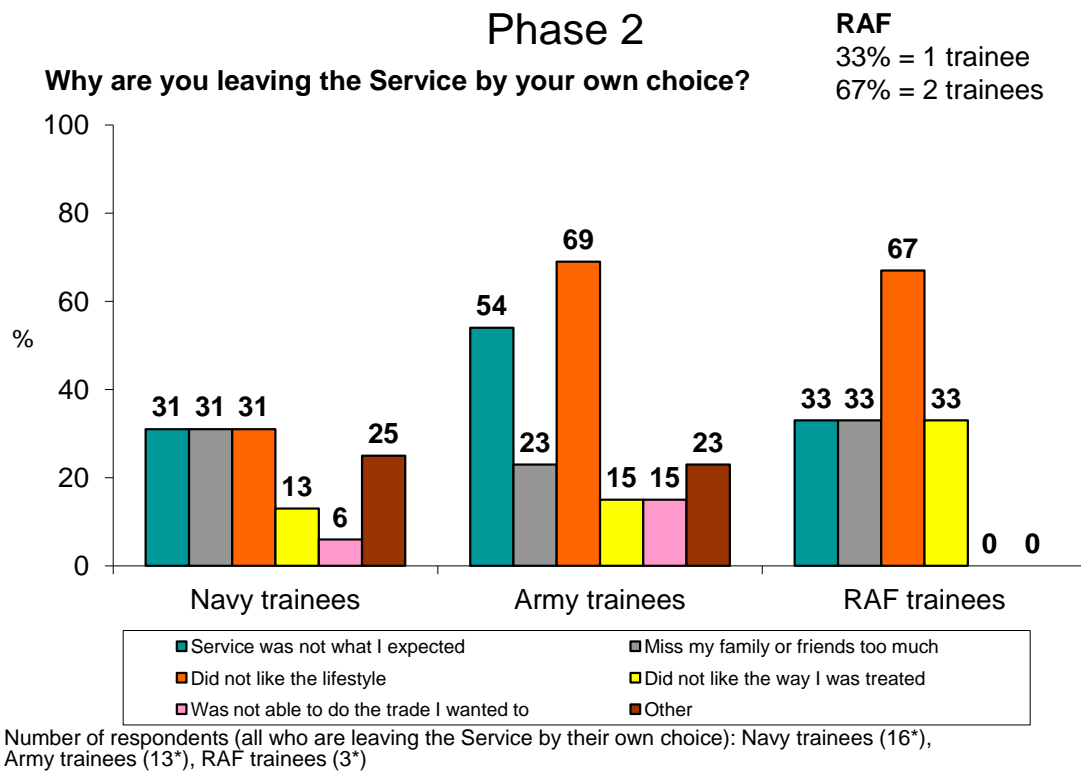
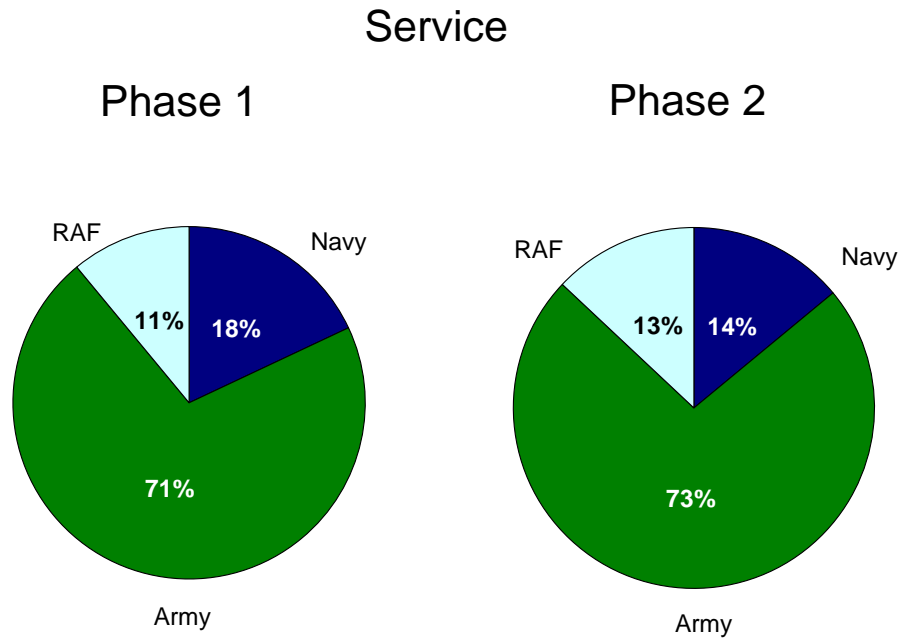


Figure 226⁵¹

⁵¹ This was a multi-coded question; recruits could select more than one answer, therefore the responses to this question do not add up to 100%.

ANNEX 1: DEMOGRAPHICS BY PHASE AND SERVICE

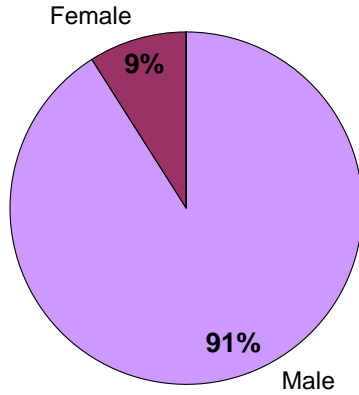


Number of respondents: Phase 1: Navy (1,823), Army (7,323), RAF (1,157), Phase 2: Navy (791), Army (4,268), RAF (730)

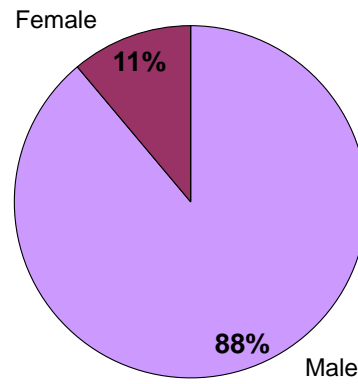
Figure 227

Gender

Phase 1



Phase 2

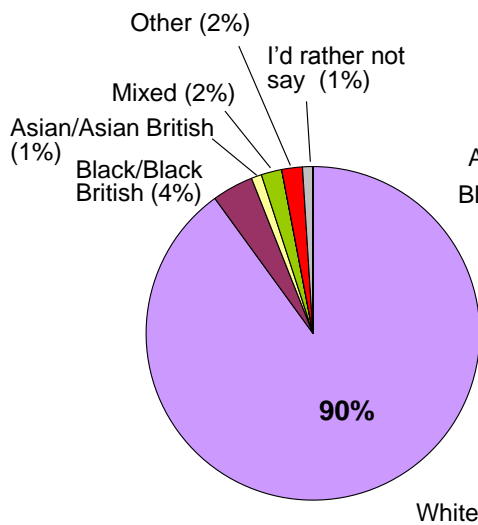


Number of respondents: Phase 1 (10,303), Phase 2 (5,811)

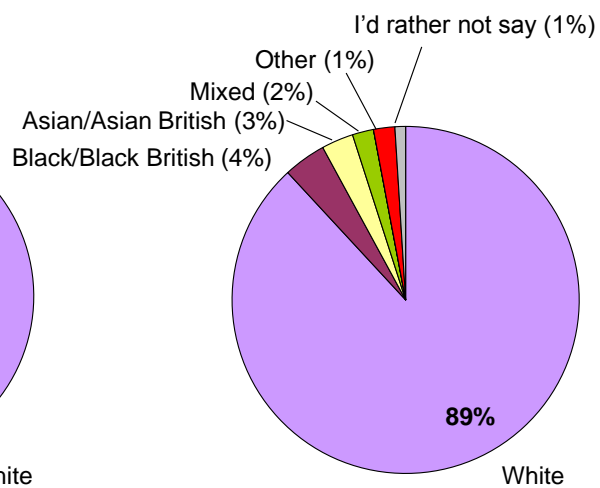
Figure 228

Ethnicity

Phase 1



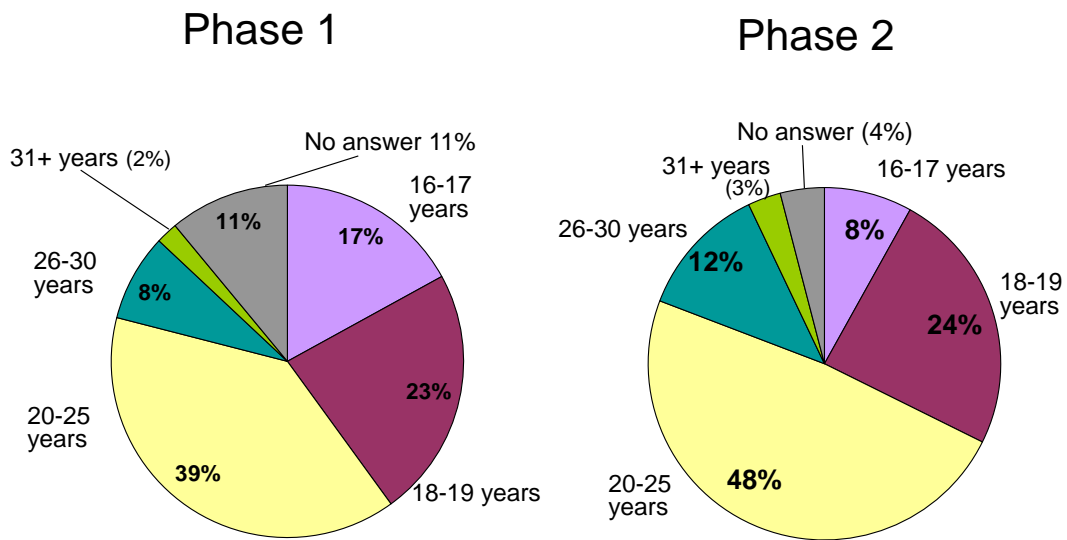
Phase 2



Number of respondents: Phase 1 (10,303), Phase 2 (5,811)

Figure 229

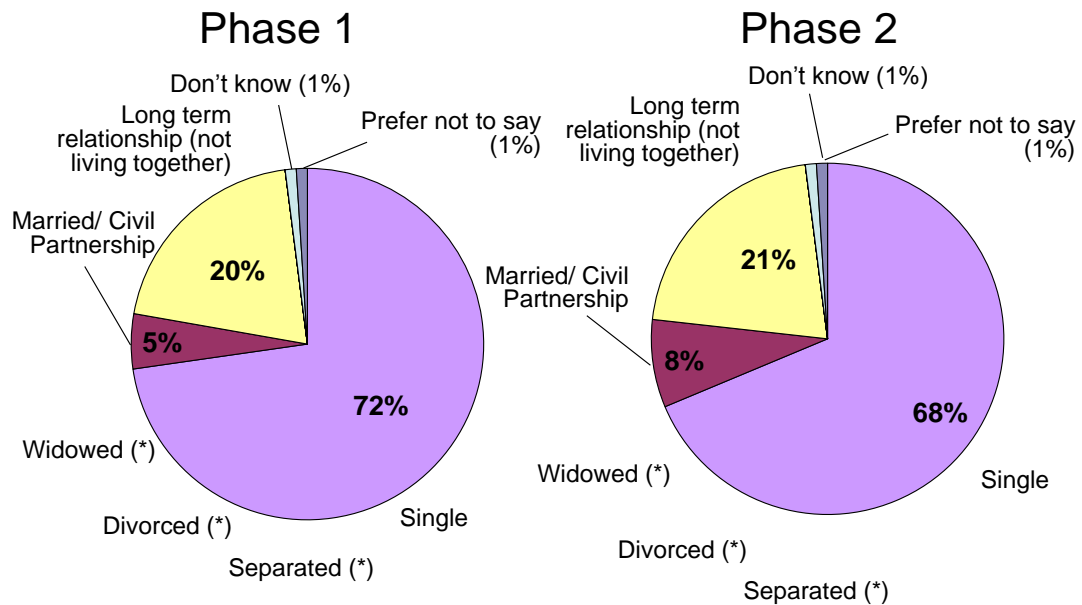
Age



Number of respondents: Phase 1 (10,303), Phase 2 (5,811)

Figure 230

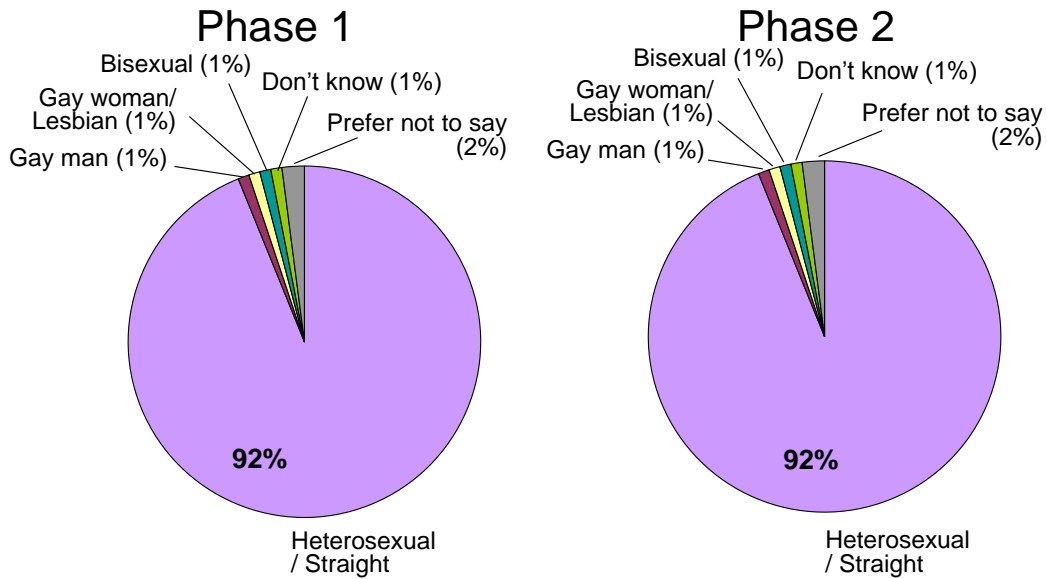
Marital status



Number of respondents: Phase 1 (10,303), Phase 2 (5,811)

Figure 231

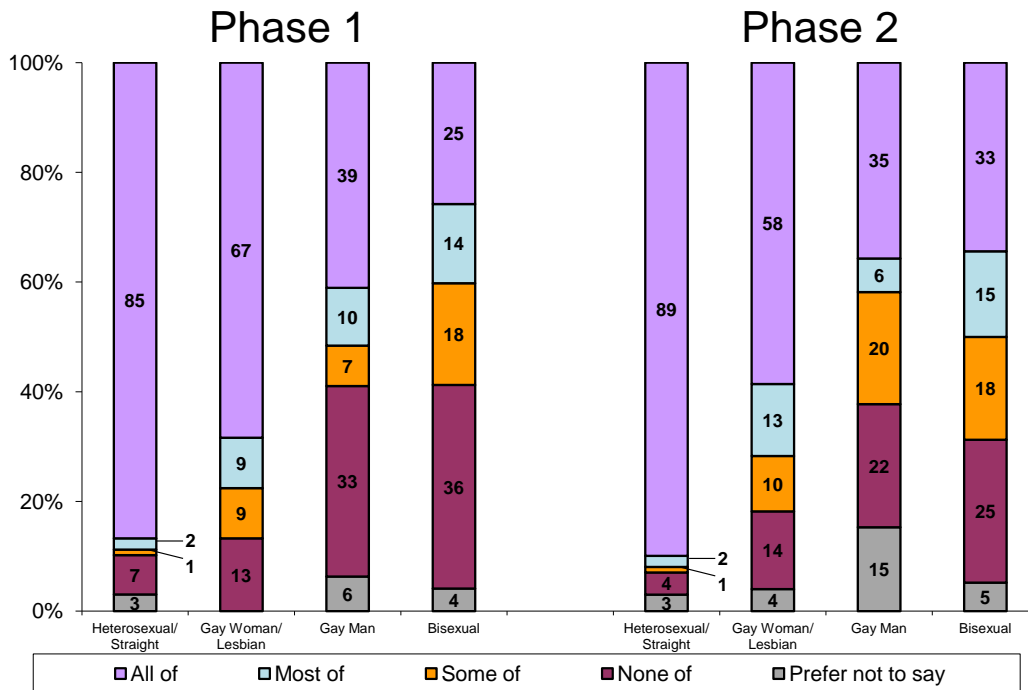
Sexuality



Number of respondents: Phase 1 (10,303), Phase 2 (5,811)

Figure 232

Are you open about being... with your immediate family



Number of respondents: Phase 1: heterosexual/straight (9,525), gay woman/lesbian (79), gay man (72), bisexual (100)
Phase 2: heterosexual/straight (5,332), gay woman/lesbian (71), gay man (54), bisexual (55)

Figure 233

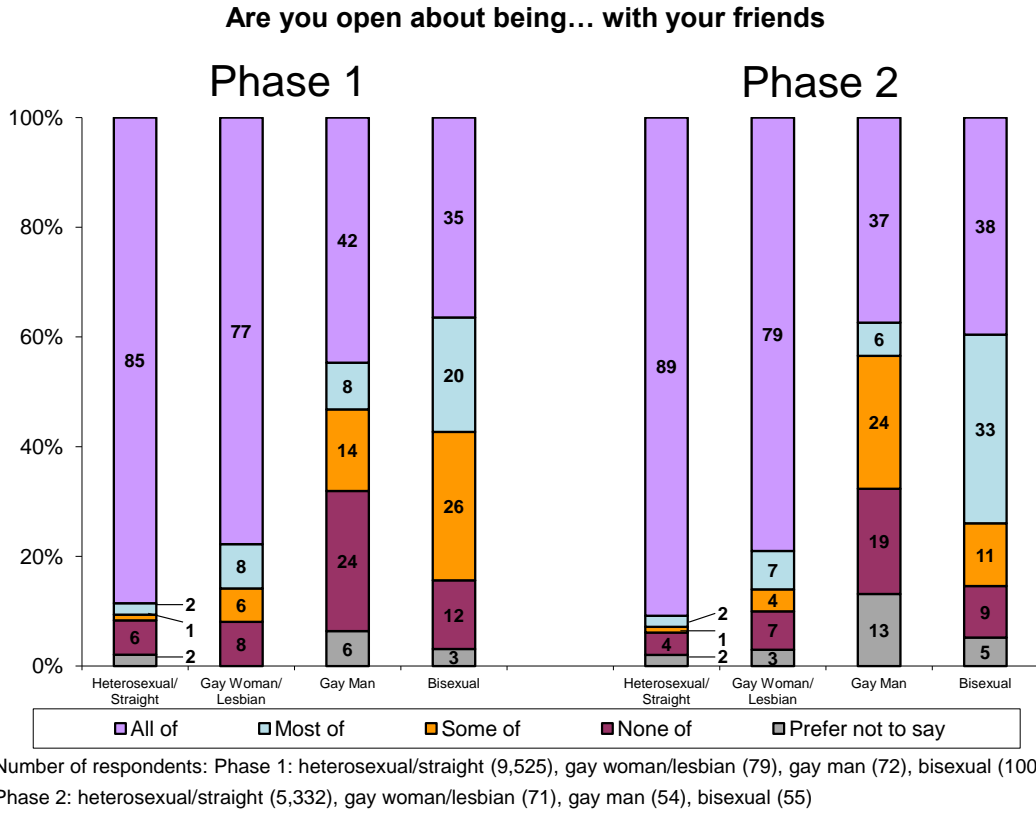


Figure 234

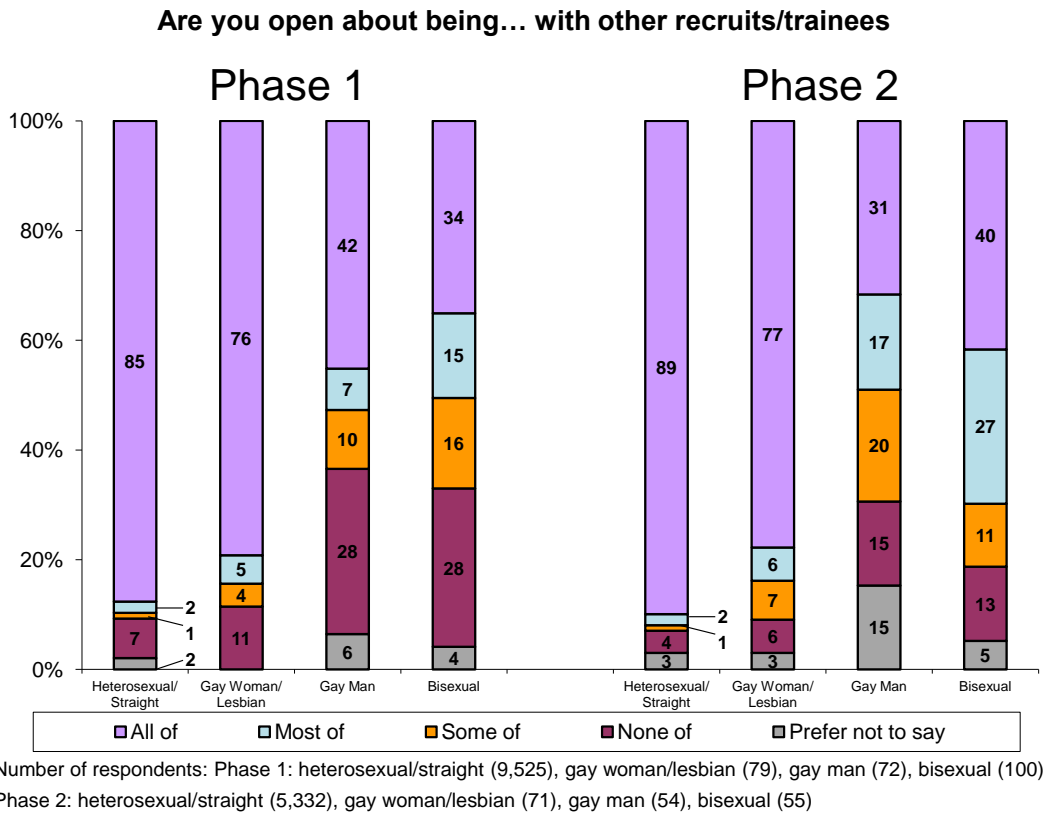
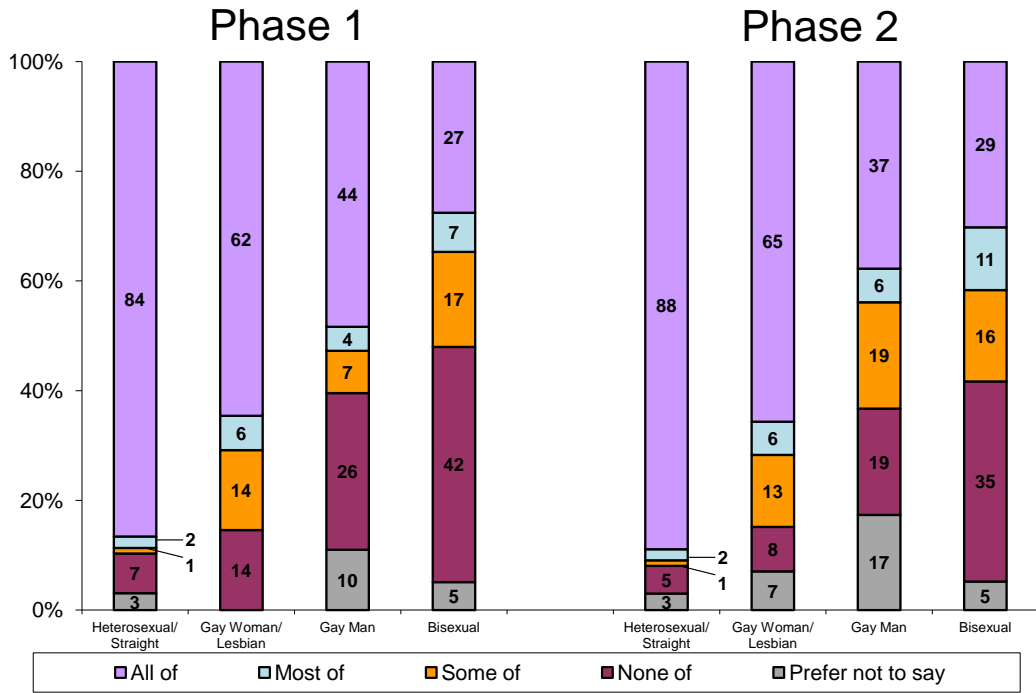


Figure 235

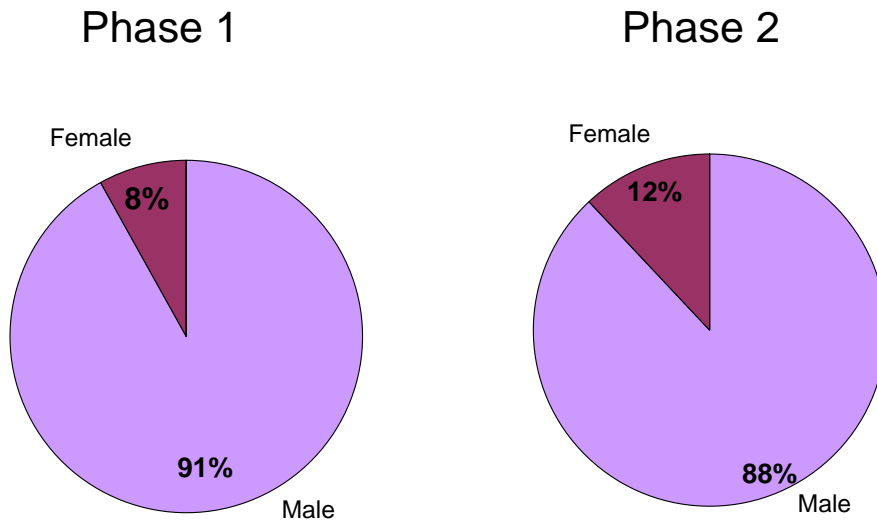
Are you open about being... with training staff



Number of respondents: Phase 1: heterosexual/straight (9,525), gay woman/lesbian (79), gay man (72), bisexual (100)
 Phase 2: heterosexual/straight (5,332), gay woman/lesbian (71), gay man (54), bisexual (55)

Figure 236

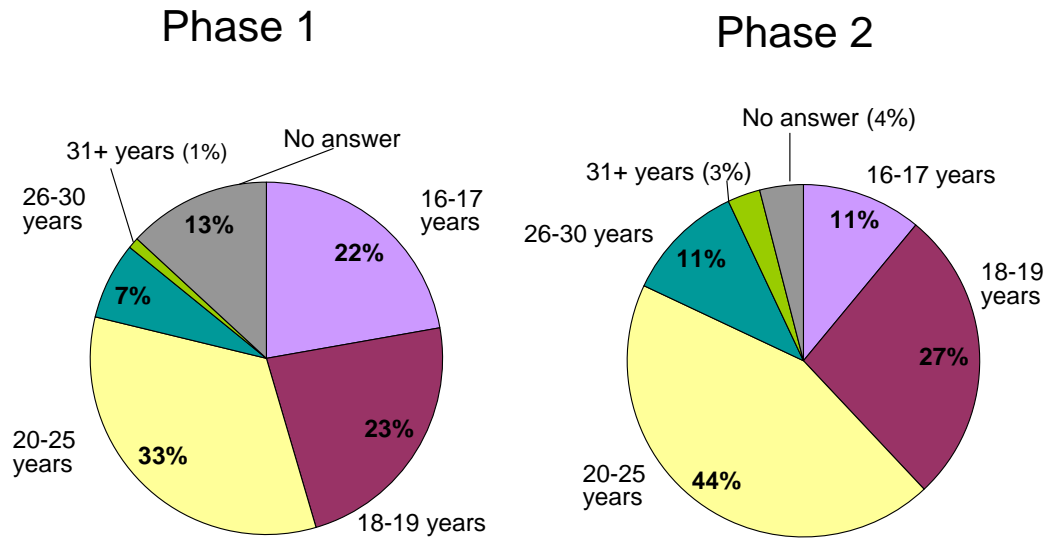
Army Schools - Gender



Number of respondents: Phase 1 (7,323), Phase 2 (4,268)

Figure 237

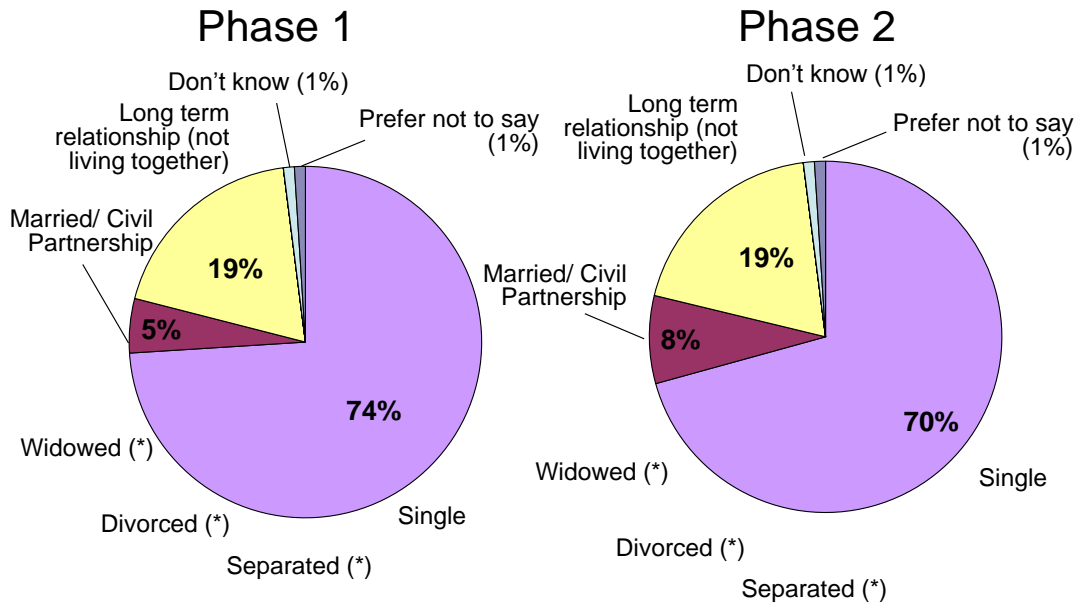
Army Schools - Age



Number of respondents: Phase 1 (7,323), Phase 2 (4,268)

Figure 238

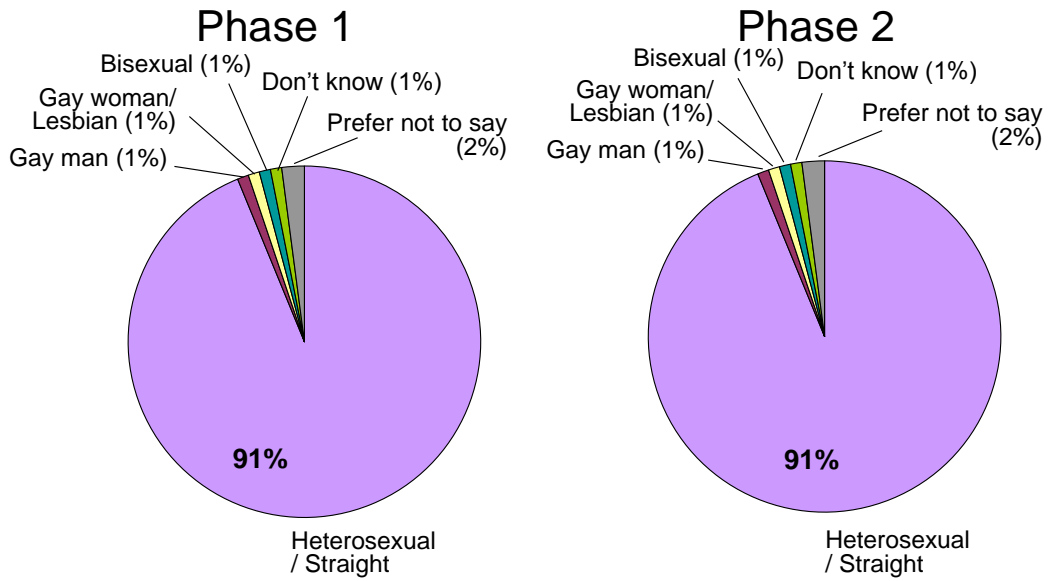
Army Schools - Marital status



Number of respondents: Phase 1 (7,323), Phase 2 (4,268)

Figure 239

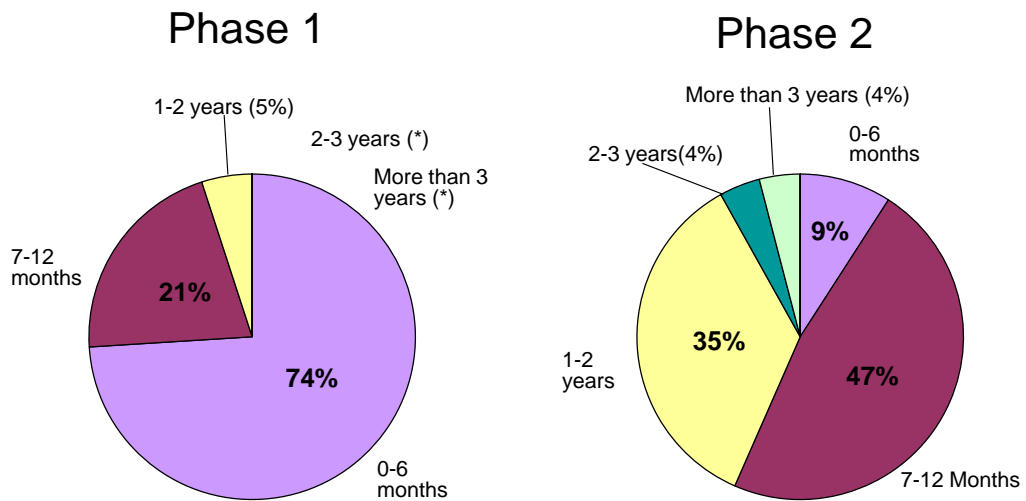
Army Schools - Sexuality



Number of respondents: Phase 1 (7,323), Phase 2 (4,268)

Figure 240

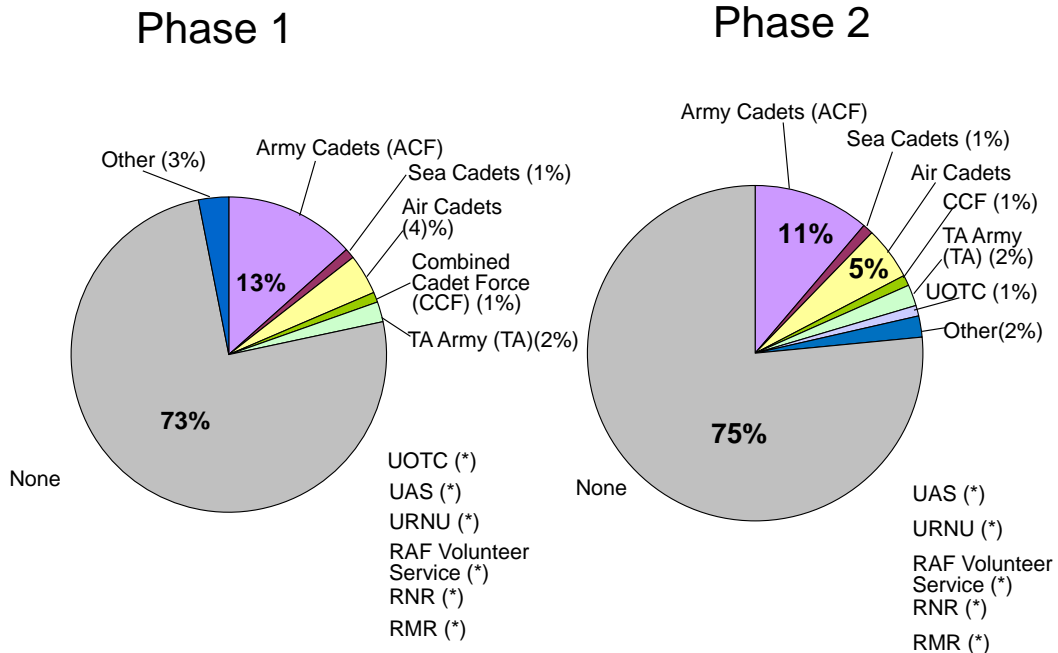
Army Schools - Length of Service



Number of respondents: Phase 1 (7,323), Phase 2 (4,268)

Figure 241

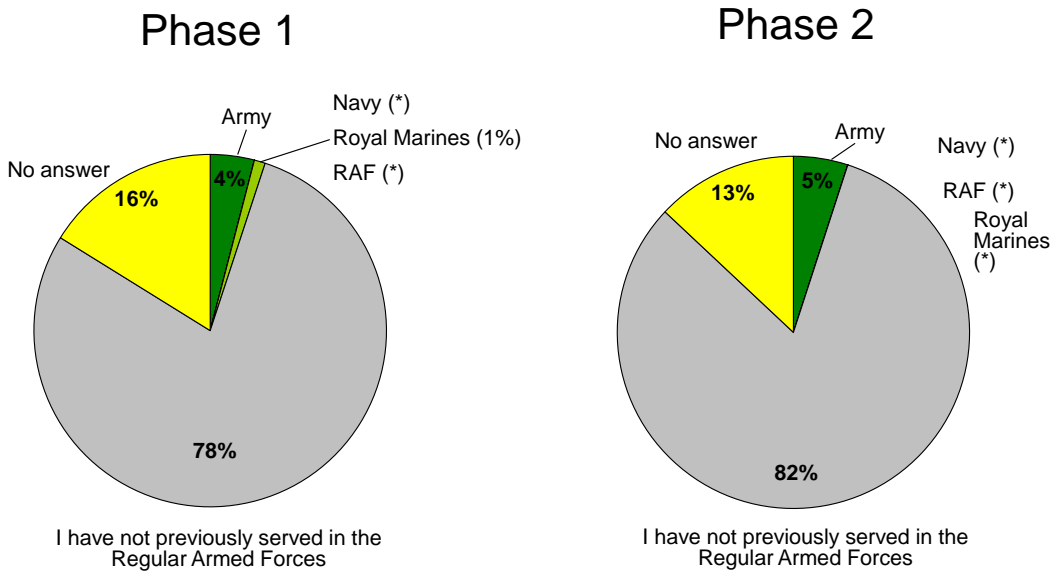
Army Schools – Cadet Force



Number of respondents: Phase 1 (7,323), Phase 2 (4,268)

Figure 242

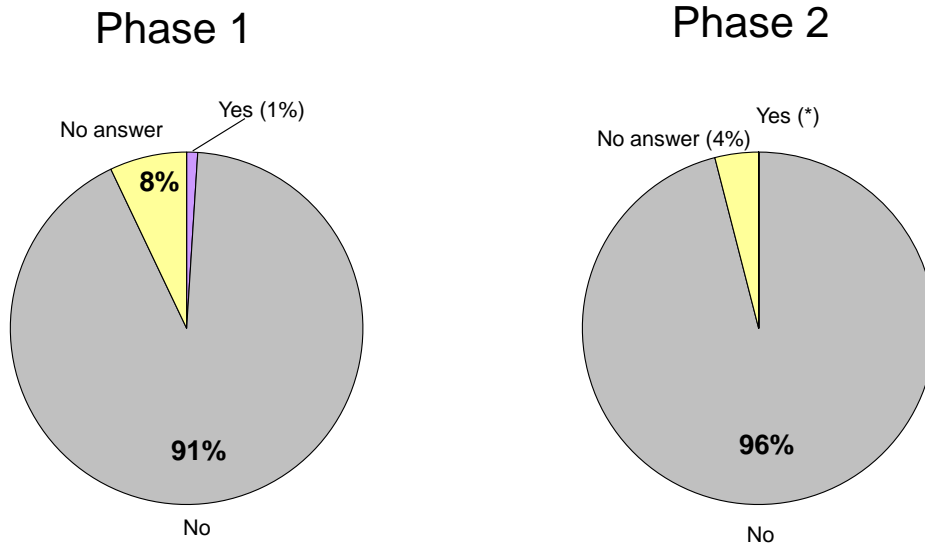
Army Schools – Previous Service



Number of respondents: Phase 1 (7,323), Phase 2 (4,268)

Figure 243

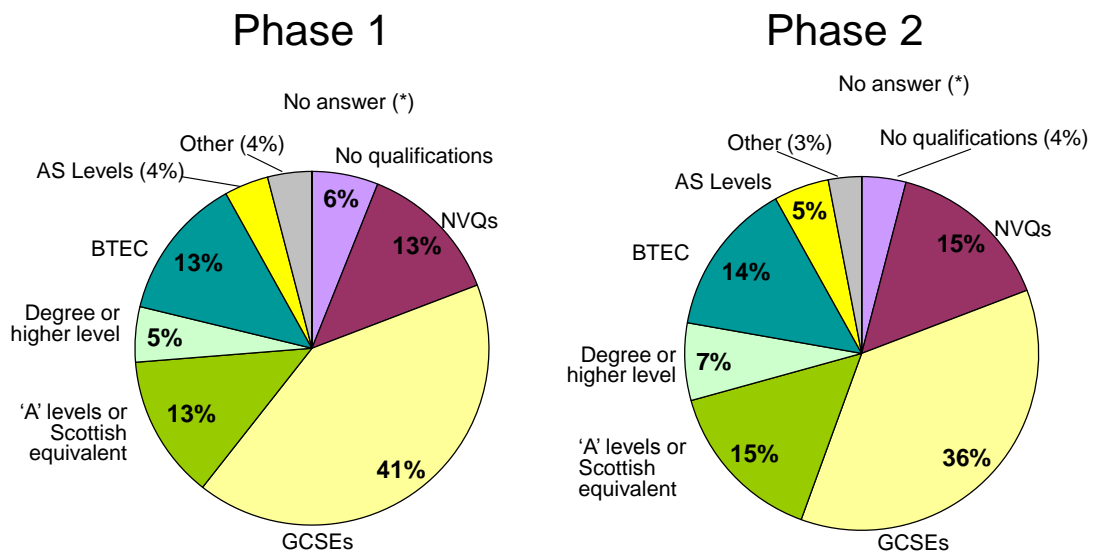
Army Schools – Previous Service in Another Country’s Armed Forces



Number of respondents: Phase 1 (7,323), Phase 2 (4,268)

Figure 244

Army Schools - Highest Qualification

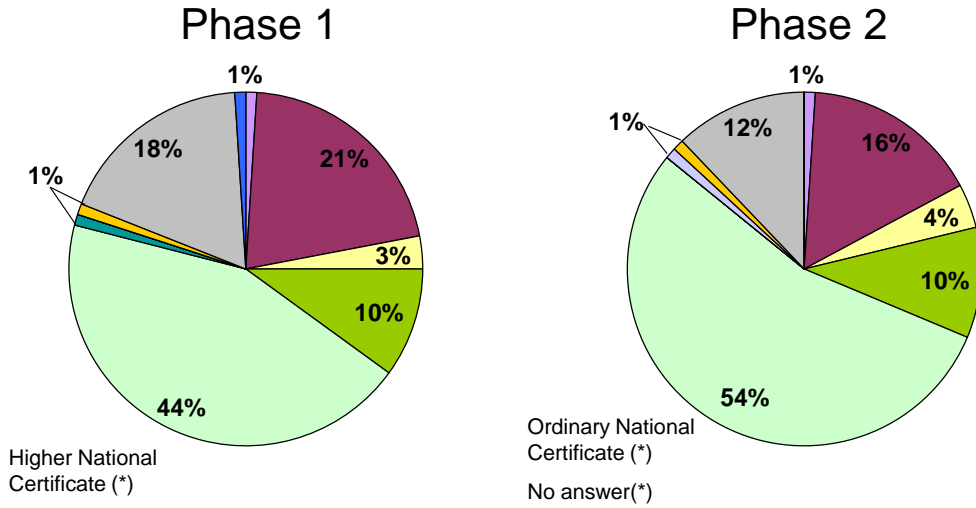


Number of respondents: Phase 1 (7,323), Phase 2 (4,268)

Figure 245

Army Schools - Highest BTEC

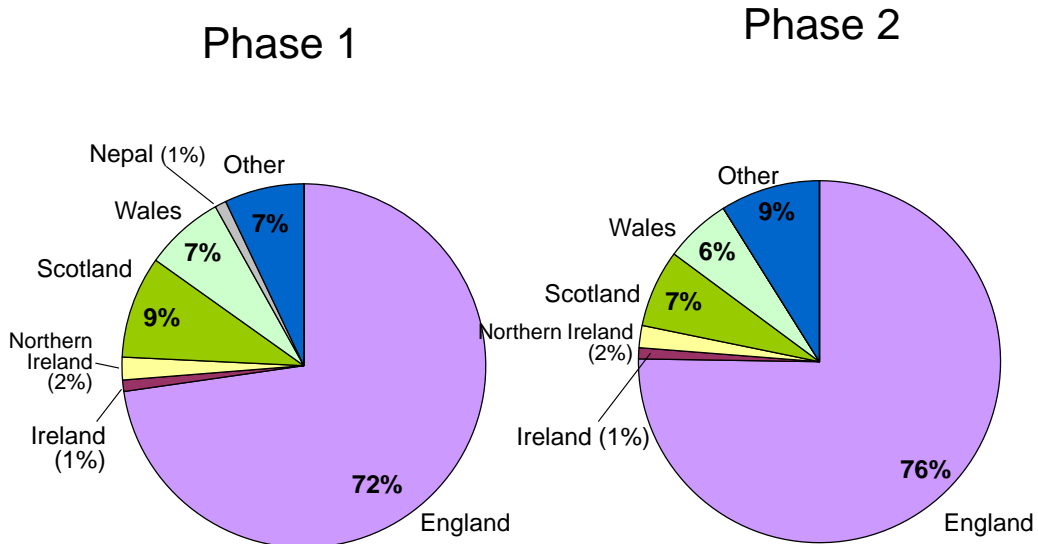
- | | | | |
|---------------------------|-------------------------------|---------------------------|-----------------------------|
| BTEC Introductory Diploma | BTEC First Diploma | BTEC National Award | BTEC National Certificate |
| BTEC National Diploma | Ordinary National Certificate | Ordinary National Diploma | Higher National Certificate |
| Higher National Diploma | Don't know | No answer | |



Number of respondents: Phase 1 (979), Phase 2 (602)

Figure 246

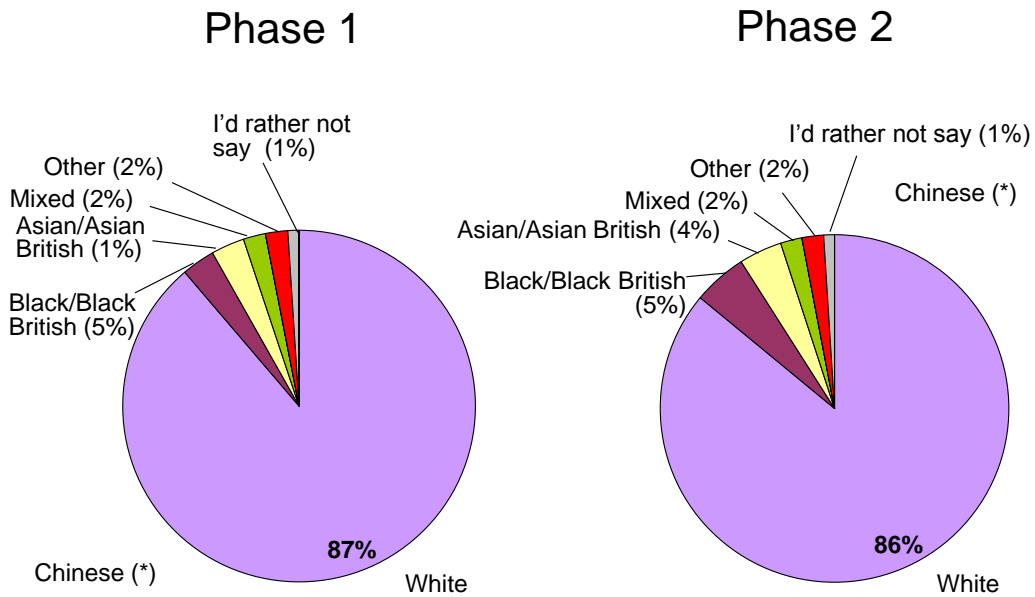
Army Schools – Where are you from?



Number of respondents: Phase 1 (7,323), Phase 2 (4,268)

Figure 247

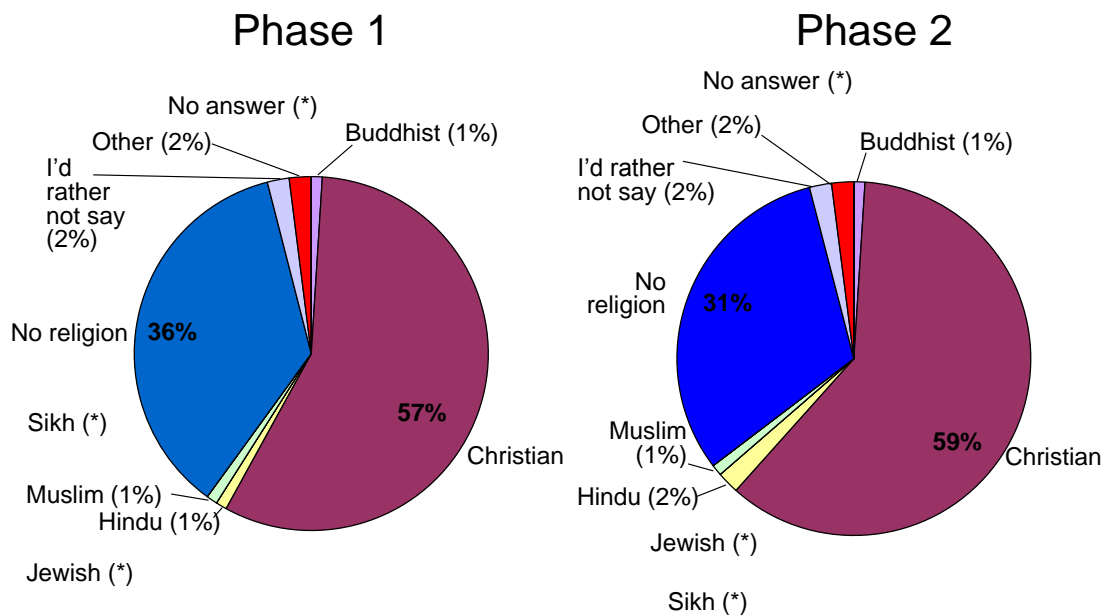
Army Schools - Ethnicity



Number of respondents: Phase 1 (7,323), Phase 2 (4,268)

Figure 248

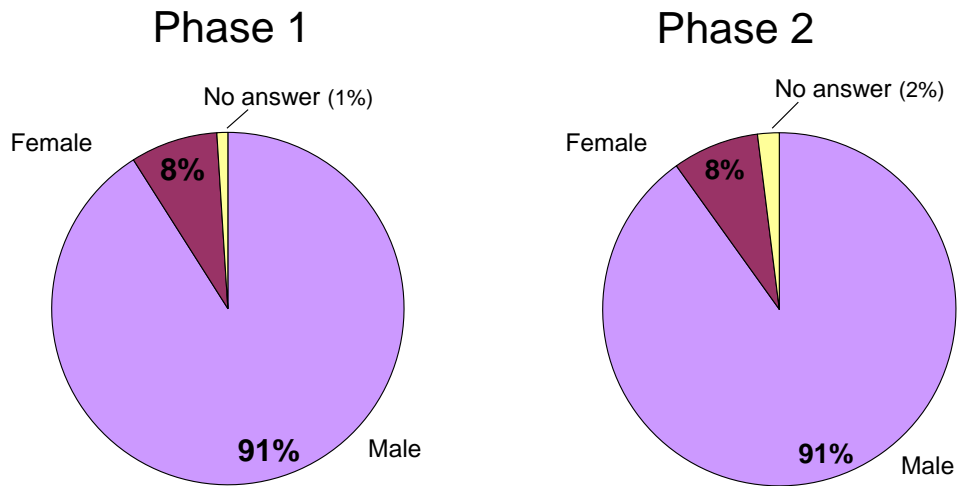
Army Schools – Religion



Number of respondents: Phase 1 (7,323), Phase 2 (4,268)

Figure 249

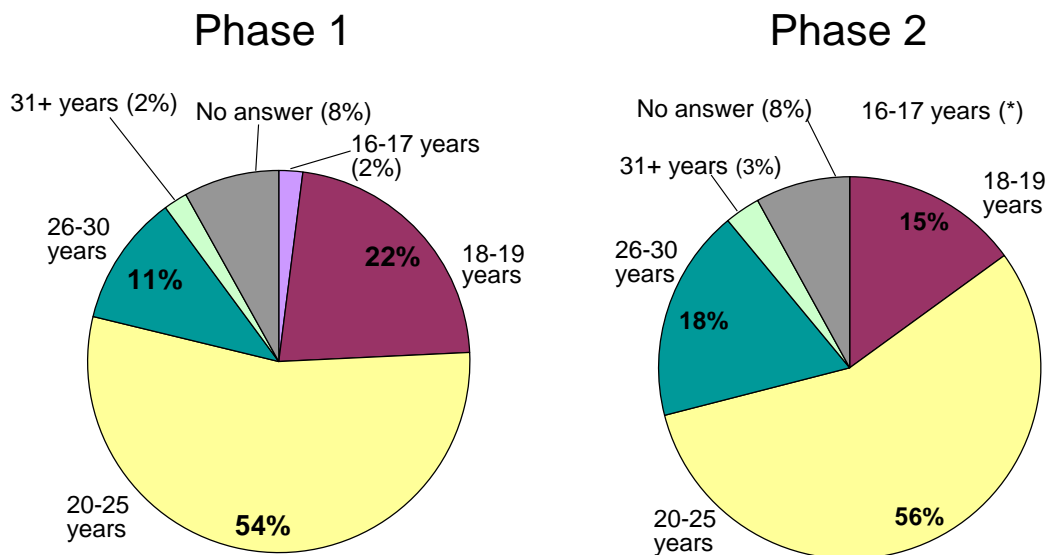
Navy Schools - Gender



Number of respondents: Phase 1 (1,823), Phase 2 (791)

Figure 250

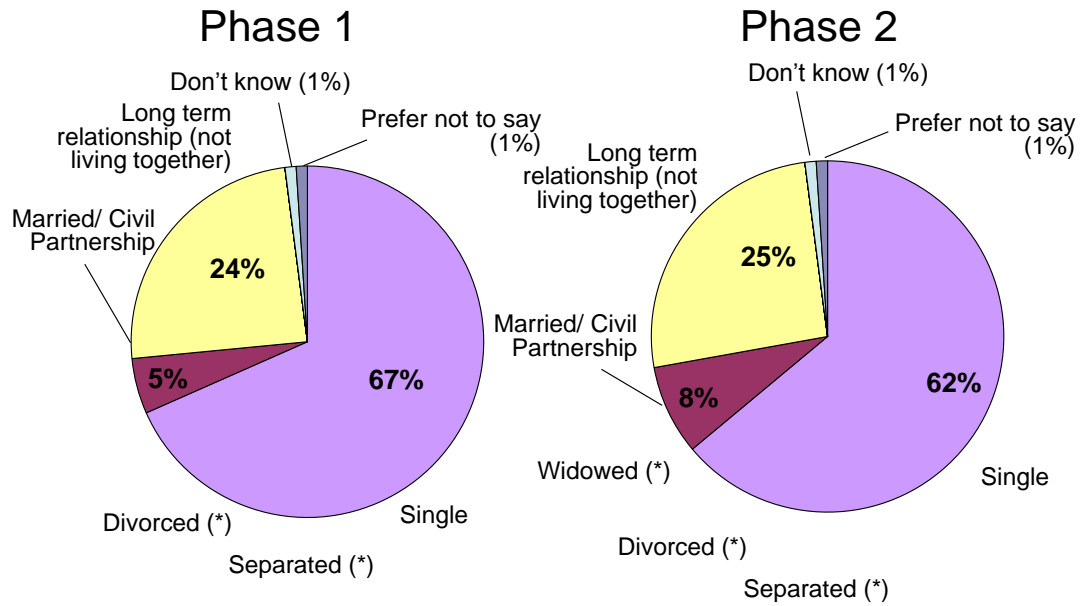
Navy Schools - Age



Number of respondents: Phase 1 (1,823), Phase 2 (791)

Figure 251

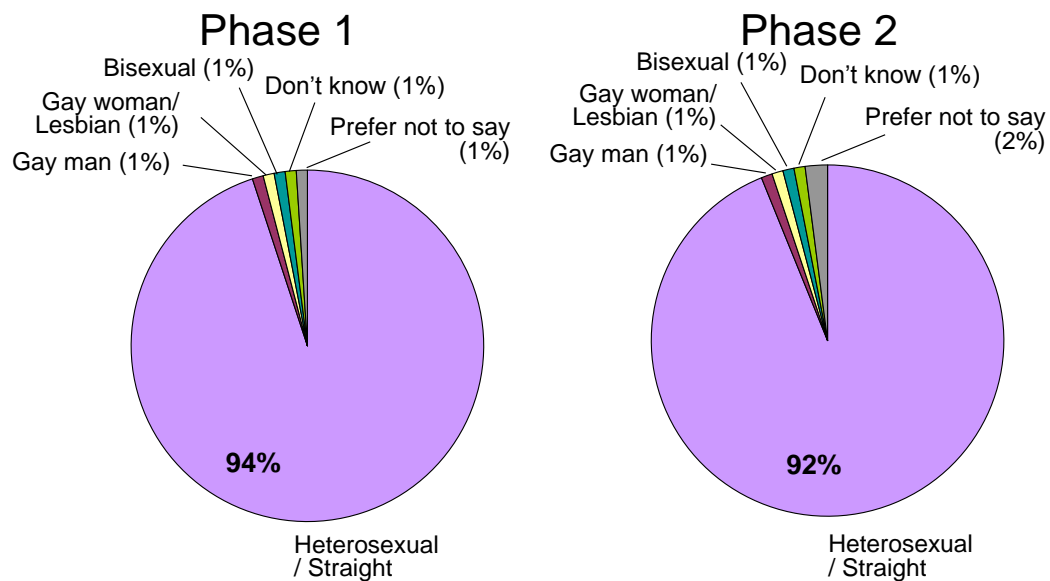
Navy Schools - Marital status



Number of respondents: Phase 1 (1,823), Phase 2 (791)

Figure 252

Navy Schools - Sexuality

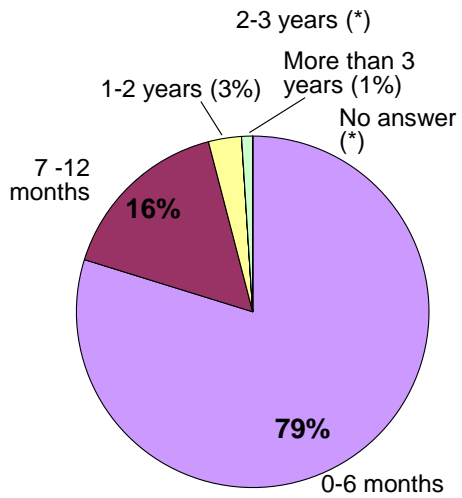


Number of respondents: Phase 1 (1,823), Phase 2 (791)

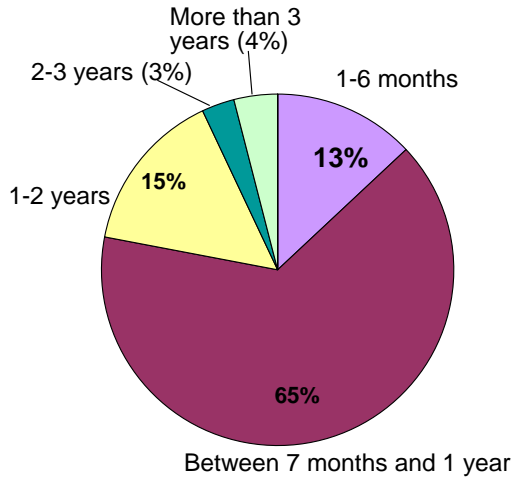
Figure 253

Navy Schools - Length of Service

Phase 1



Phase 2

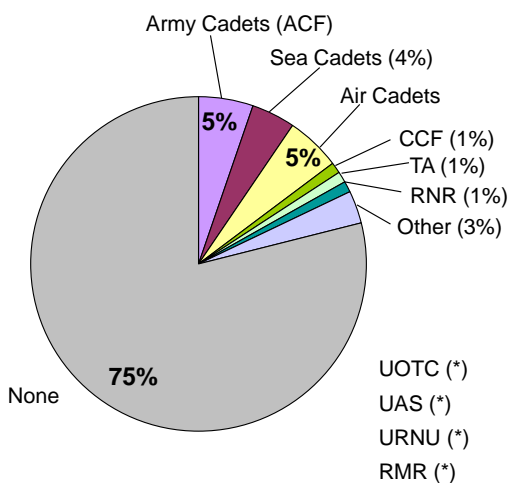


Number of respondents: Phase 1 (1,823), Phase 2 (791)

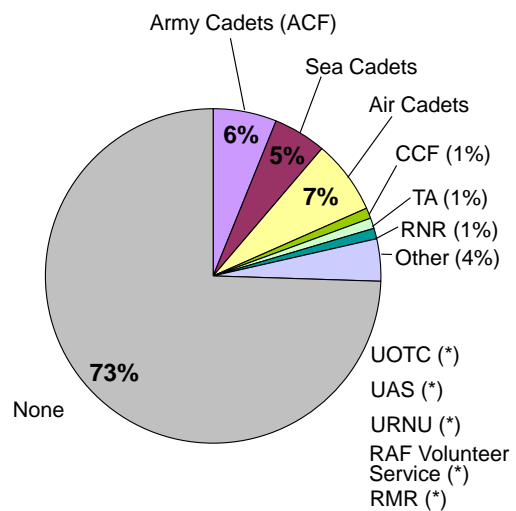
Figure 254

Navy Schools - Cadet Force

Phase 1



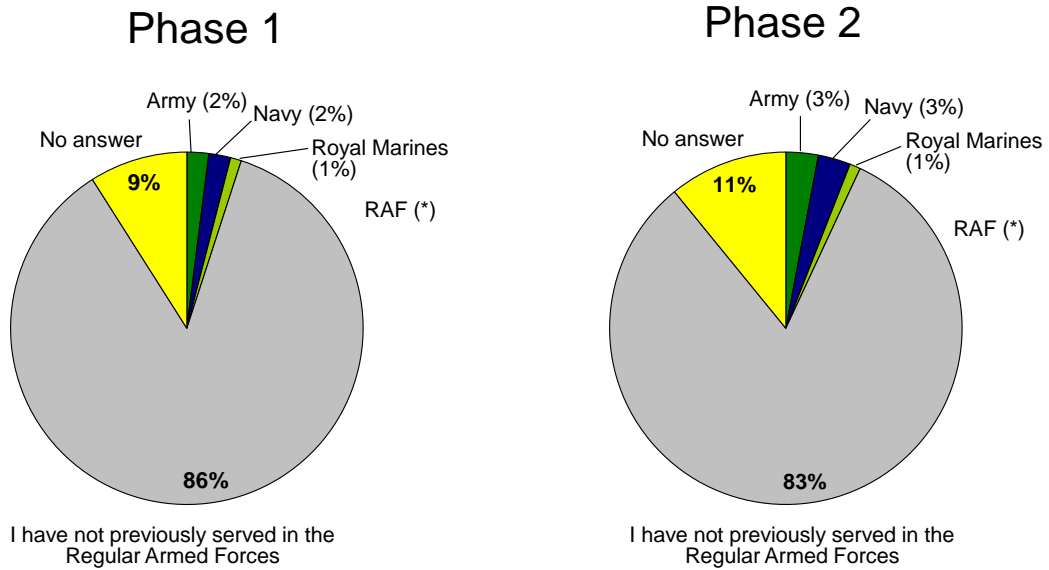
Phase 2



Number of respondents: Phase 1 (1,823), Phase 2 (791)

Figure 255

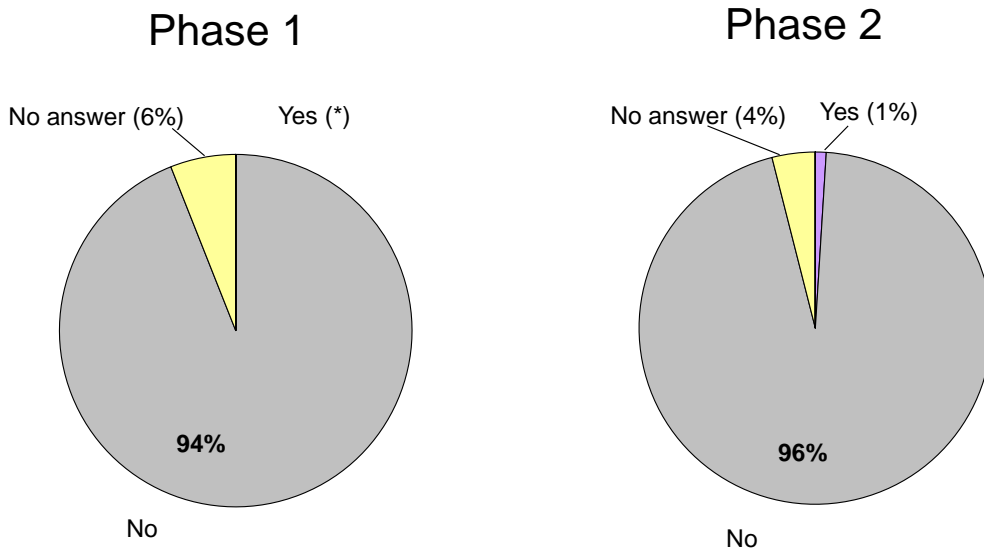
Navy Schools – Previous Service



Number of respondents: Phase 1 (1,823), Phase 2 (791)

Figure 256

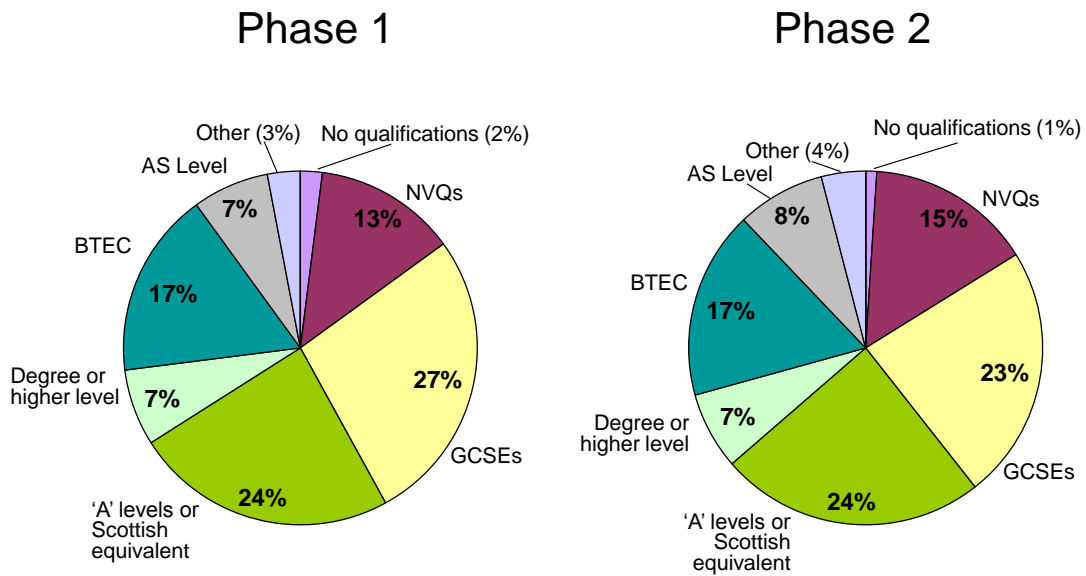
Navy Schools – Previous Service in Another Country's Armed Forces



Number of respondents: Phase 1 (1,823), Phase 2 (791)

Figure 257

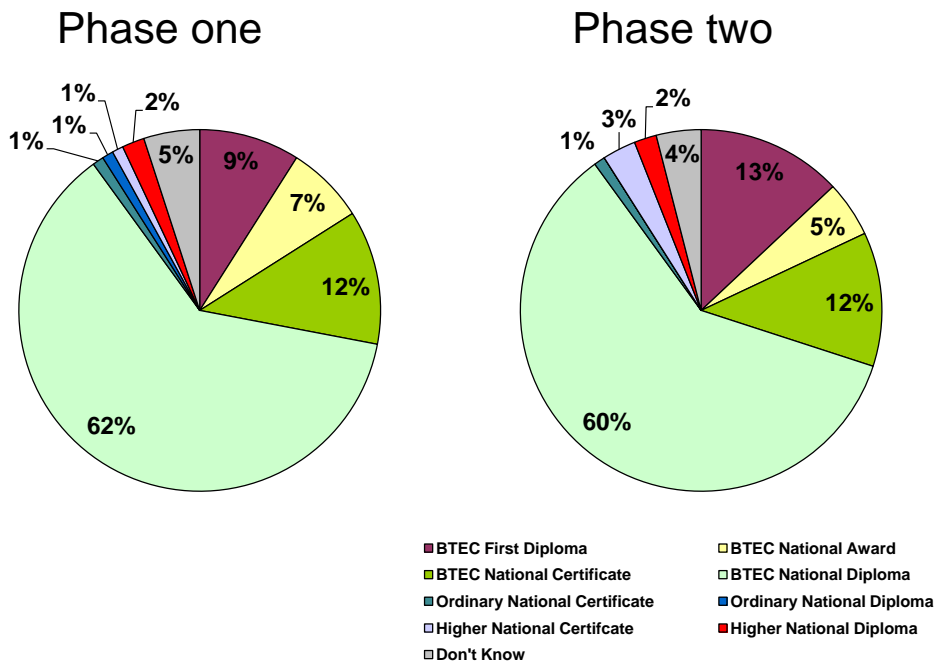
Navy Schools - Highest Qualification



Number of respondents: Phase 1 (1,823), Phase 2 (791)

Figure 258

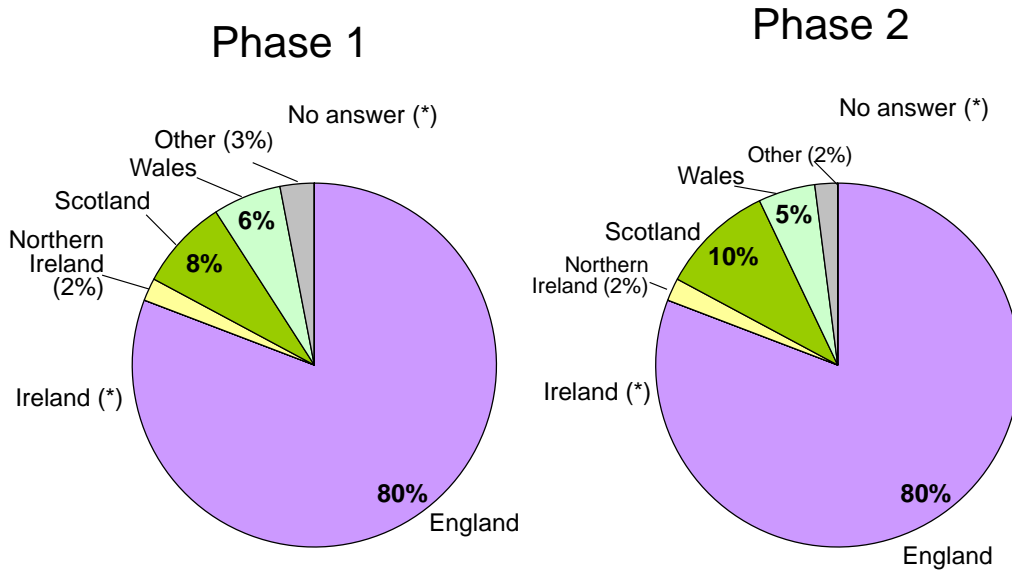
Navy Schools - Highest BTEC



Number of respondents: Phase 1 (306), Phase 2 (137)

Figure 259

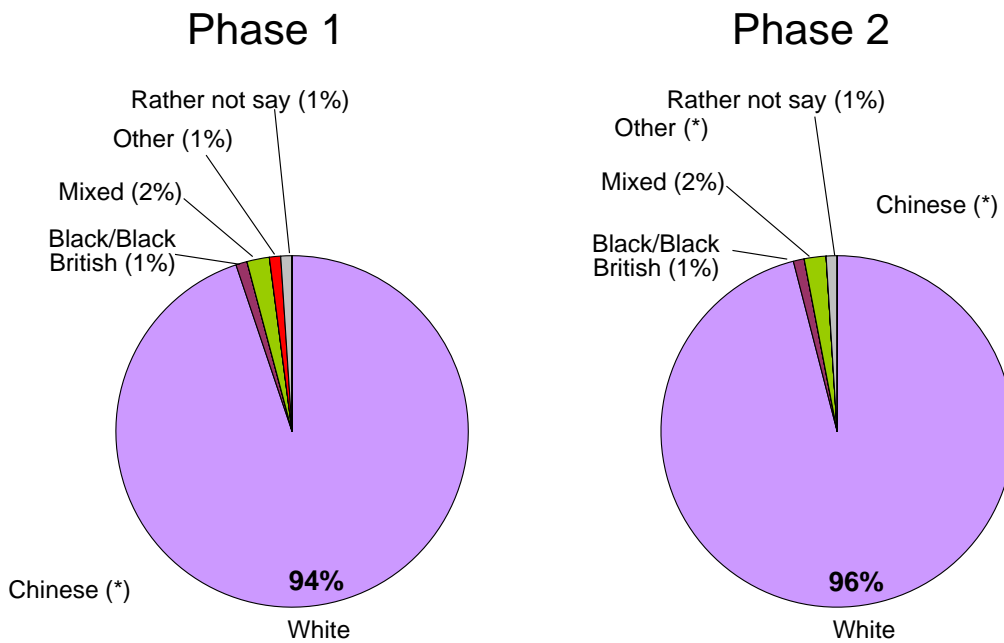
Navy Schools – Where are you from



Number of respondents: Phase 1 (1,823), Phase 2 (791)

Figure 260

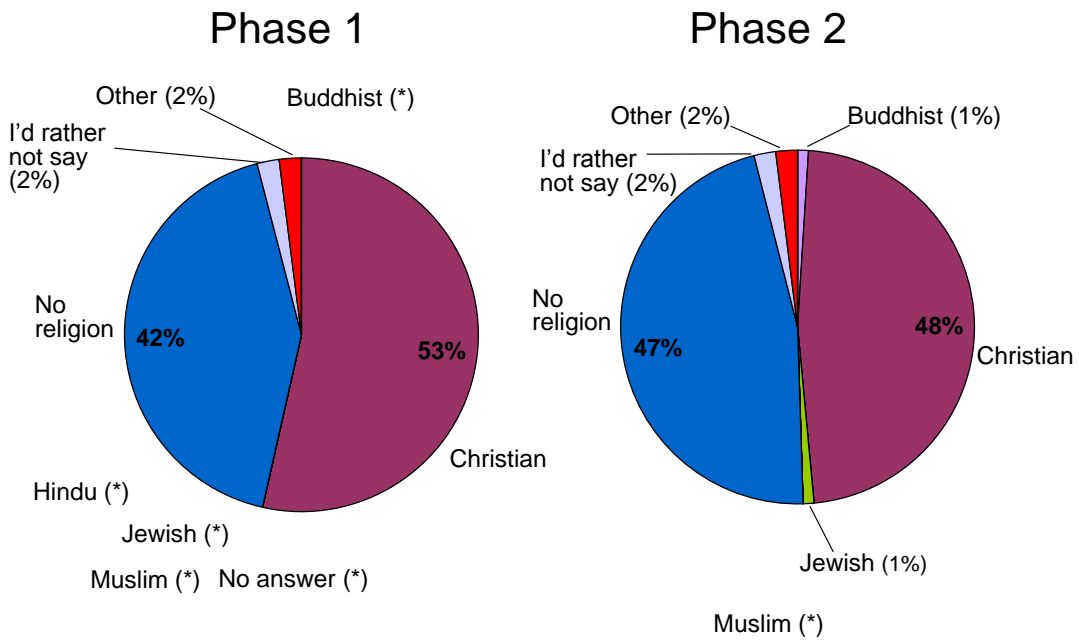
Navy Schools - Ethnicity



Number of respondents: Phase 1 (1,823) Phase 2 (791)

Figure 261

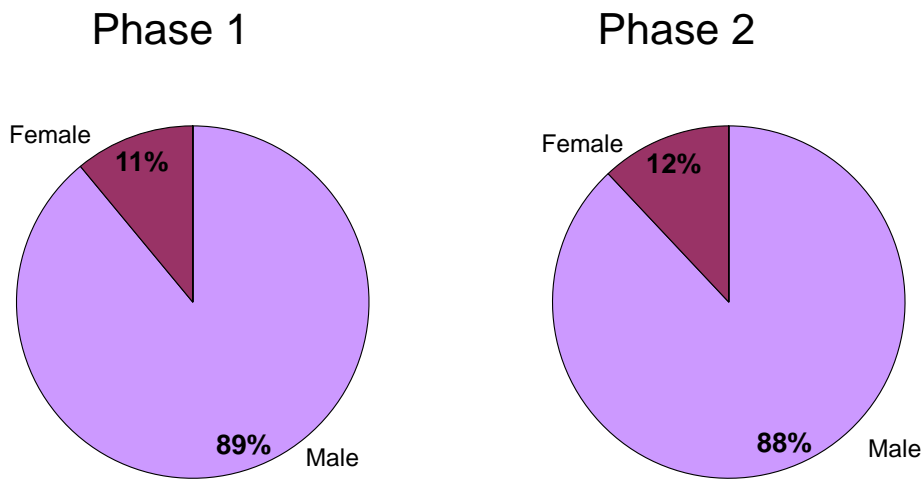
Navy Schools – Religion



Number of respondents: Phase 1 (1,823), Phase 2 (791)

Figure 262

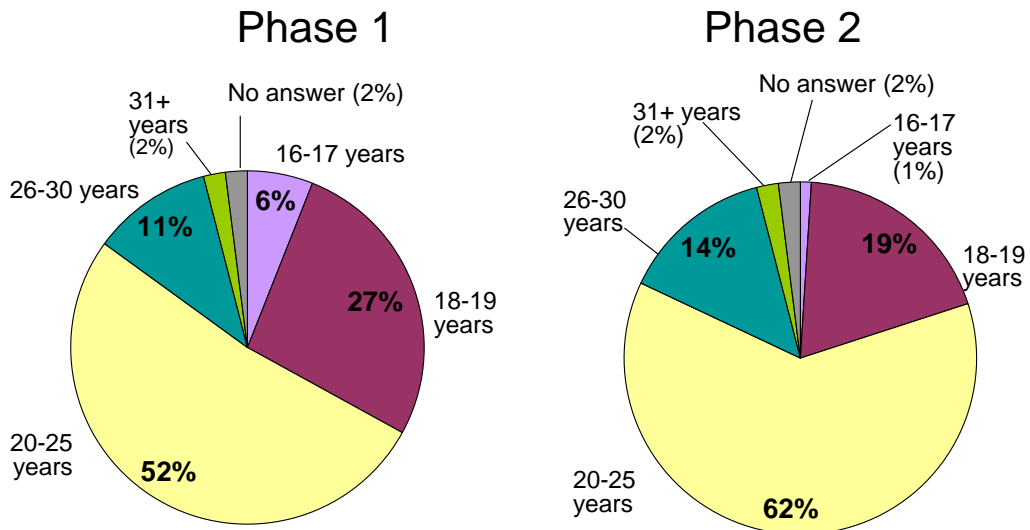
RAF Schools - Gender



Number of respondents: Phase 1 (1,157), Phase 2 (730)

Figure 263

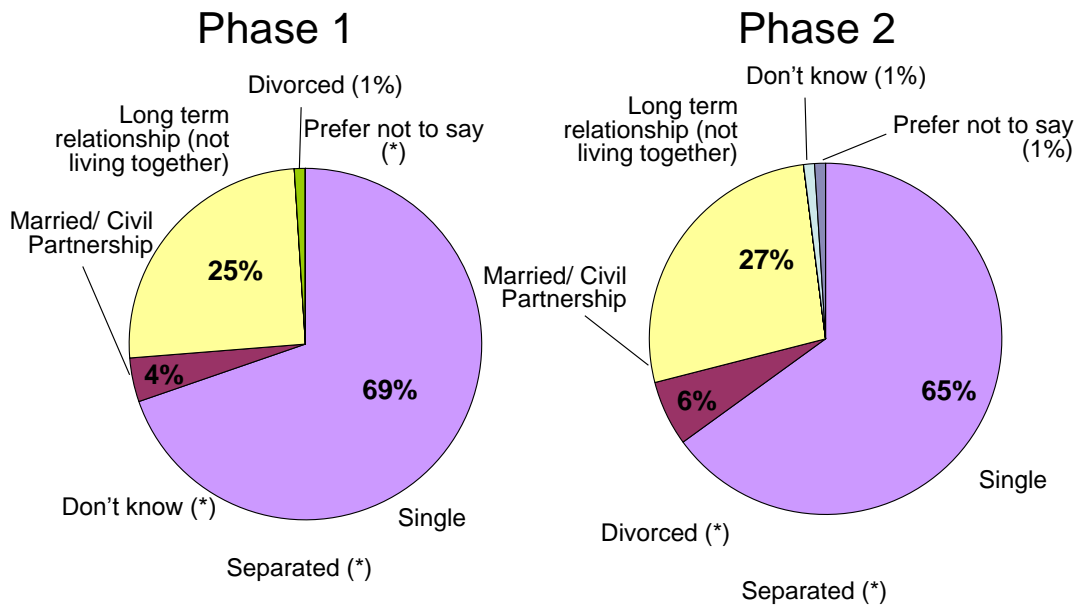
RAF Schools - Age



Number of respondents: Phase 1 (1,157), Phase 2 (730)

Figure 264

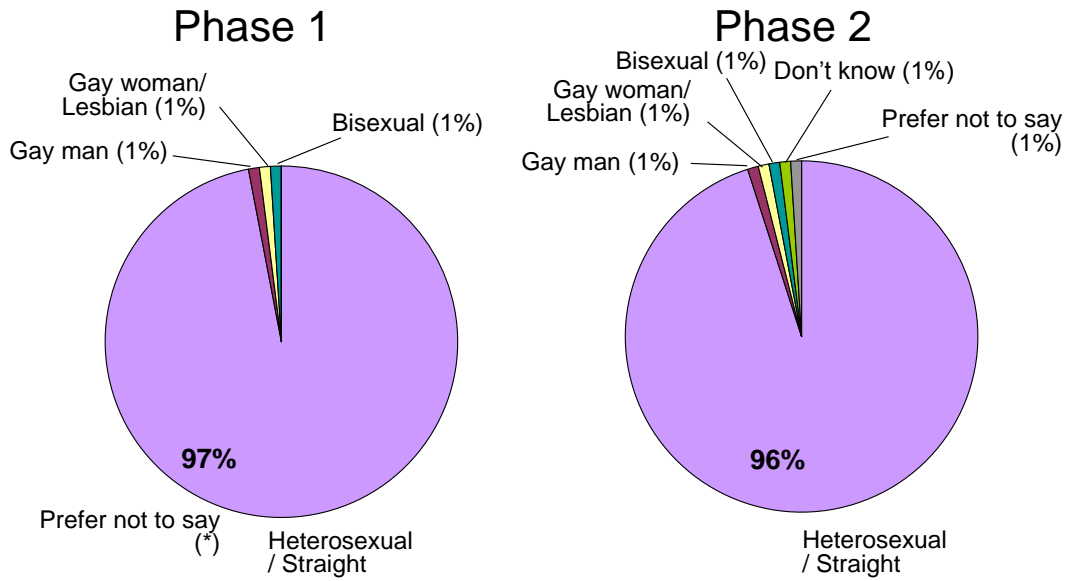
RAF Schools - Marital status



Number of respondents: Phase 1 (1,157), Phase 2 (730)

Figure 265

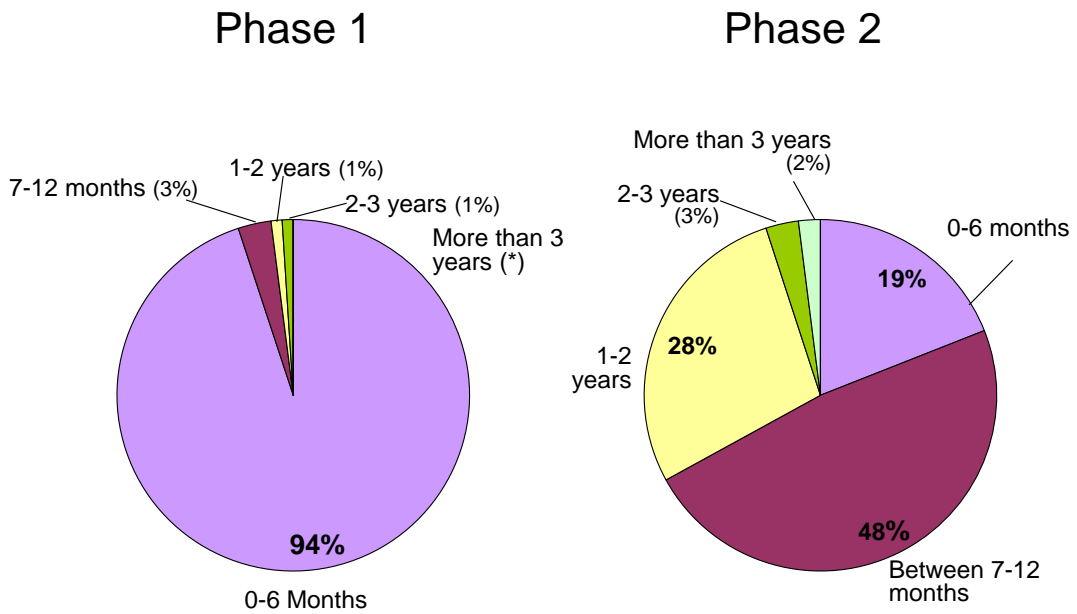
RAF Schools - Sexuality



Number of respondents: Phase 1 (1,157), Phase 2 (730)

Figure 266

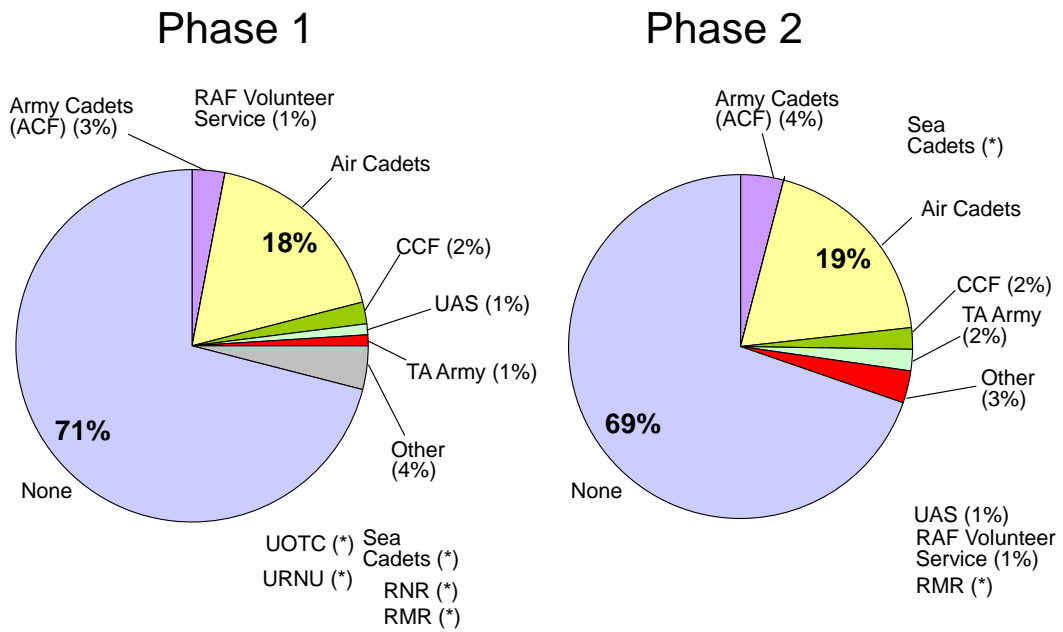
RAF Schools - Length of Service



Number of respondents: Phase 1 (1,157), Phase 2 (730)

Figure 267

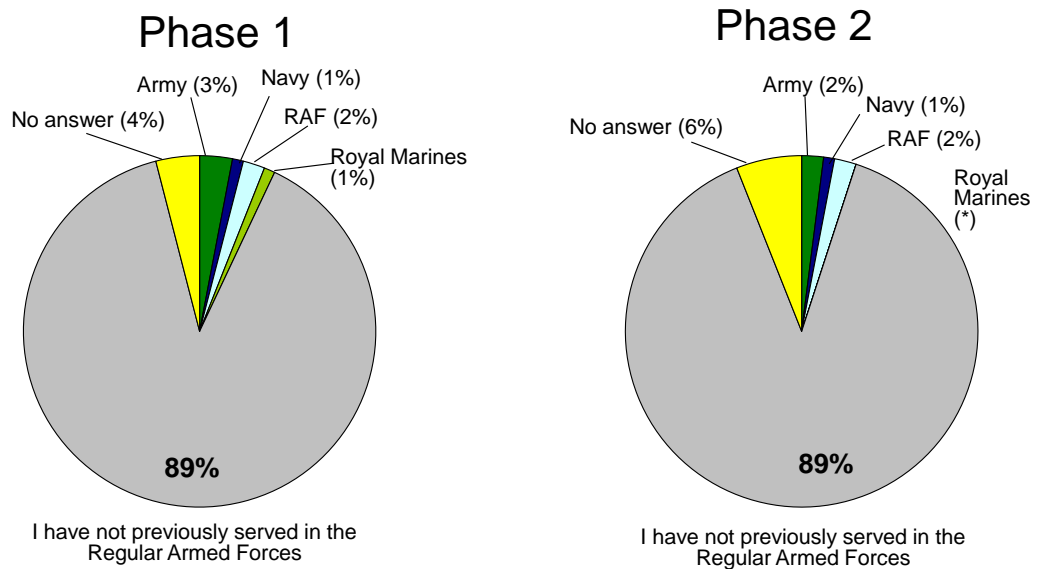
RAF Schools - Cadet Force



Number of respondents: Phase 1 (1,157), Phase 2 (730)

Figure 268

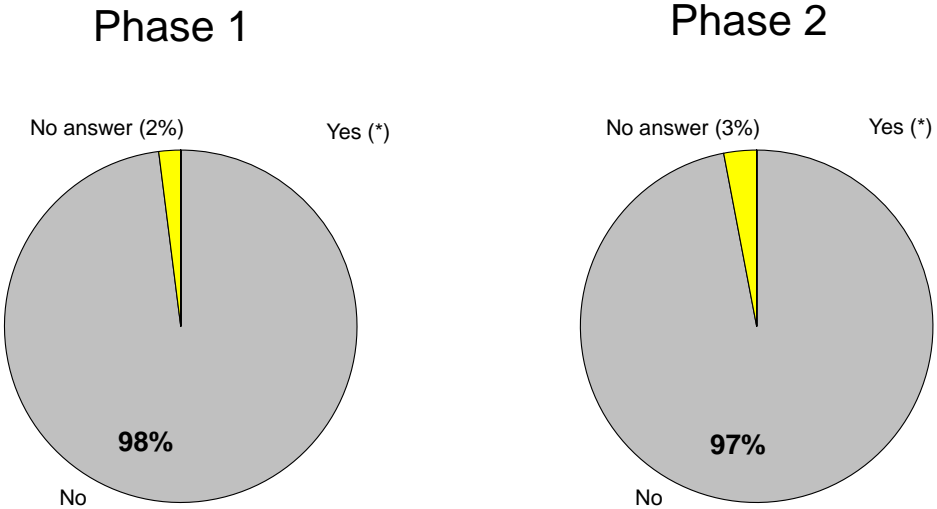
RAF Schools – Previous Service



Number of respondents: Phase 1 (1,157), Phase 2 (730)

Figure 269

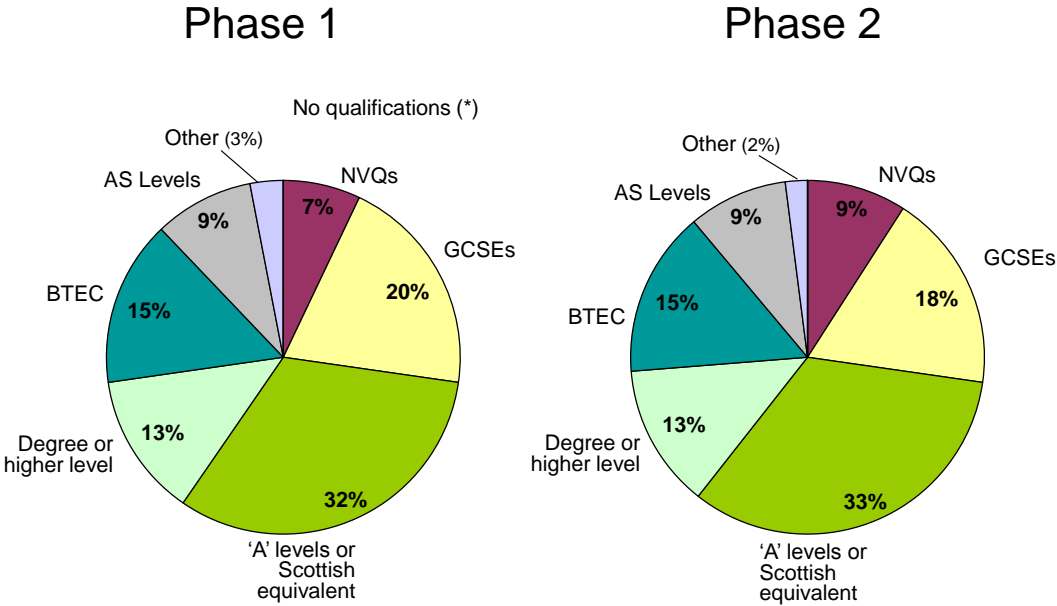
RAF Schools – Previous Service in Another Country's Armed Forces



Number of respondents: Phase 1 (1,157), Phase 2 (730)

Figure 270

RAF Schools - Highest Qualification

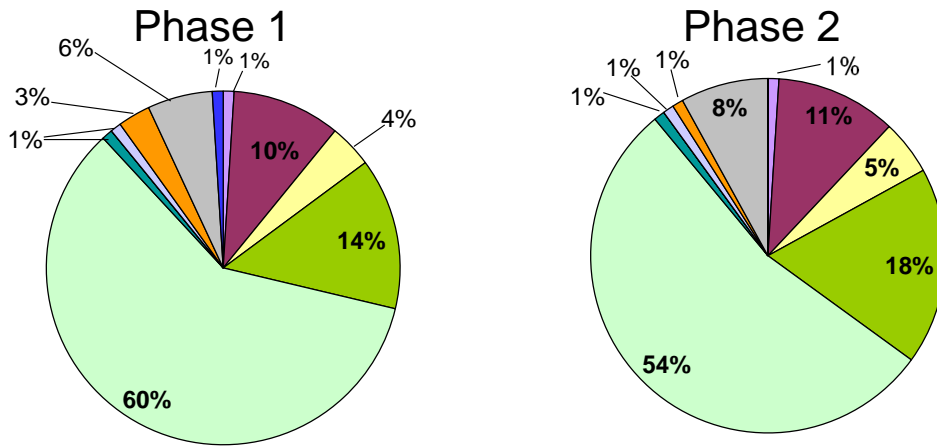


Number of respondents: Phase 1 (1,157), Phase 2 (730)

Figure 271

RAF Schools - Highest BTEC

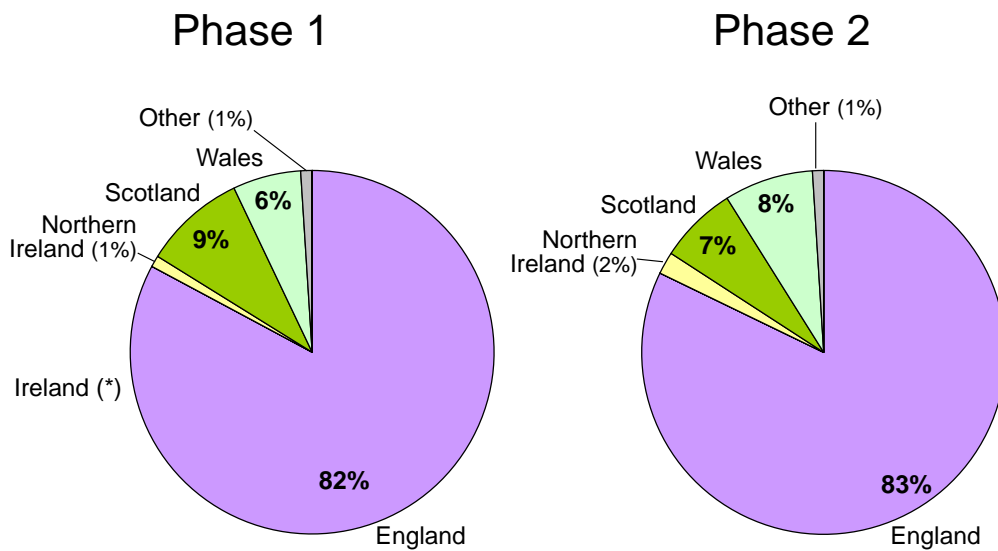
■ BTEC Introductory Diploma ■ BTEC First Diploma ■ BTEC National Award ■ BTEC National Certificate
■ BTEC National Diploma ■ Ordinary National Certificate ■ Ordinary National Diploma ■ Higher National Certificate
■ Higher National Diploma ■ Don't know ■ No answer



Number of respondents: Phase 1 (174), Phase 2 (112)

Figure 272

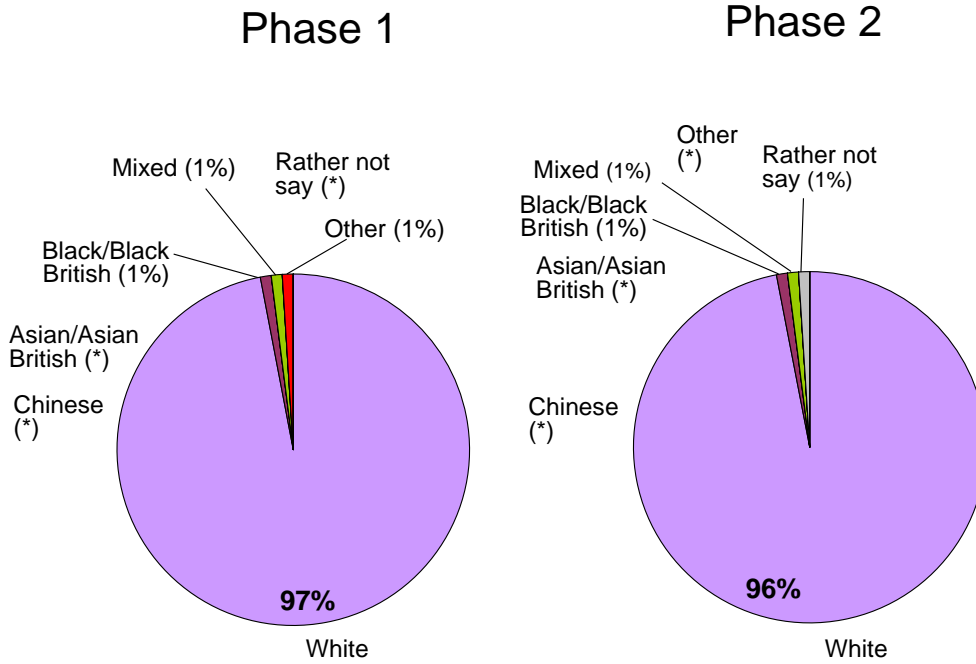
RAF Schools – Where are you from



Number of respondents: Phase 1 (1,157), Phase 2 (730)

Figure 273

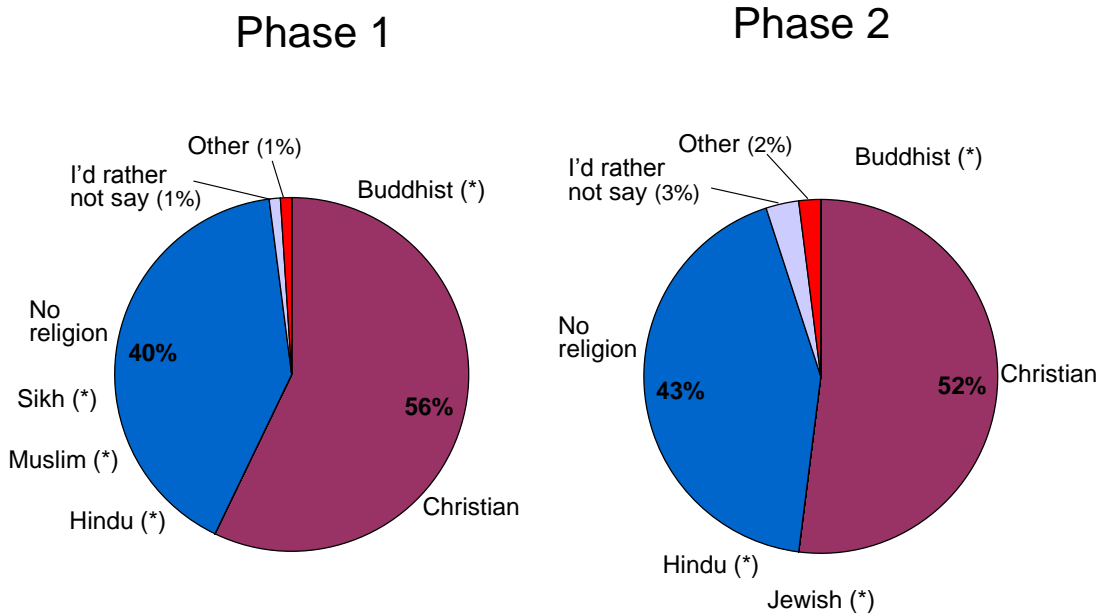
RAF Schools - Ethnicity



Number of respondents: Phase 1 (1,157), Phase 2 (730)

Figure 274

RAF Schools – Religion



Number of respondents: Phase 1 (1,157), Phase 2 (730)

Figure 275

ANNEX 2: QUESTIONNAIRE

TRI SERVICE RECRUIT TRAINEE SURVEY Questionnaire

This survey gives you the chance to record your experiences whilst at XXX. Please answer based on your own experiences, not what others may think. Your opinions will be used to make the training and conditions at XXX better for future trainees.

Please answer openly and honestly as what you say will be anonymous. Your name is not recorded anywhere. All information collected is handled by an outside company, so no military person will be able to identify you from your responses.

Ipsos MORI - the independent company that runs the Recruit Trainee Survey (RTS) - would like to assure you that all the information collected is kept in the strictest confidence, and is used for research purposes only. It is not possible to identify any particular individual in the RTS results. We take data security very seriously, and have information security controls in place to ensure that any information you provide is:

- Anonymous: your answers can never be looked at on an individual basis.
- Stored electronically on highly secure Ipsos MORI file servers: the RTS reports that we produce can be accessed online but only with a password, and are held on a network which is protected by appropriate use of firewalls, DMZ (demilitarized zone) and other network security controls.
- Used only for the purposes of the provision of the Recruit Trainee Survey: it is not passed on to third parties. Data is retained for a period of 5 years before being destroyed.

Do not show or discuss your answers with anyone else.

You should be completing this questionnaire of your own free will. If you do not wish to complete the questionnaire please tick this box and hand your questionnaire back to the person administering the survey.

SECTION 1 - BACKGROUND INFORMATION

Phase 2 only

3a. To which Service do you belong? (Single Code)

- Army
- Royal Navy/Royal Marines (RN/RM)
- Royal Air Force (RAF)

Army trainees only

3b. What is your Arm or Service? (Single Code)

- H Cav/RAC
- RA
- RE
- R SIGNALS
- Infantry
- AAC
- RAMC
- RLC

- REME
- AGC(SPS)
- AGC(RMP)
- RADC
- Int Corps
- QARANC
- RAVC
- CA Mus
- Don't know

4. How long have you been in the [Navy/RM/Army/RAF]? (Single Code)

- 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
- 2-3 years
- More than 3 years

5. Prior to joining your service, have you been a member of any of the following for longer than six months? (Please tick all that apply) (Multi Code)

A. Cadet Organisations: Army Cadets (ACF)

Sea Cadets

Air Cadets (ATC)

Combined Cadet Force (CCF)

B. University Units:

UOTC

UAS

URNU

C. Reserve Forces:

Territorial Army (TA)

RAF (RAF Reserves, RAF Volunteer Reserves, Royal Auxiliary Airforce)

Royal Navy Reserves (RNR)

Royal Marines Reserves (RMR)

Anything else/something different from above

None

6a. Have you previously served in the Regular Armed Forces? (Multi Code)

- Army
- Navy
- RAF
- Royal Marines
- I have not previously served in the Regular Armed Forces

6b. Have you previously been a member of another country's Armed Forces? (Single Code)

Yes

No

6c. In which country were you a member of the Armed Forces?

7. What is the highest qualification you have? (Single Code)

- No qualifications
- NVQs
- GCSEs (=Scottish Standard Grade)
- AS Levels
- "A" Levels or equivalent (=Scottish Higher Grade)
- BTEC
- Degree or Higher Level

- Something different from above

All those who said that a BTEC is the highest qualification they have at Q7

8. Please select the highest BTEC qualification that you have. (Single Code)

Please select one option only

- BTEC Introductory Diploma
- BTEC First Diploma
- BTEC National Award
- BTEC National Certificate
- BTEC National Diploma
- Ordinary National Certificate
- Ordinary National Diploma
- Higher National Certificate
- Higher National Diploma
- Don't Know

9. Where are you from? (Single Code)

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

10. What is your background? (Single Code)

- **Asian**
 - Bangladeshi
 - Indian
 - Pakistani
 - Any other Asian background
- **Black**
 - African
 - Caribbean
 - Any other black background
- **Chinese**
 - Any Chinese background
- **Mixed Ethnic Background**
 - Asian & White
 - Black African & White
 - Black Caribbean & White
 - Any other Mixed ethnic background
- **White**
 - Any White background

I'd rather not say

Something different from above

10a. Are you...? (Single Code)

- About to complete your course/ training?
- Leaving your course/ training early?

11. Are you? (Single Code)

- Buddhist
- Christian (e.g. Roman Catholic, Church of England etc)
- Hindu
- Jewish
- Muslim
- Sikh
- No religion
- I'd rather not say

- Something different from above

Phase 1 only

12a. How important were each of the following in your decision to join the [Navy/RM/Army/RAF]? (Single Code)

Please rate importance for each one:

Very important

Fairly important

Not very important

Not at all important

Don't know

- To do a specific job e.g. driver, engineer, infantryman, telecommunications etc
- Gain skills/qualifications
- Lifestyle appealed
- To travel
- To do sports
- To keep fit
- Job security
- Want to defend country
- No other job choices
- Challenge/adventure
- Salary (the pay)
- To be a member of the Armed Services
- Family members/friends
- Wanting to move away from home/current situation

Phase 1 only

12b. Was there anything else that was important in your decision to join the [Navy/RM/Army/RAF]??

Phase 1 only

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

PLEASE TICK ALL THAT APPLY (Multi Code)

- TV/Newspaper coverage – News, documentaries/factual programmes
- TV/Films/Books
- Friends and family who have served/are currently serving
- Youth organisations (e.g. Scouts, Guides)
- Armed Forces Advertising e.g. TV, cinema, newspapers
- In the Cadets
- Site visits/ guided tours
- Armed Forces Careers Office (AFCO), Army Careers Information Office (ACIO) – *ARMY ONLY*, Royal Navy Careers Information Office (RNCIO) – *NAVY ONLY*
- Military shows e.g. Red Arrows, Trooping the Colour, International Festival of the Sea etc
- Internet/websites
- Careers/recruitment fairs
- Anything else/something different from above

SECTION 2 - PREPARING FOR TRAINING AT XXX XXX

Phase 1 only

14. Once you had been accepted for the XXX where did you get information prior to your course? (Multi Code)

Please tick all that apply

- Armed Forces Recruiting Office (AFRO), Army Careers Information Office (ACIO) – *ARMY ONLY*, Royal Navy Careers Information Office (RNCIO) – *NAVY ONLY*

- Selection Centre
- Information from the unit e.g. leaflets, joining instructions, website etc
- From a short pre-joining course at the training unit
- From a familiarisation visit (e.g. Acquainters course) Add to Navy trainees only
- Anything else/something different from above

Phase 1 only

15. Please indicate your agreement with each of the following statements. The information I was given before my arrival at [SCHOOL]: (Single Code)

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

- Enabled me to prepare myself well enough for the physical demands of the course
- Gave me an accurate picture of what life would be like at xxx
- Provided me with useful and accurate information about what the training involved

Phase 1 only

16. If you would have liked more information about training or the Services please indicate what further information would have been useful.

Phase 2 only

17. Is this your first Phase 2 training course? (Single Code)

- Yes
- No

Phase 2 only

All those on their first Phase 2 course (yes at Q17)

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

(Single Code)

- Yes
- No
- Don't Know
- Can't Remember

Phase 2 only

All those on their first Phase 2 course (yes at Q17)

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)? (Single Code)

- Up to 1 week (up to 7 days)
- 1-2 weeks (8-14 days)
- 2-3 weeks (15-21 days)
- 3-4 weeks (22-28 days)
- 5-13 weeks (1-3 months)
- 14-26 months (4-6 months)
- Over 26 weeks (over 6 months)

Phase 2 only

19b. Have you had a gap between any of your Phase 2 modules/courses? (Single Code)

- Yes
- No
- Don't know

Phase 2 only

All those who had a gap between any of their Phase 2 modules/courses (yes at Q19b)

19c. How many gaps did you have? (Single Code)

- 1
- 2
- 3

- 4
- 5
- 6 or more

Phase 2 only

All those who had a gap between any of their Phase 2 modules/courses (yes at Q19b)

19d. How long were these gaps? (Single Code)

Gap 1

Gap 2

Gap 3

Gap 4

Gap 5

- Up to 1 week (up to 7 days)
- 1-2 weeks (8-14 days)
- 2-3 weeks (15-21 days)
- 3-4 weeks (22-28 days)
- 5-13 weeks (1-3 months)
- 14-26 months (4-6 months)
- Over 26 weeks (over 6 months)

Phase 2 only

All Phase 2 who have had a gap of 2- 3 weeks or more between Phase 1 training and their first Phase 2 training course (code 43-7 at Q19a)

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

Please tick all that apply

- Guard duty
- Visited an Army unit, a ship or submarine (RN) or an operational station (RAF) Text substitution depending on service
- Adventure training
- Training
- Education (e.g. Basic Skills)
- Battlefield tour
- Attached/assigned to a unit
- On leave
- Nothing
- Anything else/something different from above

Phase 2 only

All Phase 2 who have had a gap of 2- 3 weeks or more between Phase 1 training and their first Phase 2 training course (code 43-7 at Q19a)

20b. In total, how long did you spend on (answer from Q20a) (Single Code)

- Less than one day
- 1 – 2 days
- 3 – 4 days
- 5 – 7 days
- 1 – 2 weeks
- More than 2 weeks

Repeat for each answer at Q20 (except 'nothing')

All Phase 2 who had a gap of two- three weeks or more on an activity that that was not leave or 'nothing' (at Q20a)

21. (PHASE 2 ONLY) Please indicate your agreement with the following statements. The tasks I was given during this gap... (Single Code)

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

- Helped me understand military life better
- Taught me extra skills/improved my knowledge
- Made me feel bored

Phase 2 only

22. If you have any comments on the period between this course and the last course you were on, please write them in below:

SECTION 3 - FACILITIES AND FOOD AT XXX XXX

23a. How would you rate EACH of the following at XXX XXX? (Single Code)

Please tick one box for each statement

Very good

Good

Neither good nor poor

Poor

Very poor

Not available

Don't know

- Standard of living accommodation
- Things to do when off duty on site
- Things to do when off duty off site/locally – Phase 2 only
- Sport facilities
- Medical care
- Dental care
- Time for essential personal administration
- Access to IT for personal use
- Internet access
- Learning Centre to study after hours
- Variety of eating and drinking areas

25. Overall how satisfied were you with the food at XXXX? (Single Code)

Very satisfied

Fairly Satisfied

Neither satisfied nor dissatisfied

Fairly Dissatisfied

Very dissatisfied

All those dissatisfied with food (at Q25)

26. Please indicate which aspects of the food you were dissatisfied with: (Multi Code)

Please tick all that apply

- Quality of food
- Quantity of food
- Choice of food
- Overall variety of food
- Availability of food to meet special requirements (e.g. vegetarian, kosher, halal)
- Availability of healthy food
- Nutritional value of food
- Timings of meals

Ask all

27. Were you given enough time to eat your meals? (Single Code)

- Always
- Often
- Sometimes
- Rarely
- Never

Phase 2 only

28a. Are you on Pay As You Dine? (Single Code)

- Yes
- No

Phase 2 only

All those on PAYD (yes at Q28a)

28b. Regarding pay as you dine... (Single Code)

Yes

No

Don't know

- Can you afford to eat enough to keep you going during training?
- Do you sometimes skip meals (or eat less) to save money?
- Do you eat elsewhere to save money?
- Do you have more choice to eat elsewhere?

Phase 2 only

All those on PAYD (yes at Q28a)

28c. Is paying in cash a problem for you? (Single Code)

- Yes
- No

Phase 2 only

All those on PAYD (yes at Q28a)

28d. How often do you eat at XXX using pay as you dine? (Single Code)

- Always
- Most of the time
- Sometimes
- Rarely
- Never

Phase 2 only

All on PAYD and using it sometimes, rarely or never (at Q28d)

28e. You said that you use pay as you dine sometimes, rarely or never. Why do you not use this more often?

Phase 2 only

28f. Do you have any other comments about pay as you dine?

Ask all

29. Do you have any additional comments on the meals at XXX XXX?

SECTION 4 - SUPPORT AT XXX XXX

30. How would you rate the OPPORTUNITY you had to do each of the following at XXX XXX if you had wanted to? (Single Code)

Please tick one box for each statement

Very good

Good

Neither good nor poor

Poor

Very poor

Not applicable

- Talk privately with training staff
- Talk privately with chaplains/padre
- Keep in contact with family and friends
- Practise your faith/religion

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 (please note that this can be any member of staff, not necessarily your training corporal)? (Single Code) *Term (for training corporal) for three services differs - Training Corporal for Army, Corporal for RAF, and Leading Rating for Navy.*

- Yes
- No

All those answering no (at Q31a)

31b. Why did you say that?

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

- Yes
- No

All those answering no (at Q32a)

32b. Why did you say that?

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? (Single Code)

- Yes
- No

All those answering no (at Q33a)

33b. Why did you say that?

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 XXX XXX? (Single Code)

- Yes
- No

All those answering no (at Q34a)

34b. Why did you say that?

SECTION 5 – FAIRNESS AND EQUALITY AT XXX XXX

(This section was forced. Recruits and trainees would have to provide an answer to continue in the survey).

35. Do you know how to complain about poor or unfair treatment or bullying at XXX XXX? (Single Code)

- Yes
- No
- Do not wish to answer

36. Did you know who to go to if you wanted to make a complaint at XXX XXX? (Single Code)

- Yes
- No
- Do not wish to answer

37a. Generally, do you believe that complaints are dealt with in a fair manner at XXXX? (Single Code)

- Yes
- No
- Don't know
- Do not wish to answer

All those who do not think complaints were dealt with in a fair manner (no at Q37a)

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

Please tick all that apply

- People are not believed/taken seriously
- Nothing is ever done about complaints
- Complaining is bad for your career
- People who complain are considered troublemakers
- If you complain it causes you problems on the course
- Higher ranks are always taken more seriously
- Anything else/something different from above
- Do not wish to answer

38. If you have any comments on the complaints procedure at XXX XXX, please write them below:

39. Please indicate how often the following statements apply (Single Code)

Please tick one box for each statement

Always

Most of the time

Sometimes

Rarely

Never

Do not wish to answer

Whilst at XXX XXX...

- Trainees were all treated equally
- I was treated fairly
- Rules were applied fairly
- Training was conducted without sexual or racial harassment

40. If you have any comments to make about how you were treated at XXX XXX please write them below:

41a. Do you believe that you were badly or unfairly treated by the staff whilst at XXX XXX? (Single Code)

- Yes
- No
- Do not wish to answer

41b. Do you believe that you were badly or unfairly treated by other trainees whilst at XXX XXX? (Single Code)

- Yes
- No
- Do not wish to answer

If answering 'no' at both Q41a and Q41b move to Section 6

All those who said that they were badly or unfairly treated ('yes' at Q41a or Q41b)

42a. Please read the list below and tick the boxes that apply to you: (Multi Code)

PLEASE TICK ONLY ONE BOX FOR EACH INCIDENT

- I was physically abused (e.g. hit or kicked)

- I was intimidated (e.g. threatened)
- I was made fun of and humiliated
- I was verbally abused (e.g. called names)
- I was picked on continually
- I was sexually harassed
- I was racially harassed
- I was always given the worst jobs to do
- I was treated differently to others (i.e. made to do things others weren't)
- Do not wish to answer

42b.

FOR EACH BOX TICKED:

- Who physically abused you?
- Who intimidated you?
- Who made fun of and humiliated you?
- Who verbally abused you?
- Who picked on you?
- Who sexually harassed you?
- Who racially harassed you?
- Who gave you the worst jobs to do?
- Who treated you differently to others?
-

Other trainees on my course

Other trainees not on my course

Military staff

Civilian staff

Do not wish to answer

(Answers at 41a and 41b to route people to either the two trainee codes, the two staff codes, or both)

i) Please write in what happened: _____

ii) What effect has this had on you? _____

iii) How often did this happen?

- Just once
- 2-5 times
- More than 5 times

43. Which of the following did you do following the unfair treatment [text substitution of which type of poor treatment it was] you experienced? (Multi Code)

- I did nothing
- I made a formal complaint
- I made an informal complaint
- I spoke to a member of military staff
- I spoke to a member of civilian staff
- I spoke to the Padre/Chaplain
- I spoke to a fellow trainee
- I spoke to my friends/family
- Anything else/something different from above
- Do not wish to answer

All those that said they were badly or unfairly treated ('yes' at Q41a or Q41b)

44. Why do you think you were badly or unfairly treated? (Multi Code)

PLEASE TICK ALL THAT APPLY

- Because of your sex
- Because of your age
- Because of your race, colour or ethnic origin
- Because of where you come from

- Because of your social background/class
- Because of your religion
- Because of your sexual orientation
- Anything else/something different from above
- Do not wish to answer

All those who did not make a formal or informal complaint (at Q44)

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

Please tick all that apply

- It was too difficult
- I did not know what to do
- I did not know who to complain to
- I was persuaded not to
- I considered the incident(s) to be too minor to report
- I did not think people would believe me/take me seriously
- I did not believe anything would be done if I did complain
- I did not want to go through the complaints procedure
- I thought it might be bad for my career
- I thought I would be considered a troublemaker
- I thought that it would be repeated or get worse
- I thought it would cause problems on the course
- Anything else/something different from above
- Do not wish to answer

All those who made a formal or informal complaint (at Q44)

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

- Yes
- No
- Did not complain
- Do not wish to answer

All those who made a complaint and did not think that their complaint was dealt with fairly (no at Q46)

47a. Was the problem resolved? (Single Code)

- Yes
- No
- Still in progress
- Don't Know
- Do not wish to answer

All those who made a complaint and said their problem has not been resolved at Q47a

47b. Why has the problem not been resolved?

All those who did not make a formal or informal complaint at Q44

48. If you have any comments on how your complaint was dealt with, please write them below:

SECTION 6 – SETBACKS DURING TRAINING

49. Were you ever ill or injured during training? (Single Code)

- Yes and I reported it.
- Yes but I did not report it
- No

All those who were ill or injured during training and reported it (at Q49)

50. Please indicate how you feel about the following statements: (Single Code)

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Don't know

- My injury/illness was properly dealt with
- Staff helped and supported me when I was ill/injured
- I would advise others in a similar situation not to report sick if they can avoid it
- I felt that people considered me weak because I reported sick

All those who would advise others in a similar situation not to report sick if they can avoid it (at Q50)

50a. Why would you advise others in a similar situation not to report sick if they can avoid it?

All those who would advise others in a similar situation not to report sick if they can avoid it (at Q50)

50b. Who do you feel would consider you weak if you reported sick?

If you did not report sick:

All those were ill or injured during training and did not report it (at Q49)

51. Why did you not report it? (Multi Code)

- It was too minor
- I did not wish to risk delaying my training
- I felt that other trainees or staff would consider me weak if I did so
- I feel that people who report sick are weak
- I would not report sick, unless I was told to
- I was afraid I would be medically discharged
- Anything else/something different from above

All those were ill or injured during training and did not report it (at Q49)

52. What was the result of not reporting sick? (Single Code)

- No impact
- The illness/injury worsened and I was forced to temporarily leave training to recover
- The illness/injury worsened and I was forced to leave XXX to recover
- Something different from above

53. Do you wish to comment about reporting sick? If so, please type in below:

For the following section 'back-squadded' has been used for Army schools, 'training extended/back-classed' for Navy schools and 're-flighted' for RAF schools

54. Were you back-squadded? (Single Code)

- Yes
- No

All those who were back-squadded, back-classed or re-flighted (yes at Q54)

55. Were you warned personally that there was a possibility that you would be back squadded? (Single Code)

- Yes
- No

All those who were back-squadded, back-classed or re-flighted (yes at Q54)

56. What reasons were you given for being back squadded? (Multi Code)

- Medical
- Failed a fitness test
- Failed a trade or skill test
- I was told my attitude or behaviour/conduct was inappropriate
- Anything else/something different from above

57. Do you have any additional comments regarding back-squadding?

SECTION 7 - GENERAL

58. Below are some statements about the training you received at XXX XXX. To what extent do you agree or disagree with each? (Single Code)

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Don't know

Please tick one box for each statement

- I received regular feedback on my performance
- The reasons for doing things were explained to me
- The staff/instructors did all they could to help me succeed in training
- I feel I personally benefited from the course
- I feel a sense of achievement
- I felt challenged
- The training was what I expected
- I enjoyed this phase of training
- I feel proud to be in the [Navy/RM/Army/RAF]?
- I understand the core values of the [Navy/RM/Army/RAF]?
- Generally military personnel uphold the core values

59a. Do you feel the course was: (Single Code)

- Much too hard
- Too hard
- About right
- Too easy
- Much too easy

59b. Overall, how has life in [Navy/RM/Army/RAF] been, compared to what you expected when you joined? (Single Code)

- Much better
- Better
- About the same
- Worse
- Much worse

PAY1. Did you know that your pay increases after 26 weeks in training? (Single Code)

- Yes
- No

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

- Mine is much better
- Mine is better
- About the same
- Mine is worse
- Mine is much worse

SECTION 8 - HOPES FOR THE FUTURE

65. How long have you been at XXX XXX for this training course? (Single Code)

- Less than 2 weeks (Less than 14 days)
- 2 - 4 weeks (15-28 days)
- 5 – 12 weeks (1-3 months)
- 13 – 26 weeks (4-6 months)
- 27 – 52 weeks (7-12 months)
- More than 53 weeks (more than 1 year)

67. What are you doing next? (Single Code)

- I am transferring to another regiment or trade
- I will move on to the next phase of training
- I will be posted to a unit
- I will be waiting for a course to start
- I am leaving the Service

All those who are not leaving the service (at Q67)

68a. What are your hopes for the future? (Single Code)

- I hope to make a career in my Service
- I hope to stay to the end of my sign-up period
- I will probably leave before or at the end of training
- I am undecided

All those who say that they will probably leave before or at the end of training (at Q68a)

68b. Why do you say that you will probably leave before or at the end of training?

All who said they were leaving the service (at Q67)

69. Why are you leaving the Service? (Single Code)

- I am leaving for medical reasons
- I am leaving the Service of my own choice i.e. Discharge As Of Right
- I am leaving the Service because I have been judged unsuitable for military service
- I am leaving the Service as I am unable to meet the standards for my chosen trade

All judged unsuitable for military service (at Q69)

70. Please provide reason given for discharge:

All who are leaving the service by own choice at (Q69)

71. Why are you leaving the Service by your own choice? (Multi Code)

- The Service was not what I expected
- I miss my family or friends too much
- I did not like the lifestyle
- I did not like the way I was treated
- I was not able to do the trade I wanted to
- Anything else/something different from above

All those leaving the service (at Q67)

72a. If you have any comments on why you are leaving the Service, please write them below:

All who are leaving the service by own choice at (Q69)

72b. Could the [Navy/RM/Army/RAF] have done anything to encourage you to stay? Please write in details below

All who did not say they were leaving the service (at Q67)

72c. To what extent do you agree or disagree with the following statement about the training you received at XXX XXX? (Single Code)

Strongly agree

Agree

Neither agree nor disagree

Disagree

Strongly disagree

Don't know

- I feel prepared to go onto the next stage of my career/training

73. Would you recommend joining your Service to others? (Single Code)

- Definitely
- Probably
- Probably not
- Definitely not

SECTION 9 – ABOUT YOU

(This section was forced. Recruits and trainees would have to provide an answer to continue in the survey).

The following questions are asked to ensure that our policies and practices are fair to everyone. Please answer honestly as your name is not recorded anywhere and you cannot be identified by your responses.

ASK ALL (Single Code)

Demog 1

What gender are you?

Male

Female

ASK ALL (Single Code)

Demog 2

How old are you?

ASK ALL (Single Code)

Demog 3

Which of the following best applies to you?:

Single

Married/Civil Partnership

Living together

Long term relationship (not living together)

Widowed

Divorced

Separated

Don't Know

Prefer not to say

ASK ALL (Single Code)

Demog 4

Are you?

Heterosexual / Straight

Gay Man

Gay Woman / Lesbian

Bisexual

Don't know
Prefer not to say

All who choose a sexuality at Demog 4 (e.g. not those who choose don't know or prefer not to say). Wording in question to be routed as applicable (Single Code for each statement)

Demog5

Are you open about being (heterosexual/straight; a gay man; a gay woman/lesbian; bisexual) with:

With [all of/ most of/some of/none of/prefer not to say] the members of your immediate family

With [all of/ most of/some of/none of/prefer not to say] your friends

With [all of/ most of/some of/none of/prefer not to say] the other recruits/trainees

With [all of/ most of/some of/none of/prefer not to say] the training staff

74. If you have any other comments about training at XXX XXX, please write them below:

Thank you for your co-operation. Please click the 'OK' button to end the interview and submit your answers.

If you would like support or to discuss any of the issues raised in this questionnaire, please call the Soldiers, Sailors, Airmen and Families Association (SSAFA) Forces Help Confidential Support Line on 0800 731 4880

ANNEX 3: STATISTICAL RELIABILITY

654. Only a sample of the overall 'population' has been surveyed so we cannot be certain that the figures obtained are exactly those we would have found, had everybody been interviewed (the 'true' values)

655. For any percentage given, however, we can estimate 'confidence intervals' within which the true values are likely to fall. For example; hypothetically, if 50% of our sample of 8,729 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.

656. Similar margins for other percentages and sub-groups of the respondents are given in the following table. It should be remembered that, in any case, the 'true' finding is much more likely to be towards the centre of the possible range of responses than towards the margins.

657. 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 Table 5 are genuine or 'significant' differences

Table 5: 95% Confidence Intervals

	10% or 90%	20% or 80%	30% or 70%	40% or 60%	50% ±
	±	±	±	±	
Size of Sample on Which Survey Results are Based					
All Phase 1 (10,303)	0.6	0.8	0.9	0.9	1.0
Phase 1 Army schools (7,323)	0.7	0.9	1.0	1.1	1.1
Phase 1 Navy schools (1,823)	1.4	1.8	2.1	2.2	2.3
Phase 1 RAF schools (1,157)	1.7	2.3	2.6	2.8	2.9
All Phase 2 (5,811)	0.8	1.0	1.2	1.3	1.3
Phase 2 Army trainees (4,268)	0.9	1.2	1.4	1.5	1.5
Phase 2 Navy trainees (791)	2.1	2.8	3.2	3.4	3.5
Phase 2 RAF trainees (730)	2.2	2.9	3.3	3.6	3.6

Source: Ipsos MORI

658. Tolerances are also involved in the comparison of results between different elements of the sample. A difference must be of at least a certain size to be statistically significant. The following table is a guide to the sampling tolerances applicable to comparisons between sub-groups.

Table 6: 95% Confidence Intervals					
Sample sizes being compared (sub-groups or trends)	10% or 90%	20% or 80%	30% or 70%	40% or 60%	50%
All Phase 1 vs. Phase 1 Army schools (10,303 vs. 7,323)	0.9	1.2	1.4	1.5	1.5
All Phase 1 vs. Phase 1 Navy schools (10,303 vs. 1,823)	1.5	2.0	2.3	2.4	2.5
All Phase 1 vs. Phase 1 RAF schools (10,303 vs. 1,157)	1.8	2.4	2.8	3.0	3.0
Phase 1 Army schools vs. Phase 1 Navy schools (7,323 vs. 1,823)	1.5	2.1	2.4	2.5	2.6
Phase 1 Army schools vs. Phase 1 RAF schools (7,323 vs. 1,157)	1.9	2.5	2.8	3.0	3.1
Phase 1 Navy schools vs. Phase 1 RAF schools (1,823 vs. 1,157)	2.2	2.9	3.4	3.6	3.7
All Phase 2 vs. Phase 2 Army trainees (5,811 vs. 4,268)	1.2	1.6	1.8	1.9	2.0
All Phase 2 vs. Phase 2 Navy schools (5,811 vs. 791)	2.2	3.0	3.4	3.6	3.7
All Phase 2 vs. Phase 2 RAF schools (5,811 vs. 730)	2.3	3.1	3.5	3.8	3.9
Phase 2 Army schools vs. Phase 2 Navy schools (4,268 vs. 791)	2.3	3.0	3.5	3.7	3.8
Phase 2 Army schools vs. Phase 2 RAF schools (4,268 vs. 730)	2.4	3.1	3.6	3.8	3.9
Phase 2 Navy schools vs. Phase 2 RAF schools (791 vs. 730)	3.0	4.0	4.6	4.9	5.0

Source: Ipsos MORI