

Officer Cadet Survey 2015-16



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ACTION

- MOD TESRR
- NAVY COMMAND
- LAND FORCES
- AIR COMMAND

INFORMATION

- BRITANNIA ROYAL NAVAL COLLEGE DARTMOUTH (BRNC)
- COMMANDO TRAINING CENTRE ROYAL MARINES LYMPSTONE (CTCRM)
- ROYAL MILITARY ACADEMY SANDHURST (RMAS)
- ROYAL AIR FORCE COLLEGE CRANWELL (RAFC)

Ipsos MORI quality

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





Executive summary

Army Executive Summary

Key points

- Responses were received from 212 Army officer cadets, a response rate of 38%.

Facilities and amenities

- There were improvements on most of the facilities ratings, including competitive sport opportunities, dental care, leisure and retail facilities and internet access, the largest was an improved perception of free wifi hotspots (33% to 52%). Despite a number of improvements, 59% said they were given enough time to eat their meals, which is down from 73%.

Support

- There have been some encouraging increases on a number of attributes including the opportunity to talk privately with training staff (75% to 86%), raise concerns with a person in authority (63% to 79%) and having a member of staff available to go to outside of training hours (68% to 82%).

Fairness

- Encouragingly, Army officer cadets were more likely to think that complaints were dealt with in a fair manner than last year (52% to 62%).
- 88% of Army officer cadets said they were not badly or unfairly treated by staff, 5% said they were and 7% did not wish to answer the question. When asked whether they believed they had been badly or unfairly treated by other Army officer cadets, 93% said they had not, 4% said they had, and 3% did not wish to answer the question. All figures are in line with previous years and other Services.

Setbacks during training

- Less Army officer cadets who were ill or injured thought their condition was properly dealt with than last year (92% to 81%), however a lower proportion would advise others not to report sick if they can avoid it (38% to 21%).

General and hopes for the future

- Army officer cadets tended to give positive ratings about their training experience and these were largely consistent with last year and 85% believed that staff/instructors did all they could to help them succeed during training (which is up from 77%).
- Just over nine in ten (91%) feel prepared to go onto the next stage of training (up from 83%).



Army Executive Summary

Key areas of change

Gains	% 2014-15	% 2015-16
FACILITIES AND AMENITIES		
Competitive sport opportunities	63	74
Dental care	77	89
Internet access	50	60
Free WIFI hotspots	33	52
Leisure and retail facilities	47	61
SUPPORT		
Talk privately with training staff	75	86
Member of staff available if problem outside training hours	68	82
Opportunity to raise concerns with person in authority	63	79
FAIRNESS AND EQUALITY		
Complaints dealt with fairly	52	62
SETBACKS DURING TRAINING		
Would advise others not to report sick if they can avoid it	38	21
HOPES FOR THE FUTURE		
Feel prepared for the next stage of my career/ training	83	91
GENERAL		
Staff/instructors helped me succeed in training	77	85

Falls	% 2014-15	% 2015-16
FACILITIES AND AMENITIES		
Given enough time to eat meals	73	59
SETBACKS DURING TRAINING		
My injury/ illness was properly dealt with	92	81

Please note the % is typically a top two box rating (e.g. 'very good' and 'good' or 'strongly agree' and 'agree'). At times it may be the combination of two other measures (e.g. 'all the time' and 'most of the time') or a simple 'yes' statement.



Royal Navy Executive Summary

Key points

- Response rates for Royal Navy officer cadets are very high (96%, 368 officer cadets) so findings should be representative. This is a much higher response rate than last year (29%) so trends should be viewed with caution.
- Responses from Royal Navy officer cadets remained strong in most areas, with little change since previous years, except in the facilities section.

Facilities and amenities

- Three quarters (75%) rated the medical facilities at BRNC as good (down from 88%). Positive gains were seen in a number of facilities ratings, including competitive sport opportunities (43% to 66%) and internet provision (internet access improved from 67% to 89% and provision of free wifi hotspots improved from 29% to 67%).

Fairness and equality

- There was a decline in the proportion who believed they were badly or unfairly treated by other Royal Navy officer cadets (10% to 2%) which reversed the trend seen last year. 95% did not believe they were badly or unfairly treated by other Royal Navy officer cadets and 2% did not wish to answer the question.
- Nine in ten (90%) of Royal Navy officer cadets did not believe they were badly or unfairly treated by staff, however 3% did believe they were and 7% did not wish to answer the question.

Setbacks during training

- There was a decline in the proportion who felt they personally benefitted from the course (94% to 86%), however most Royal Navy officer cadets tended to be positive about their training experience.



Royal Navy Executive Summary

Key areas of change

Gains	% 2014-15	% 2015-16
FACILITIES AND AMENITIES		
Competitive sport opportunities	43	66
Internet access	67	89
Free WIFI hotspots	29	67
FAIRNESS AND EQUALITY		
Badly/ unfairly treated by other officer cadets	10	2
SETBACKS DURING TRAINING		
Would advise others not to report sick if they can avoid it	40	24

Falls	% 2014-15	% 2015-16
FACILITIES AND AMENITIES		
Medical care	88	75
GENERAL		
Personally benefitted from the course	94	86

Please note the % is typically a top two box rating (e.g. 'very good' and 'good' or 'strongly agree' and 'agree'). At times it may be the combination of two other measures (e.g. 'all the time' and 'most of the time') or a simple 'yes' statement.



RAF Executive Summary

Key points

- 269 RAF officer cadets completed the survey, a response rate of 94%. This is higher than last year (64%). RAF officer cadets tended to give very positive responses and results were generally stable in comparison to last year.

Facilities and amenities

- There was an increase in the proportion who rated the internet access as good, up from 48% to 63%. Despite this, there was a decline in ratings of IT support (36% to 19% for hardware issues and 39% to 22% for software issues).

Support

- RAF officer cadets scored highly in a number of support areas. There was an increase in the proportion who rated their opportunity to keep in touch with family and friends as good (71% to 61%) and no other shifts.

Fairness

- In addition to feeling supported, RAF officer cadets responded positively to equality questions. 91% said they were treated fairly which is an increase from 84% last year.
- 91% said they were not badly or unfairly treated by staff, 3% said they were and 6% chose not to answer the question. When asked about other RAF officer cadets, 94% said they had not experienced bad or unfair treatment from them, 4% said they had and 2% did not wish to answer the question.

RAF Executive Summary

Key areas of change

Gains	% 2014-15	% 2015-16
FACILITIES AND AMENITIES		
Internet access	48	63
SUPPORT		
Keep in contact with family and friends	61	71
FAIRNESS AND EQUALITY		
Treated fairly	84	91

Falls	% 2014-15	% 2015-16
FACILITIES AND AMENITIES		
IT support for hardware issues	36	19
IT support for software issues	39	22

Please note the % is typically a top two box rating (e.g. 'very good' and 'good' or 'strongly agree' and 'agree'). At times it may be the combination of two other measures (e.g. 'all the time' and 'most of the time') or a simple 'yes' statement.

Royal Marines Executive Summary

Key points

- 31 Royal Marines officer cadets completed the survey, a response rate of 86%. As the number of Royal Marine cadets has tended to be low since the survey started, there can be large fluctuations in the trend data but very few significant changes over time.
- Despite small base sizes, responses for Royal Marines officer cadets were extremely positive with 100% of officer cadets agreeing with certain questions, particularly those in the general section. However very low scores were recorded about the standard of living accommodation, opportunity for competitive sport and food.

Facilities and amenities

- Encouragingly however, 100% rated the training facilities as good. However, there has been a decline in standard of living accommodation ratings (70% to 32%) and sports facility ratings (91% to 65%) and only 10% rated the opportunity for competitive sport as good.
- Only 6% rated the food as good and 84% rated food as poor, this was much lower than all the other Services.

Support and fairness

- All results in the support and fairness sections were comparable with previous years.
- 90% of Marine officer cadets said they were not badly or unfairly treated by staff; 6% said that they were and 3% did not want to answer the question. When asked whether they had been badly or unfairly treated by other officer cadets, 97% said they had not and 3% refused to answer the question.

General

- Royal Marines officer cadets were particularly positive about their experience at CTCRM. All officer cadets surveyed said they felt a sense of achievement, felt challenged, were proud, rated morale as good and would recommend joining the Royal Marines. More Royal Marines officer cadets said that they enjoyed the course compared with last year (73% to 94%).



Royal Marines Executive Summary

Key areas of change

Gains	% 2014-15	% 2015-16
GENERAL		
I enjoyed the course	73	94

Falls	% 2014-15	% 2015-16
FACILITIES AND AMENITIES		
Standard of living accommodation	70	32
Sports facilities	91	65

Please note the % is typically a top two box rating (e.g. 'very good' and 'good' or 'strongly agree' and 'agree'). At times it may be the combination of two other measures (e.g. 'all the time' and 'most of the time') or a simple 'yes' statement.





Introduction

Background

- The Officer Cadet Survey (OCS) was established to monitor officer cadets' experience of training at all four initial officer training colleges. It was created following the success of the Recruit Trainee Survey (RTS), a tri-Service survey administered to gauge Phase 1 recruits' and Phase 2 trainees' experience of training. The RTS was established following an appraisal of initial training by the Defence Operational Capability (DOC) in 2002. The aims of the survey are to:
 - Elicit attitudes towards the quality and benefits of training provided
 - Identify any incidences of bad or unfair treatment, i.e. discrimination, harassment and bullying
- Performance is reported by Service. By analysing all responses over this period we provide an overview of the results focusing on key findings, and in doing so complement and summarise the data available on the portal.



Survey methodology

Administration

- All officer cadets who have completed at least two weeks training are invited to participate in the survey. All respondents complete an anonymous and confidential online questionnaire and are reassured that their responses cannot be attributed to them individually.

Questionnaire

- The questionnaire includes all the key questions raised by the Defence Operational Capability Audit and was developed by a Tri-Service group. On commission, Ipsos MORI made minor adjustments to the format and design of the questionnaire. The content is based on the RTS questionnaire with some modifications.
- Questions have been added, modified or removed during the course of the survey as part of a continuous improvement and review process. As such, there may be more trend data for questions which have not changed throughout the lifetime of the survey. In this reporting period changes were implemented to make the questionnaire in line with the RTS survey, with most changes in the fairness and equality sections. For the purposes of this report, trend data is shown for the past 5 years, that is since 2011.

Continuous reporting

- During the course of the year the Services use the survey results to monitor the views of officer cadets to generally inform continuous improvement activity and instigate changes to processes if required. The data is uploaded to an online portal to which each college has constant access.
- A new online portal was implemented in June 2013 after consultation with various users of the results. Workshops have been conducted to gain feedback from survey administrators and the end users of the reports to support the process of continuous improvement.

Trends and past data

- This report represents data collected from 1st April 2015 to 31st March 2016.
- Previous data collection periods are as follows:

Label	Period
2015	1 st April 2015 – 31 st March 2016
2014	1 st April 2014 – 31 st March 2015
2013	1 st April 2013 – 31 st March 2014
2012	1 st April 2012 – 31 st March 2013
2011	1 st April 2011 – 31 st March 2012
2010	1 st April 2010 – 31 st March 2011

- For questions where trend data is displayed, the base sizes for each year are shown in the notes section.
- Trend analysis has been conducted on all single code questions and significant trends have been commented on in the text.

Reporting

Statistical differences

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

Base sizes

- Throughout the report, the base size refers to the number of respondents asked a particular question. Please note the base sizes can vary as a result of certain questions only being asked for particular groups as opposed to the whole sample (e.g. those who were ill or injured) or cadets choosing not to answer the question. A note is included if the base size is particularly low (fewer than 30 respondents), and charts for a question are not shown if the base size is less than 10 respondents.

Aggregated totals

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

Rounding

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

Verbatim comments

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

Report format

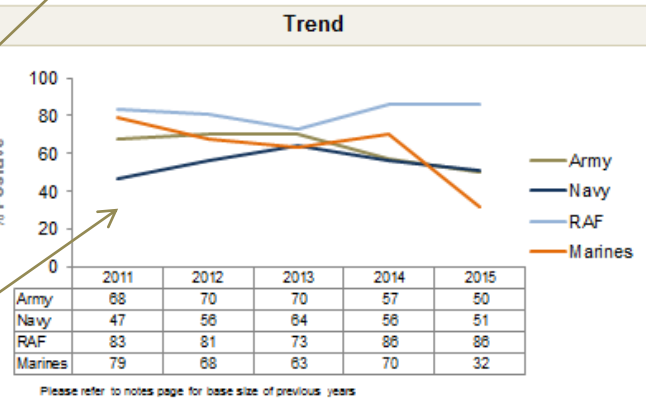
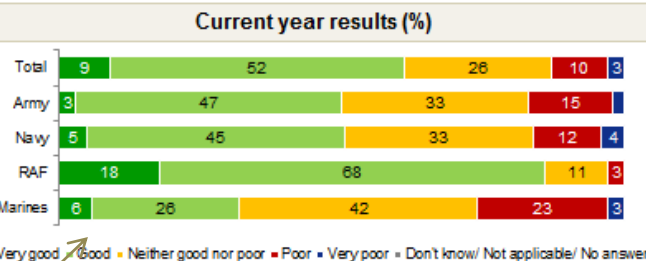
- This annual report has been redesigned following a period of consultation with end users. The format of each page varies depending on the type of question but most features are the same. Please see the guide below for how to read the results:

Question text as asked in the online survey

Rating: Standard of living accommodation

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

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)
% positive equals the proportion who say 'very good or good' – significant differences and comments based on this



Aggregated totals may add up to +/- 1% due to rounding.
Results less than 3% are not labelled in the chart. 40



Officer Cadets Ipsos

Base size and question routing

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

Results for current year

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

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	▲	▲	▲	▼

Additional information

- Overall, three out of five officer cadets (60%) rated the standard of living accommodation as good. This was a significant decrease since 2014 (70%).
- The Royal Marines have seen a significant drop in accommodation ratings since 2014 with 32% rating it as good compared with 70% last year. It should be noted that the base size for the Royal Marines is low.

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

Summary of results and additional information such as previous questionnaire changes



- Over the twelve-month survey period, there were 880 responses to the questionnaire. A breakdown of responses by College is shown below:

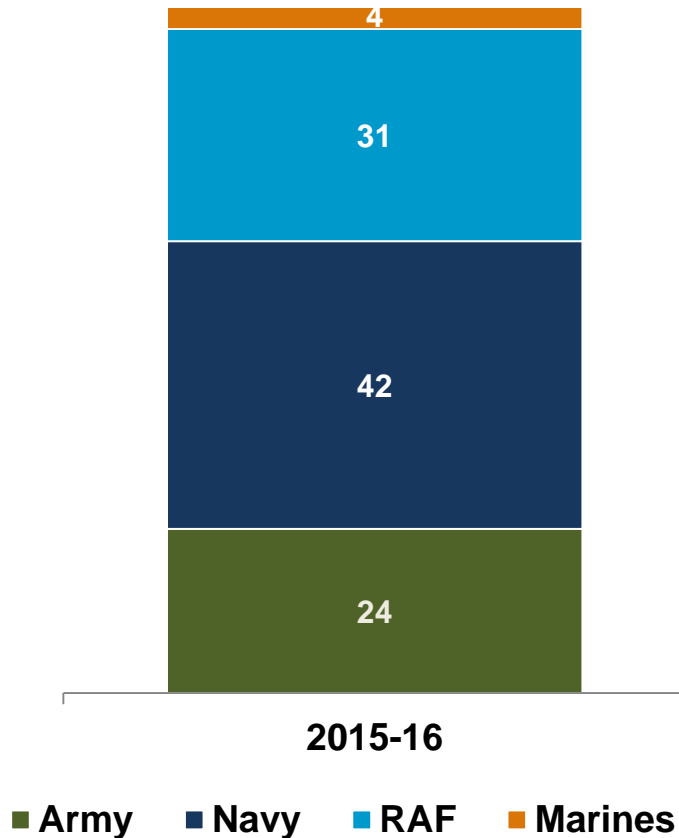
	Total Responses		Response rate % *	
	2015-16	2014-15	2015-16	2014-15
RMAS	212	173	38	24
BRNC	368	100	96	29
RAFC	269	210	94	64
CTCRM	31	33	86	55
TOTAL OCS	880	516	70	35

- * Response rates are based on the number of officer cadets who had completed at least 2 weeks training. In some cases, officer cadets may have not been given the opportunity to complete the survey, rather than actively not choosing to complete the survey.
- Please note that, although in some places in this report, comments have been made about the ‘total’ sample, no adjustment or weighting has been applied to this data to bring it absolutely in-line with the actual (or population) Service profile.
- In addition, caution should be used when comparing results of BRNC to previous years due to change in response rates. In the previous report, only 29% of all cadets completed the survey however in the current data collection year it jumped to 70%. The confidence interval is smaller meaning there is a more chance of the results being representative of the true population in comparison to last year, however trend data should be viewed with caution to take into account the differing confidence intervals. For more details about statistical reliability including calculated confidence intervals, see Annex 1 on page 126.

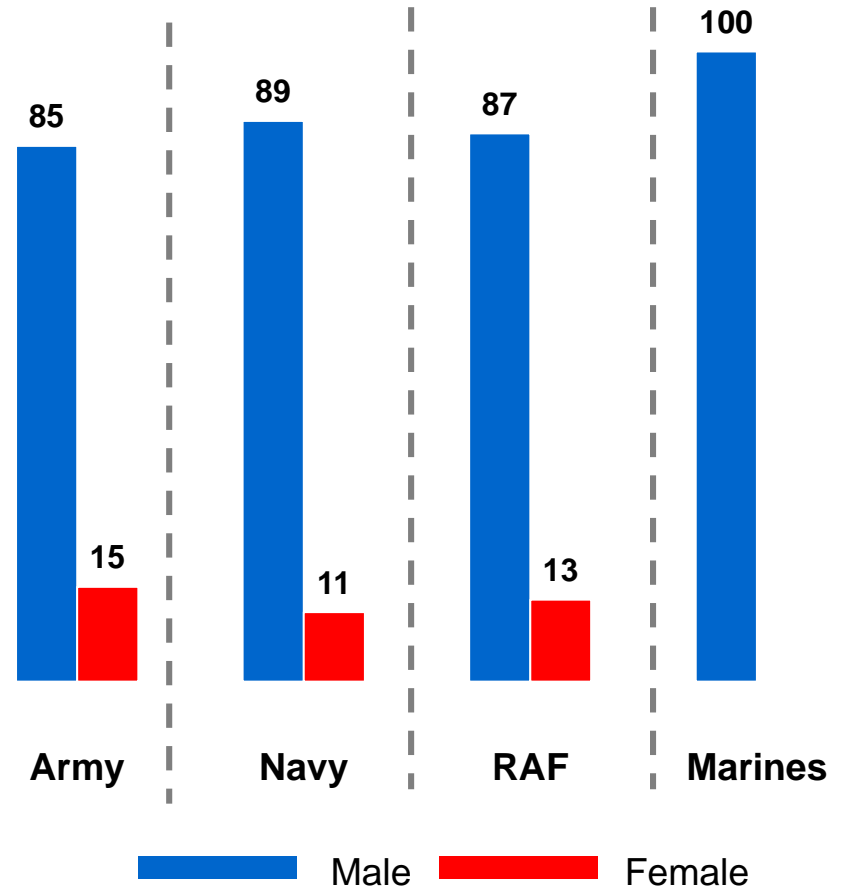
Respondent profiles

Number of respondents 2015-16 (all respondents): Army (212), Navy (368), RAF (269), Marines (31)

Service Profile (%)



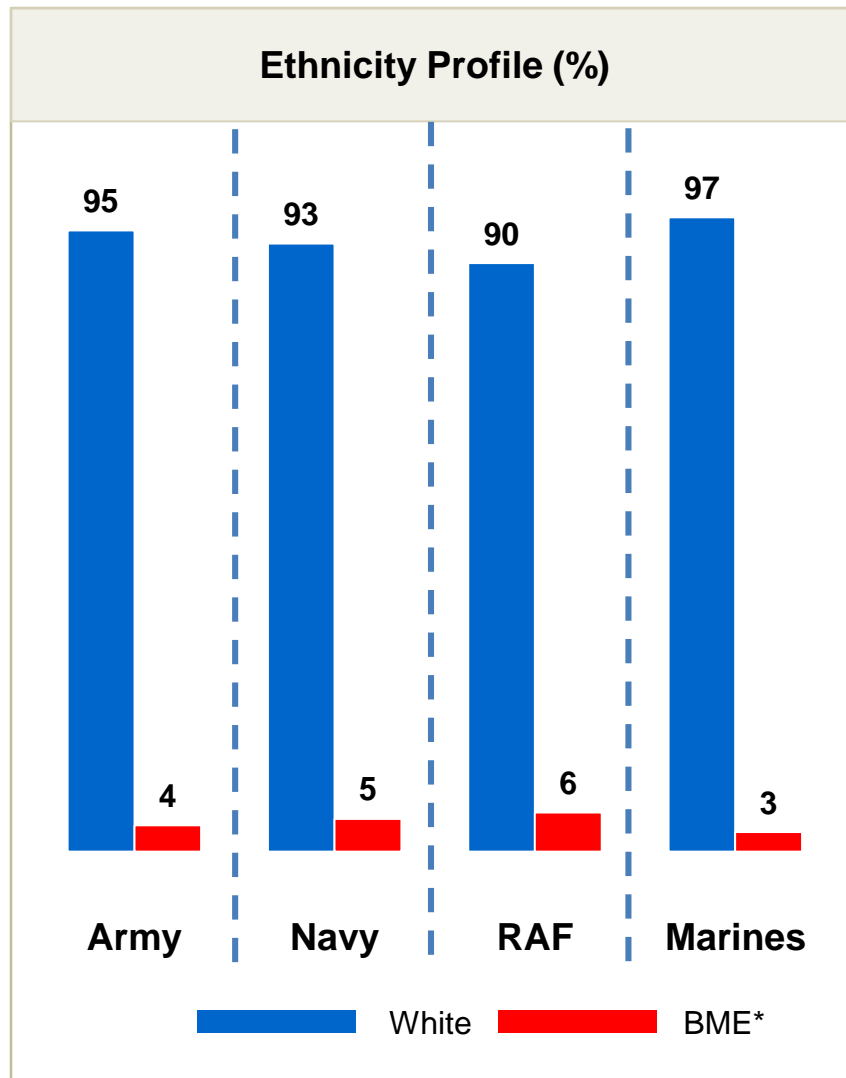
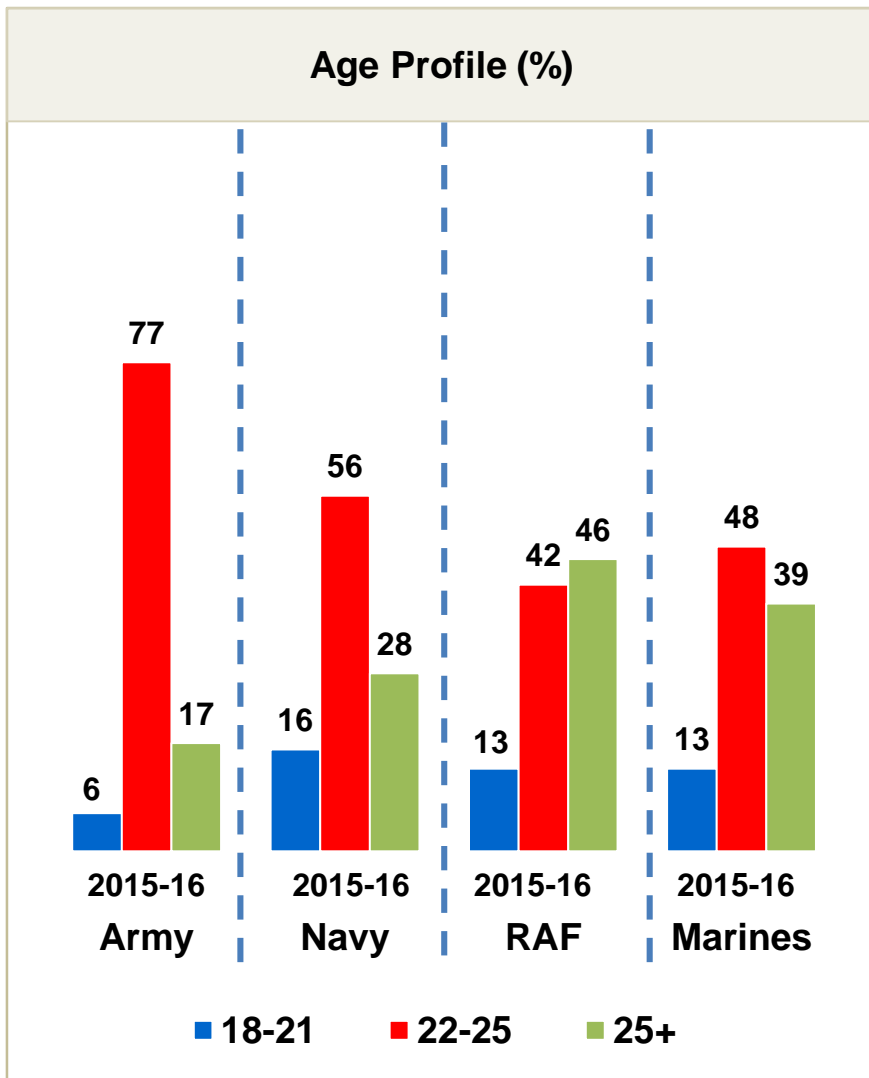
Gender Profile (%)



Totals may not add up to 100% due to rounding

Respondent profiles – Phase 1

Number of respondents 2015-16 (all respondents): Army (212), Navy (368), RAF (269), Marines (31)



Totals may not add up to 100% due to rounding

*BME = Black and Minority Ethnic



Detailed findings



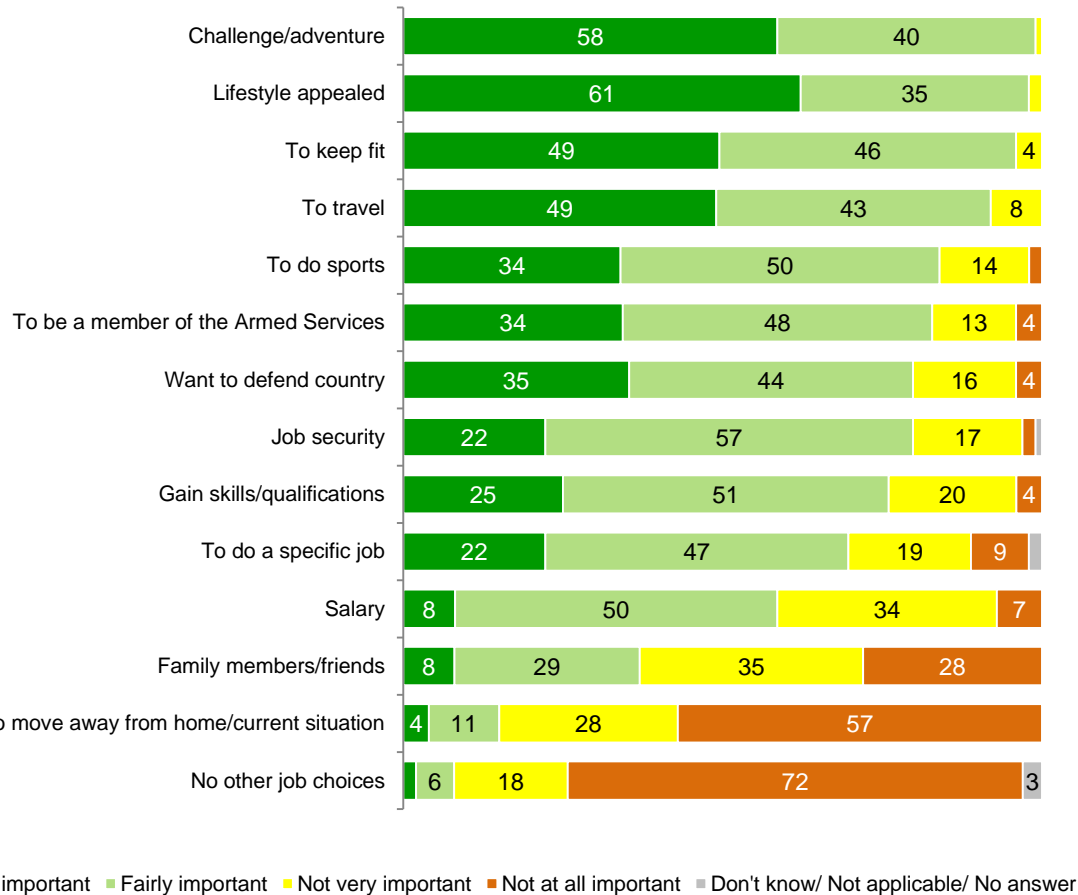
Preparing for training

Important joining factors

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

Number of respondents (all respondents): Army (212)

Current year results - Army (%)



Answers ranked by % selecting top 2 box

Additional information

- The majority of Army officer cadets (98%) said challenge/adventure was an important factor in their decision to join the Service and was the top reason, closely followed by the lifestyle appealed (96%).
- The least important decision factors were wanting to move away from home/current situation and having no other job choices (mentioned as important by 15% and 7% respectively).

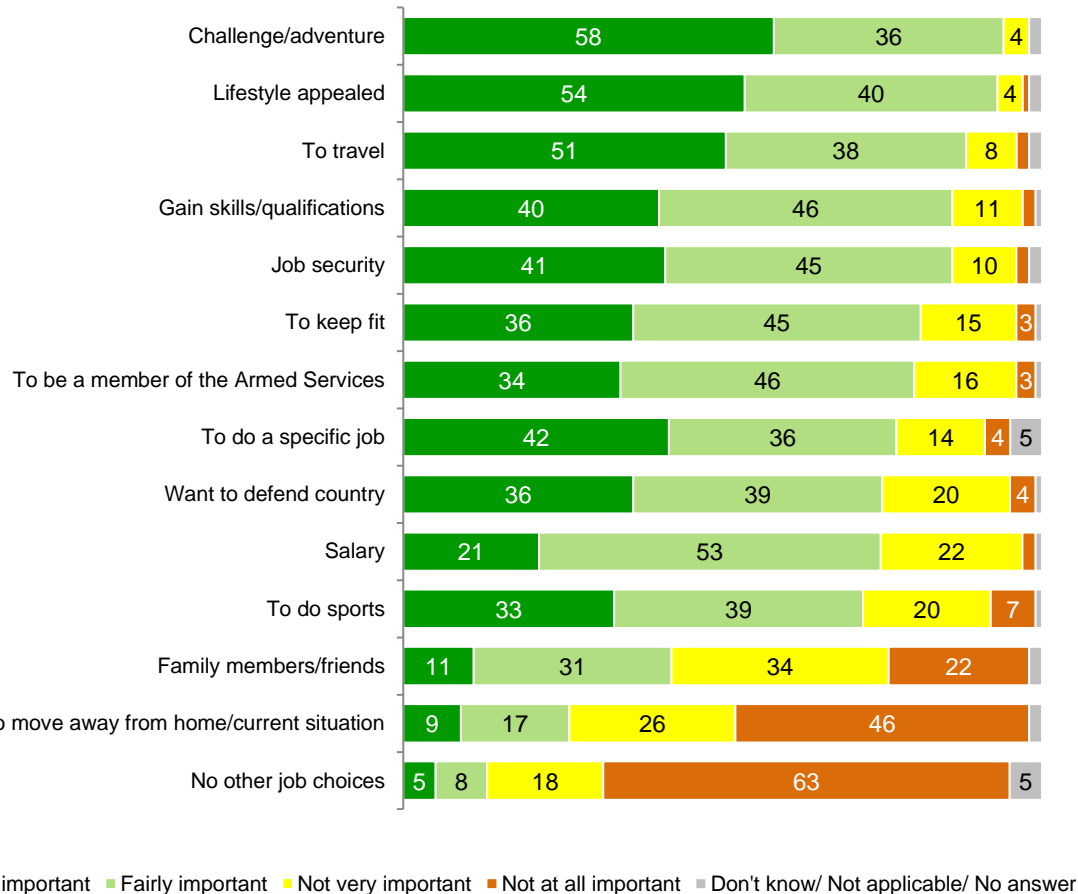


Important joining factors

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

Number of respondents (all respondents): Royal Navy (368)

Current year results - Royal Navy (%)



Answers ranked by % selecting top 2 box

Additional information

- The top ranking decision factors for Royal Navy officer cadets were challenge/adventure (96%) and lifestyle appealed (94%).
- The least important factors were moving away from home or current situation and having no other job choices (26% and 13% respectively).

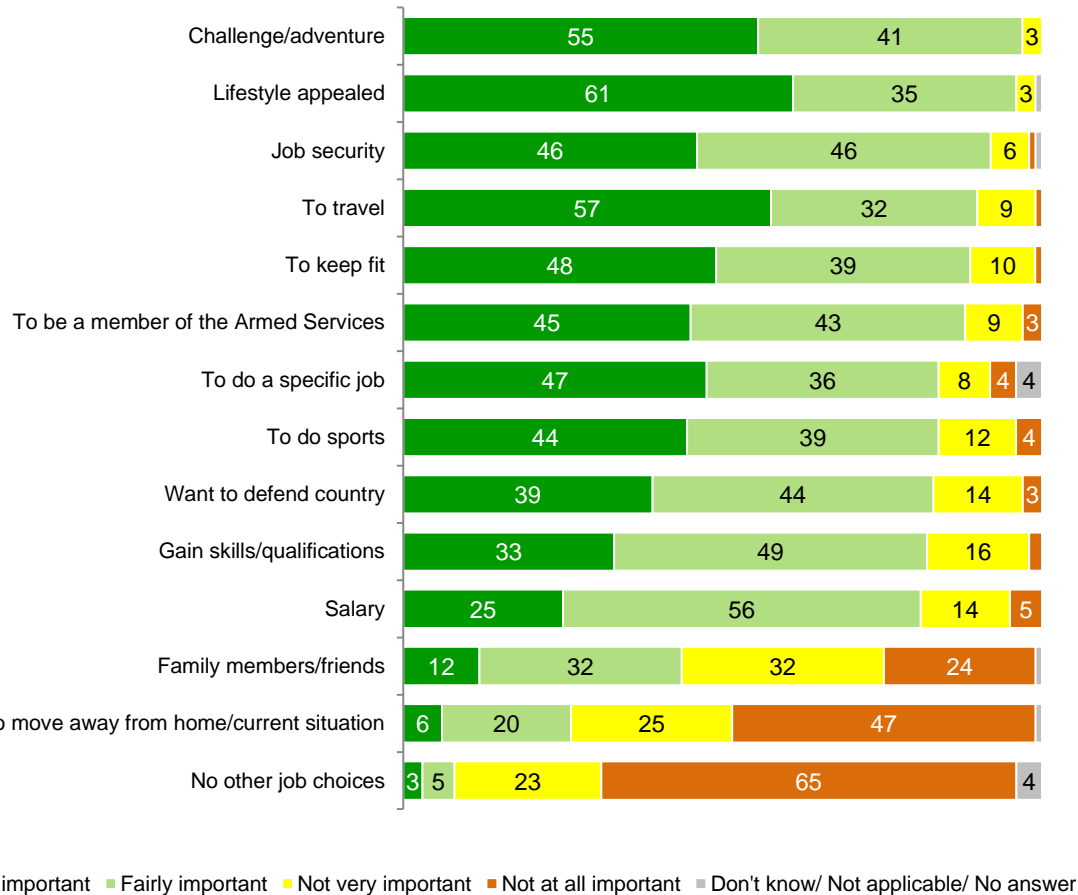


Important joining factors

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

Number of respondents (all respondents): RAF (269)

Current year results - RAF (%)



Answers ranked by % selecting top 2 box

Additional information

- RAF officer cadets were most likely to say that the challenge/adventure (96%) and lifestyle appealed to them (96%) as important in their decision to join the Service.
- The least important factors were wanting to move away from home or current situation (26%) and no other job choices (8%).

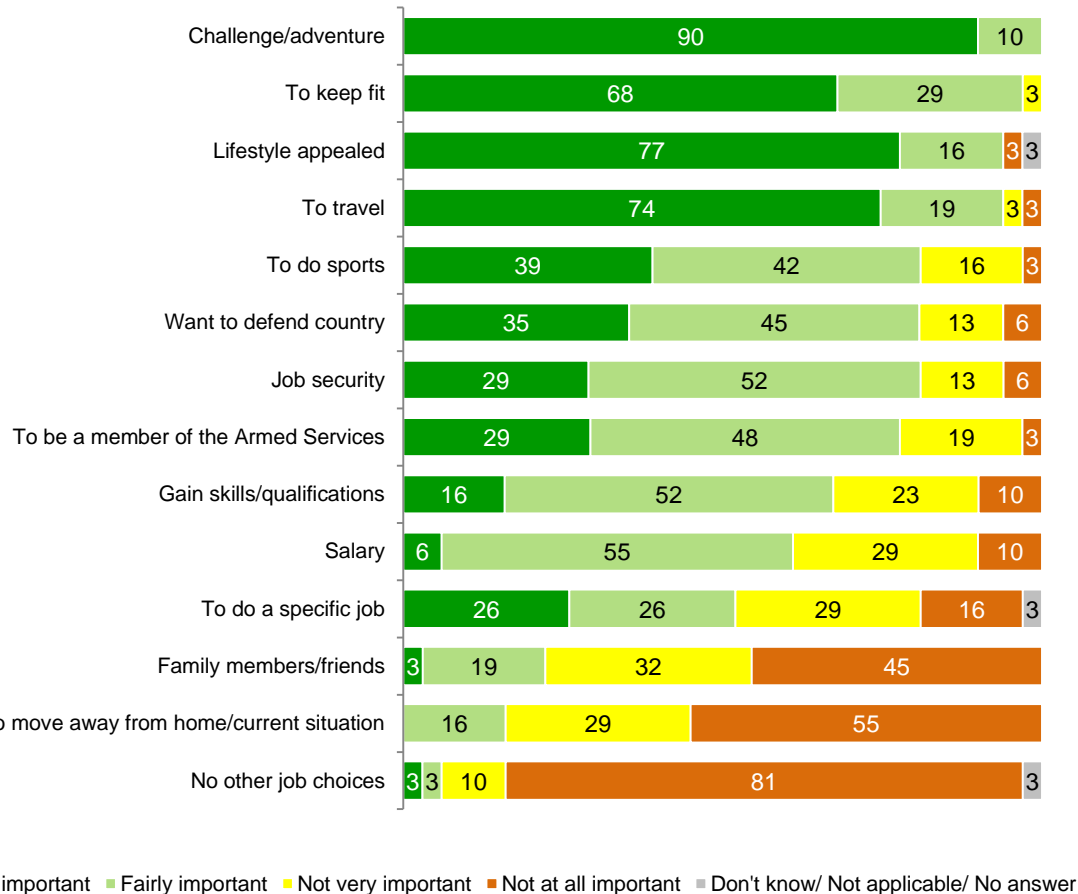


Important joining factors

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

Number of respondents (all respondents): Marines (31)

Current year results – Royal Marines (%)



Answers ranked by % selecting top 2 box

Additional information

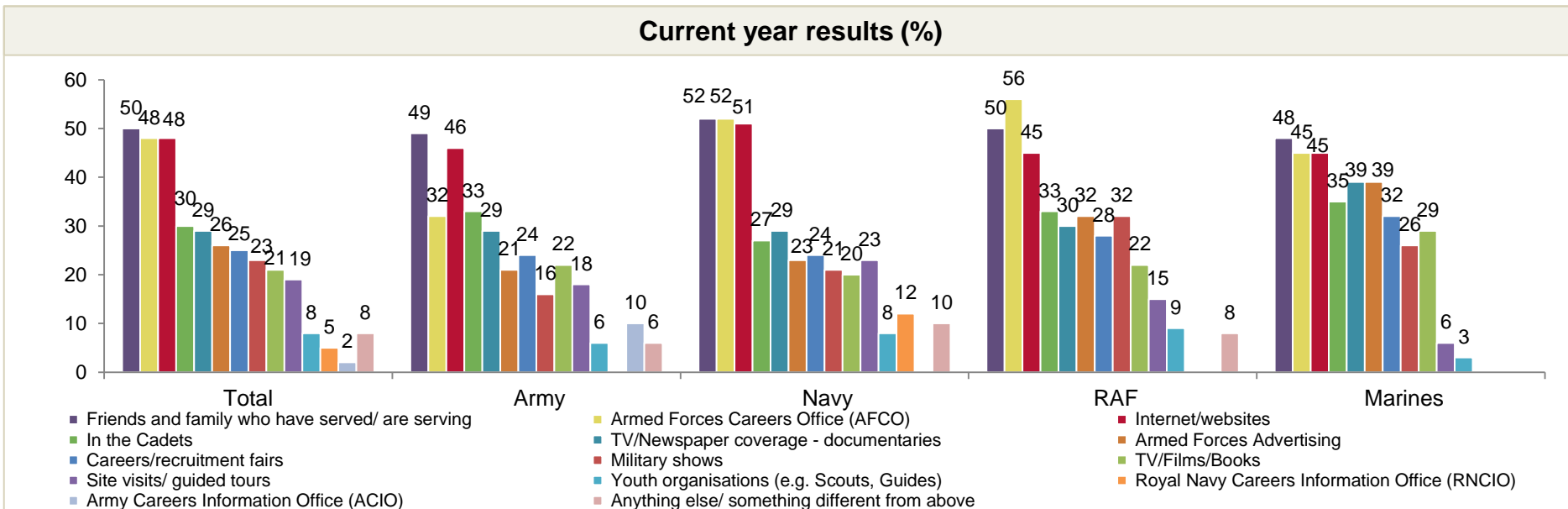
- The main decision factor for Royal Marines officer cadets was challenge/adventure (100%), with nine out of ten officer cadets stating that this was very important.
- The second decision factor for Royal Marine officer cadets was to keep fit with nearly all (97%) stating that it was important.



Where learnt about careers in Armed Forces

14c. Where did you learn about careers in the Armed Forces?

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)



Additional information

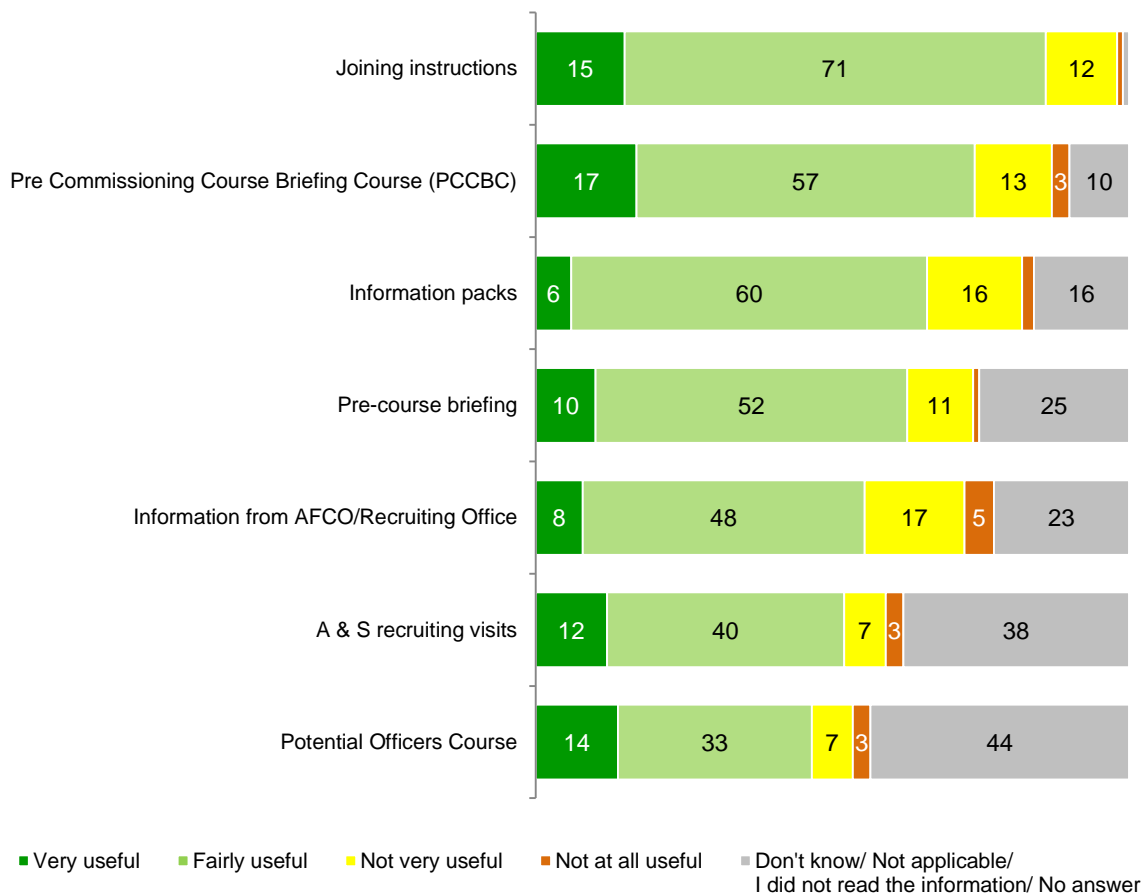
- Half of officer cadets from all Services (50%) learned about careers in the Armed Forces from friends and family who have served. This was closely followed by Armed Forces Careers Office (AFCO) (48%) and the internet /websites (48%).
- For Army, Royal Navy and Royal Marine officer cadets, friends and family who served were the top sources of information for careers in the Armed Forces (49%, 52% and 48% respectively). However the top source for RAF officer cadets was the AFCO (56%).

Usefulness of information provided before joining

16. Please rate how useful you found the information provided in each of the media given

Number of respondents (all respondents): Army (212)

Current year results - Army (%)



Answers ranked by % selecting top 2 box

Additional information

- The most useful information source for Army officer cadets was joining instructions and there has been an increase in officer cadets saying it was useful since 2014 (77% to 86%).
- The least useful source of information for Army officer cadets was the potential officers course (47%), however 44% did not answer the question about this particular source.

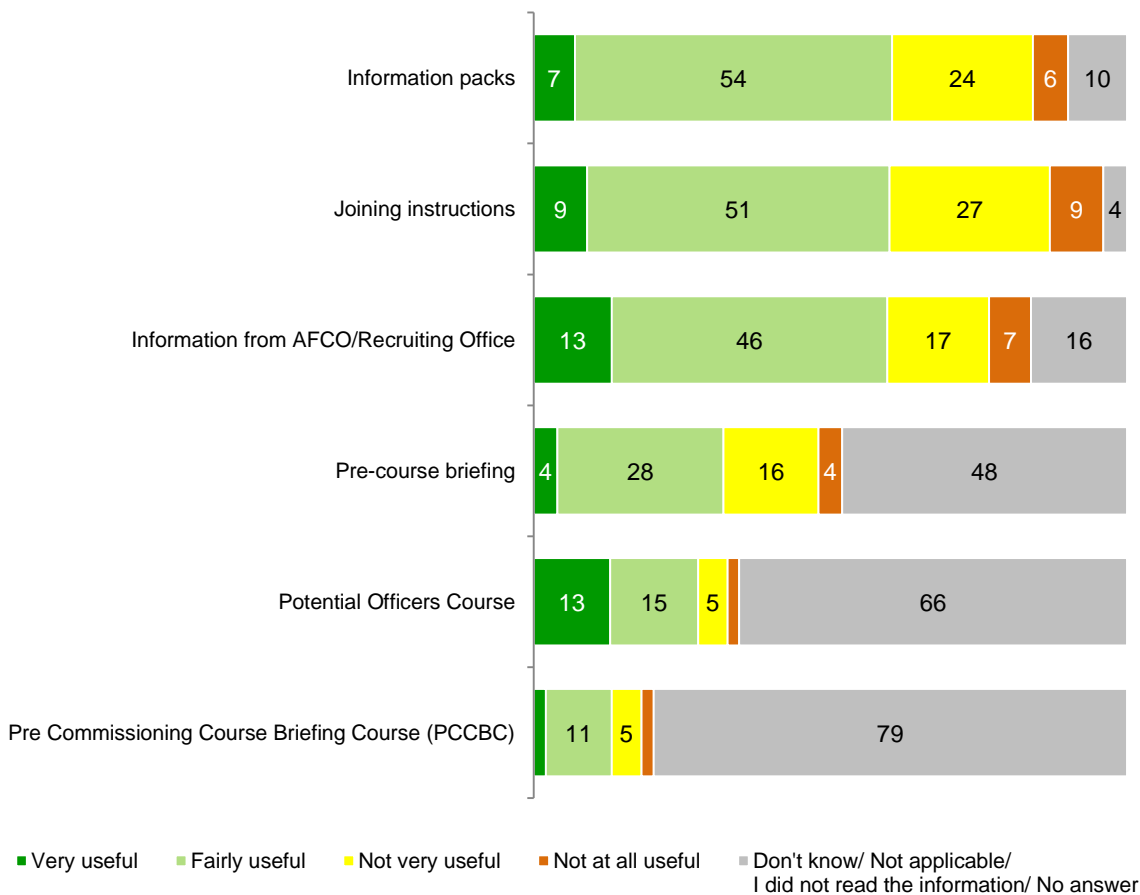


Usefulness of information provided before joining

16. Please rate how useful you found the information provided in each of the media given

Number of respondents (all respondents): Royal Navy (368)

Current year results - Royal Navy (%)



Answers ranked by % selecting top 2 box

Additional information

- Around three out of five Royal Navy officer cadets (61%) found the information from the information packs useful, a similar proportion (60%) found the joining packs useful.
- Many officer cadets did not comment on the pre-course briefing (48%), potential officers course (66%), or pre-commissioning briefing course (79%).

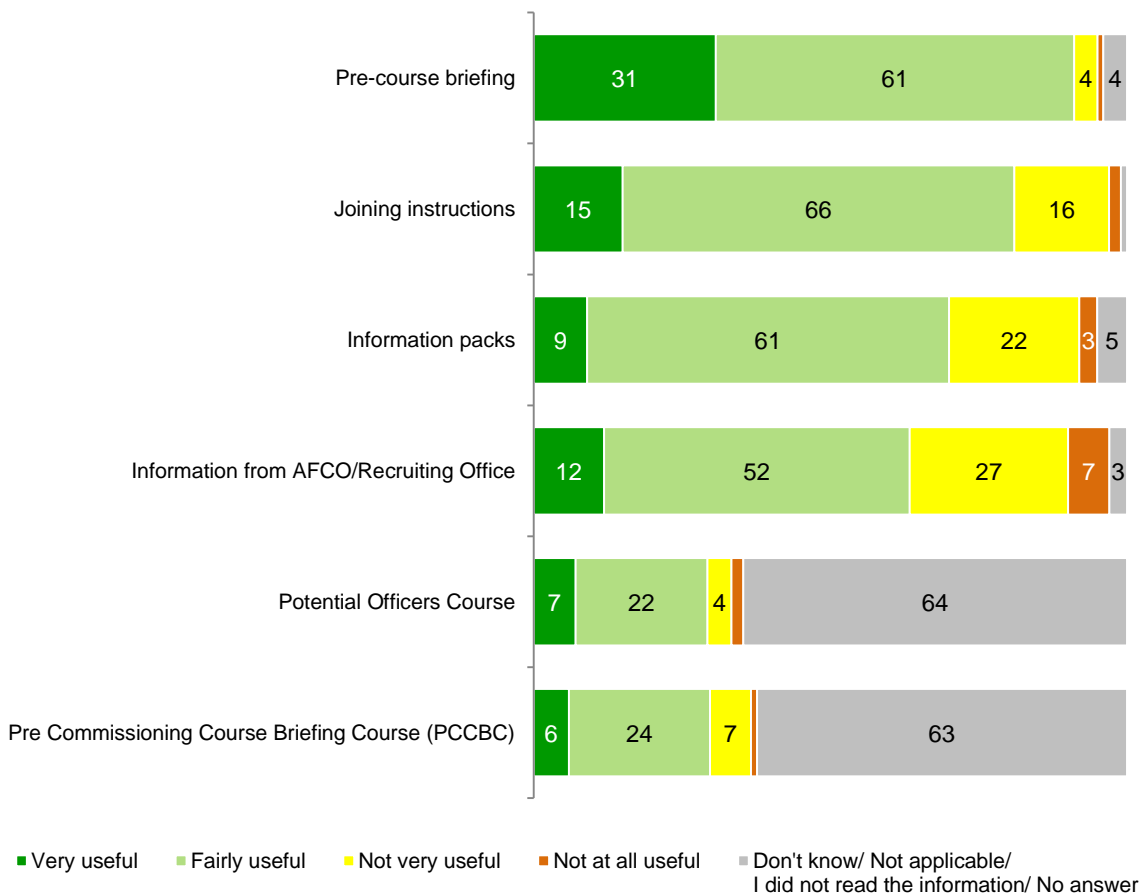


Usefulness of information provided before joining

16. Please rate how useful you found the information provided in each of the media given

Number of respondents (all respondents): RAF (269)

Current year results - RAF (%)



Answers ranked by % selecting top 2 box

Additional information

- The most useful information source was the pre-course briefing, with over nine in ten RAF officer cadets (92%) finding it useful.
- The majority of officer cadets did not comment on the potential officers course (64%) and pre-commissioning course briefing course (63%).

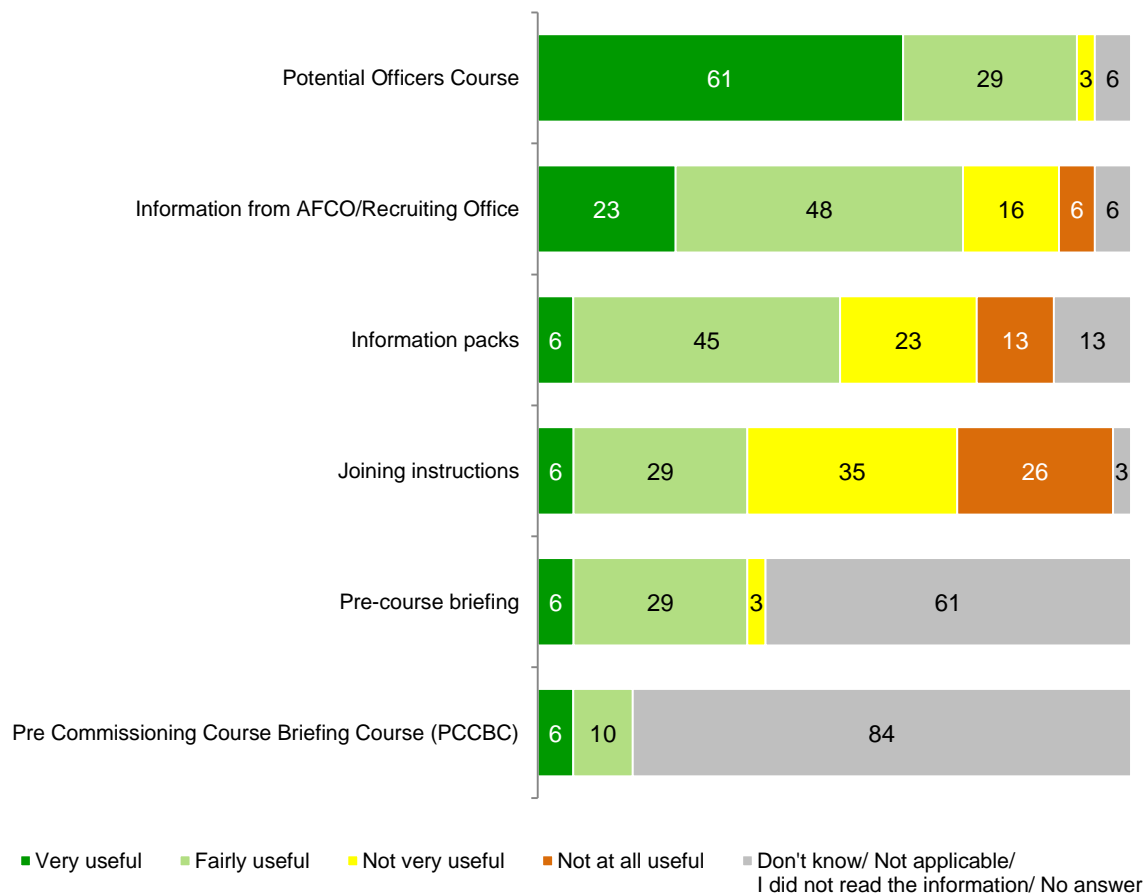


Usefulness of information provided before joining

16. Please rate how useful you found the information provided in each of the media given

Number of respondents (all respondents): Marines (31)

Current year results – Royal Marines (%)



Answers ranked by % selecting top 2 box

Additional information

- Nine out of ten Royal Marine officer cadets (90%) found the potential officers course useful.
- This was followed by just under three-quarters (71%) stating that information from AFCO/ recruiting office was useful.
- Many officer cadets did not comment on the pre-course briefing (61%) or pre-commissioning course briefing course (84%).



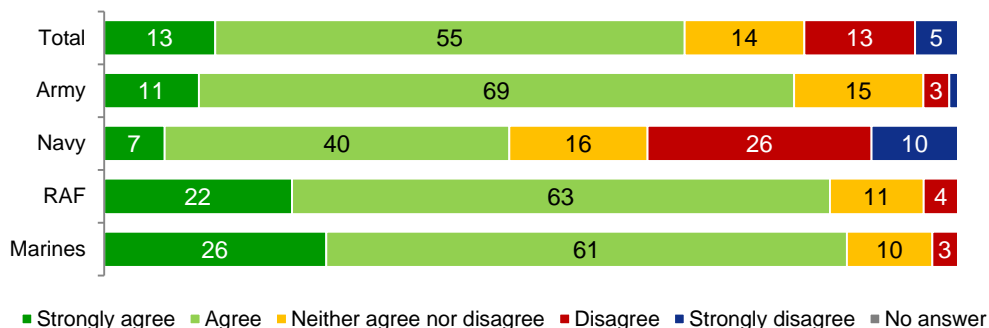
Information prior to arrival: Preparing for physical demands

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

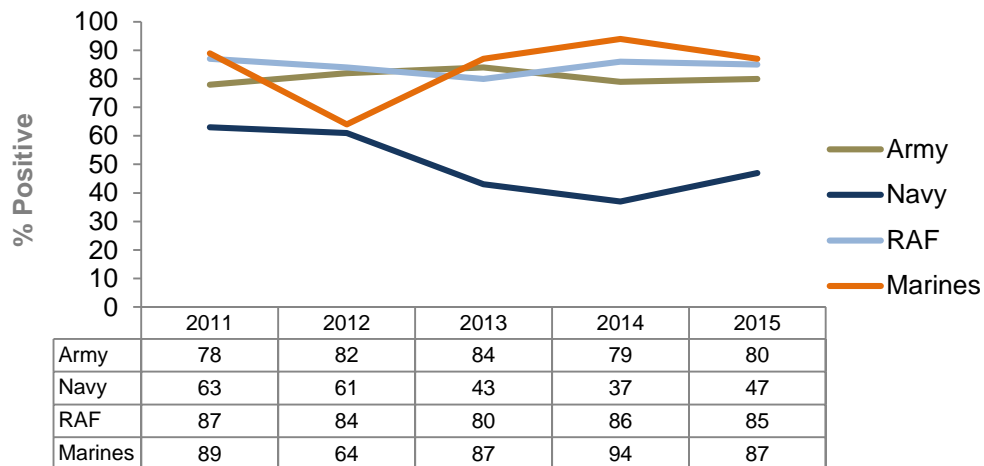
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Over two thirds of officers cadet (68%) stated that the information they were given prior to arrival enabled them to prepare for the physical demands of the course. This was lower than 2014 (75%).
- There have been no significant increases or decreases by Service since 2014.

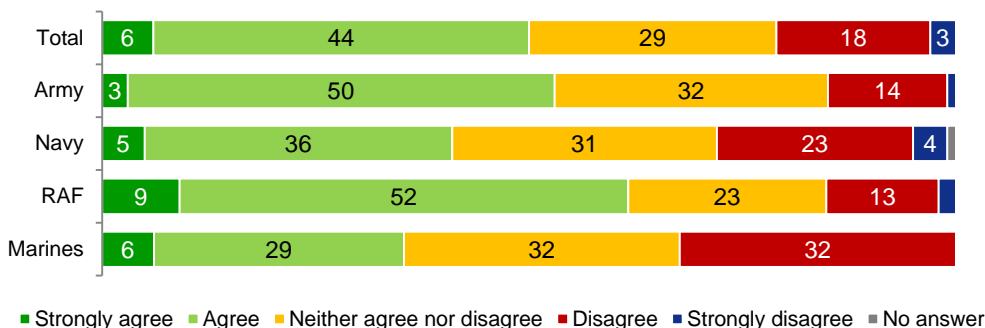
Information prior to arrival: Accurate picture of what life would be like

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

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



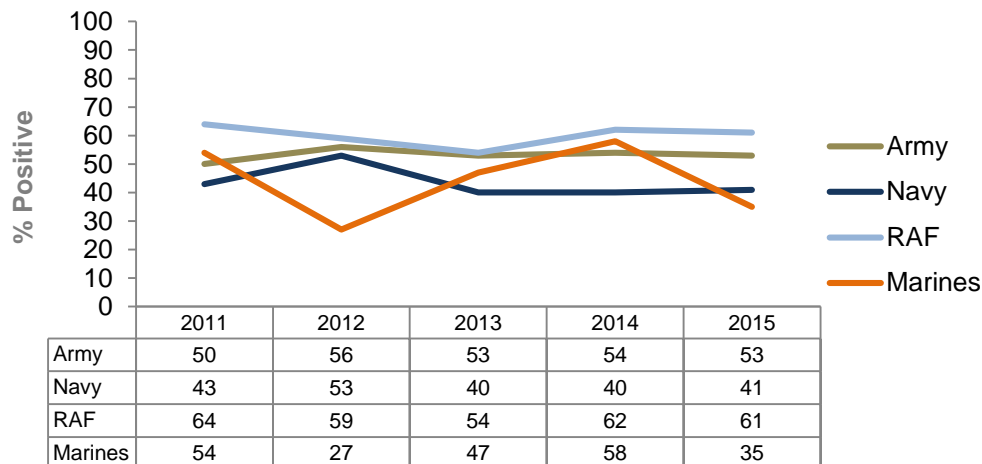
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Half of officer cadets (50%) agreed that the information they were given prior to arrival gave them an accurate picture of what life would be like at their college.
- There have been no significant increases or decreases by Service since 2014.

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.

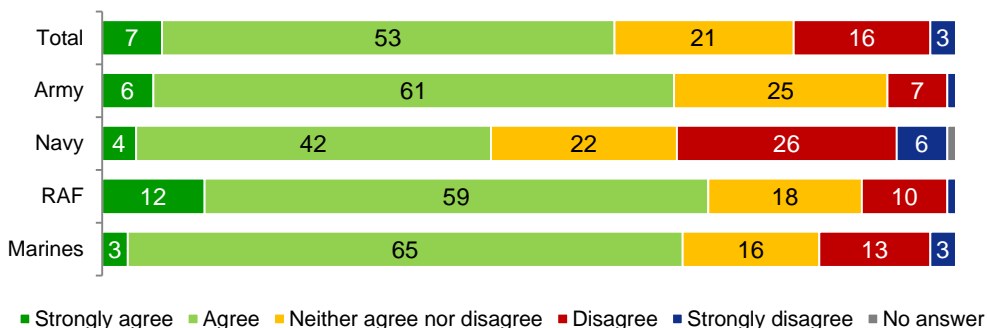
Information prior to arrival: Accurate information about what training involved

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

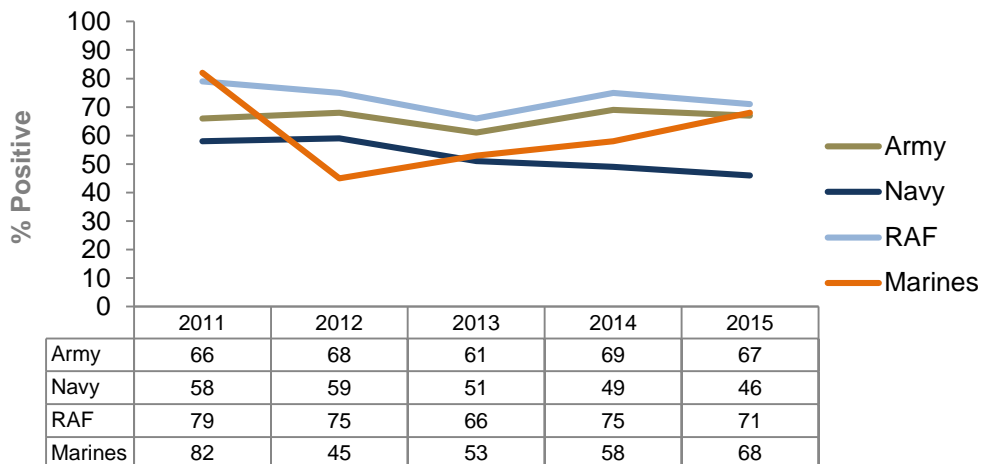
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

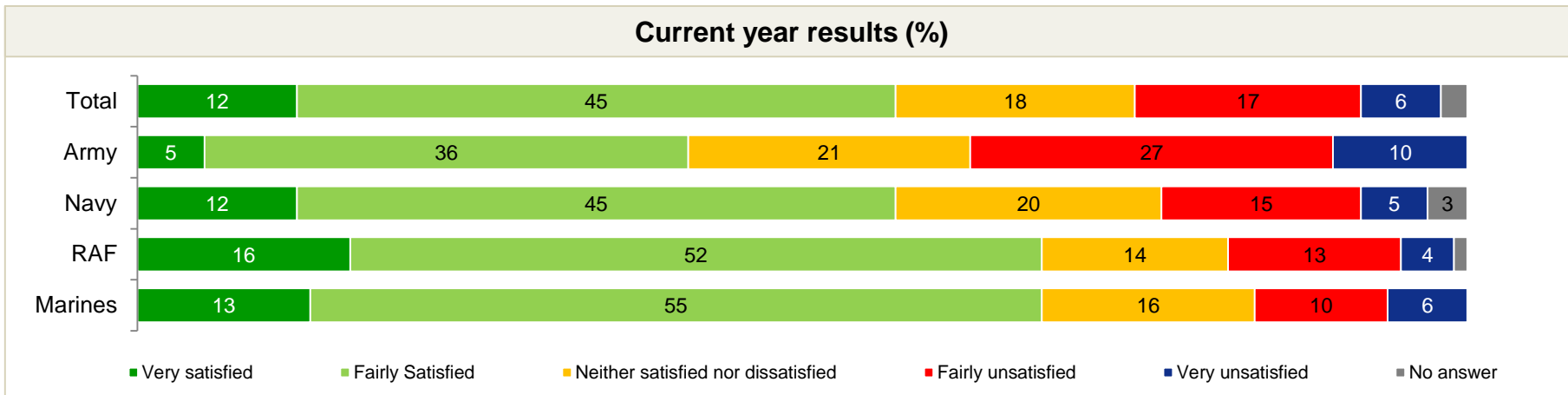
- Three out of five officer cadets (60%) 'agreed' or 'strongly agreed' that the information they were given prior to arrival was useful and accurate about what the training would involve.
- For all of the Services, there was no significant increase or decrease, since 2014.



Satisfaction with recruitment process

KPI2. Overall how satisfied were you with the recruitment process?

Number of respondents : Total (880), Army (212), Navy (368), RAF (269), Marines (31)



Additional information

- This question was introduced in 2015 therefore there is no trend data available.
- Nearly three out of five officer cadets (57%) were satisfied with the recruitment process.
- The Army officer cadets were least likely to respond as 'very satisfied' or 'fairly satisfied' with the recruitment process (42%).



Facilities and amenities

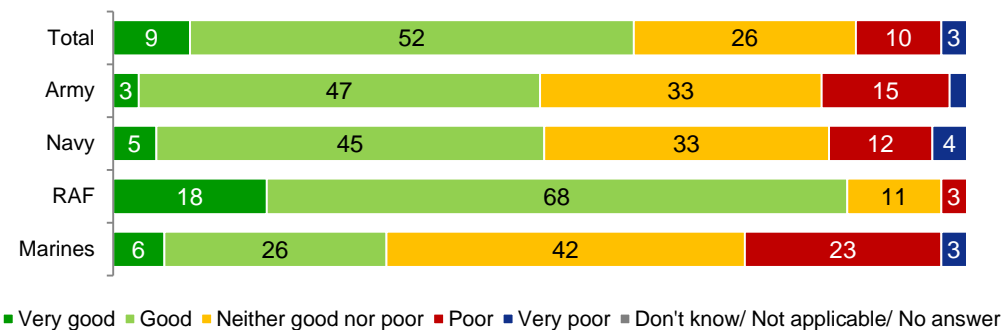
Rating: Standard of living accommodation

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

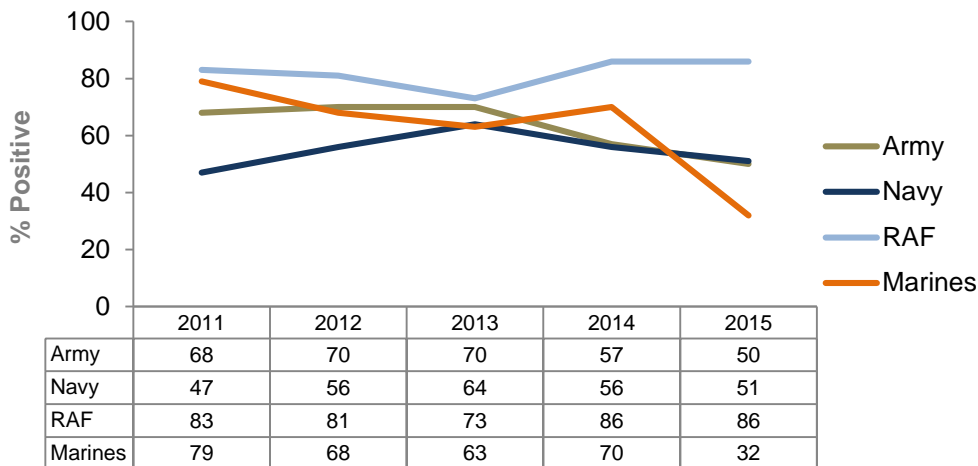
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Overall, three out of five officer cadets (60%) rated the standard of living accommodation as good. This was a significant decrease since 2014 (70%).
- The Royal Marines have seen a significant drop in accommodation ratings since 2014 with 32% rating it as good compared with 70% last year. It should be noted that the base size for the Royal Marines is low.



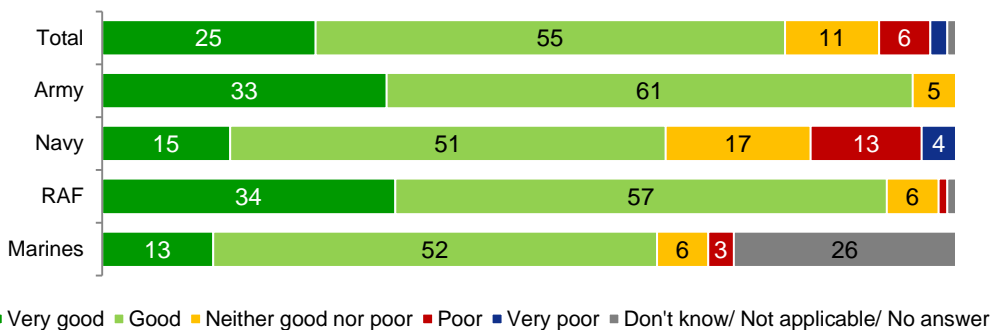
Rating: Sports facilities

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

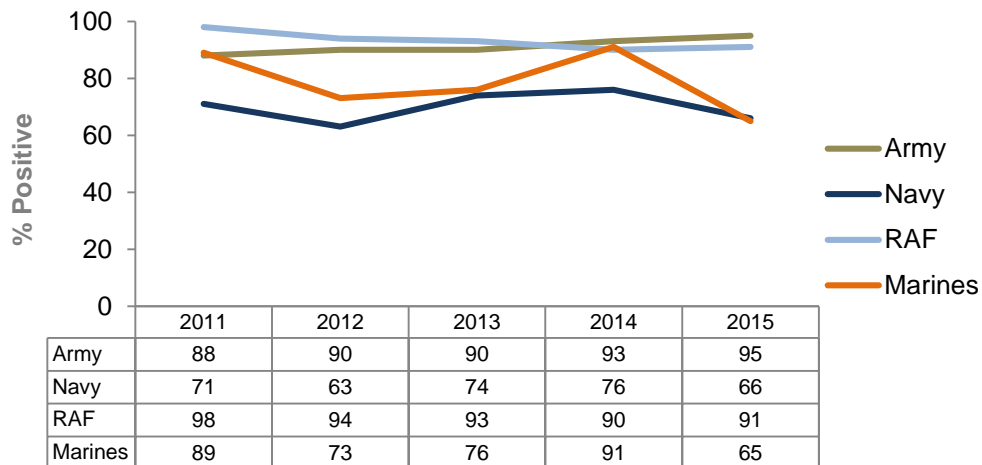
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△	△	△	▽

Additional information

- Four out of five officer cadets (81%) rated the sports facilities as good. This is a fall from 2014 (88%).
- There has been a decline in Royal Marines officer cadets rating the sports facilities as good since 2014 (91% to 65%). It should be noted that the base size for the Royal Marines is low.



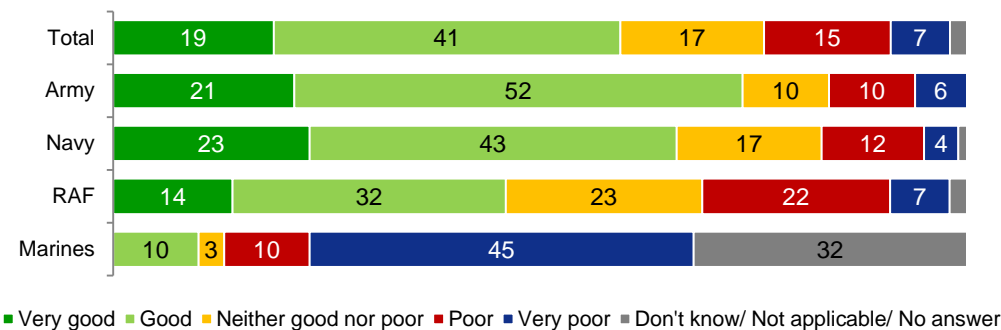
Rating: Opportunity for competitive sport

19. How would you rate each of the following: Opportunity for competitive sport

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



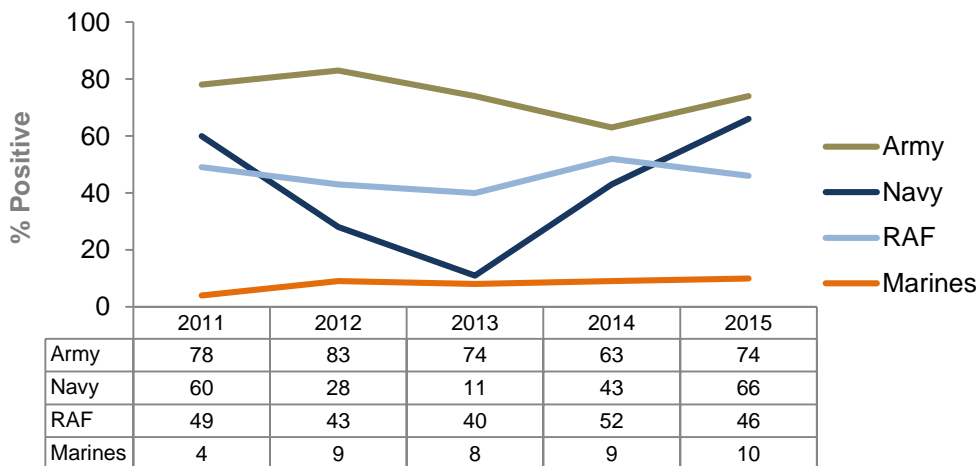
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	▲	▲	▲	▲

Additional information

- Three out of five officer cadets (60%) rated the opportunity for competitive sports as good which is an increase on 2014 (51%).
- Both Army and Royal Navy officer cadets were more likely to rate the opportunity for competitive sports as good than last year (63% to 74%, 43% to 66% respectively).

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.

Results less than 3% are not labelled in the chart.

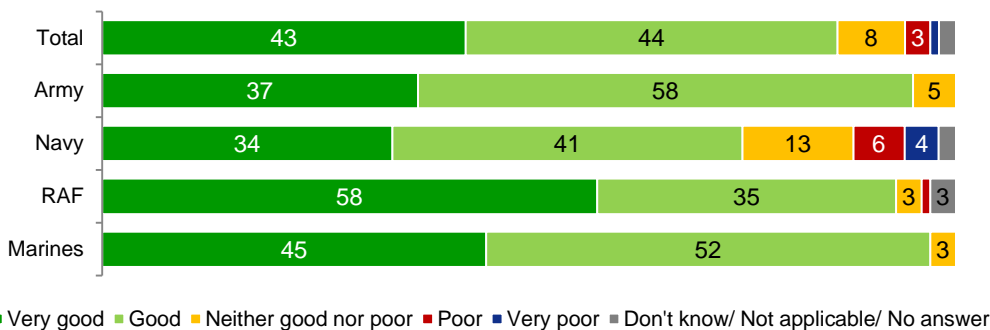
Rating: Medical care

19. How would you rate each of the following: Medical Care

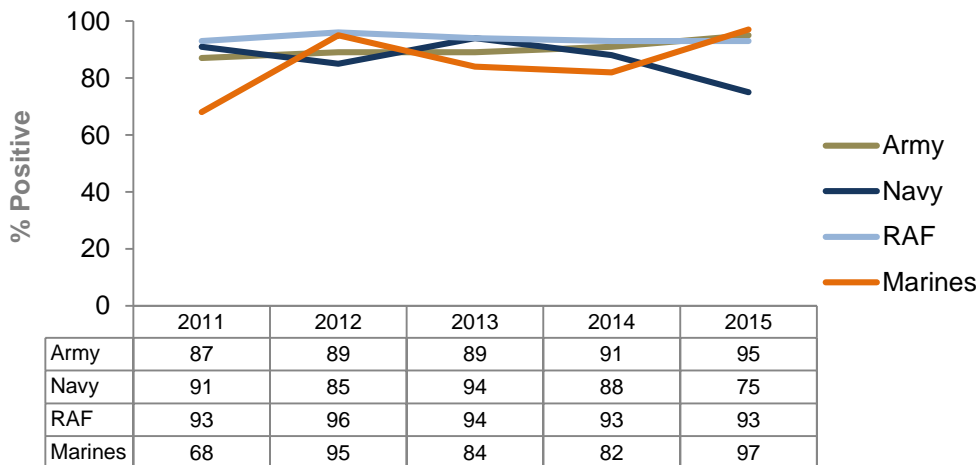
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Medical care continued to be rated highly by officer cadets in all Services, with nearly nine out of ten (86%) giving a positive rating. However this is a decrease since 2014 (91%).
- Since 2014 there has been a decrease in Royal Navy officer cadets rating medical care as good (88% to 75%).



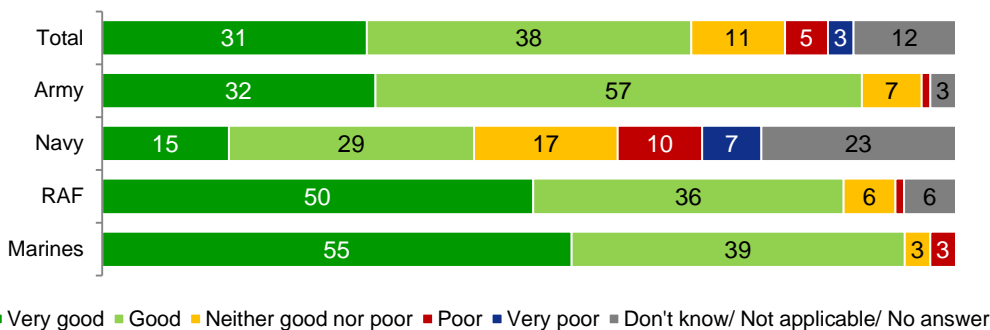
Rating: Dental care

19. How would you rate each of the following: Dental Care

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



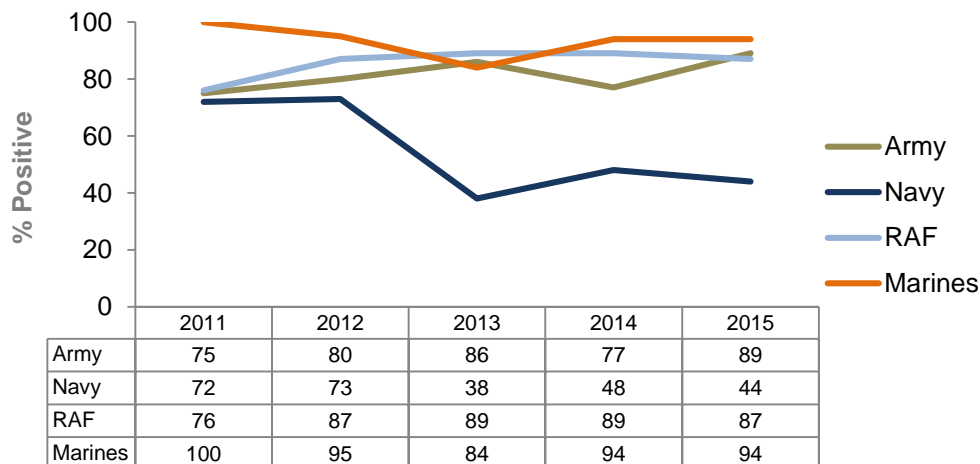
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	▲	▲	▲	▲

Additional information

- Nearly seven out of ten (70%) officer cadets give a positive rating to dental care which was lower than 2014 (78%).
- Since 2014, there has been an increase in Army officer cadets who rated dental care good (77% to 89%).

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.

Results less than 3% are not labelled in the chart.

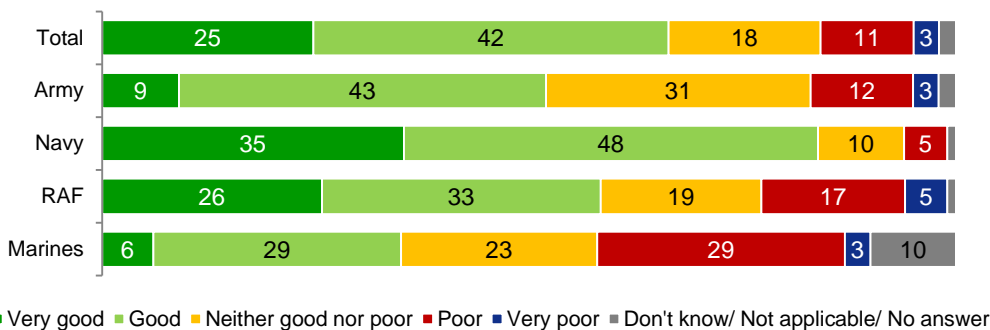
Rating: Access to IT for personal use

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

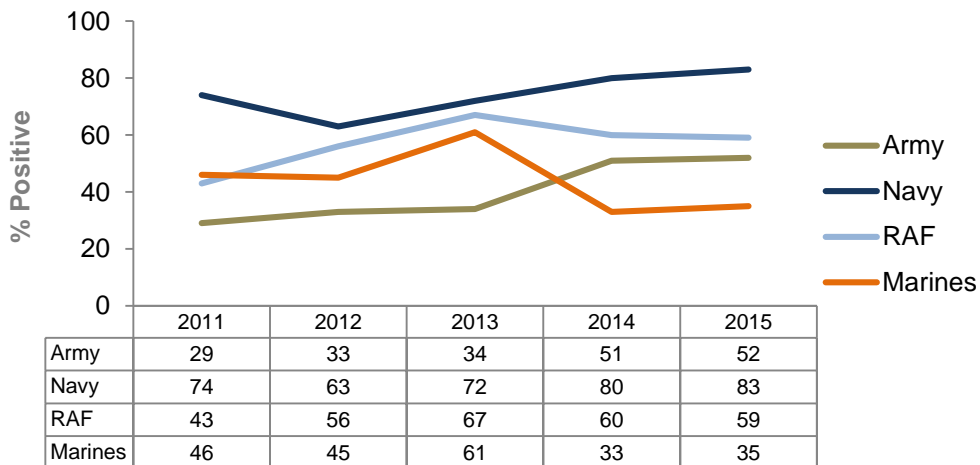
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Two thirds (67%) of officer cadets rate access to IT for personal use as good and this an increase since 2014 (59%).



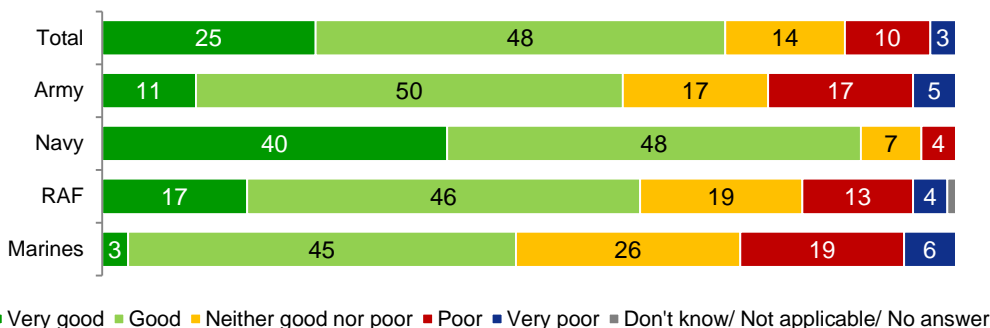
Rating: Internet access

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

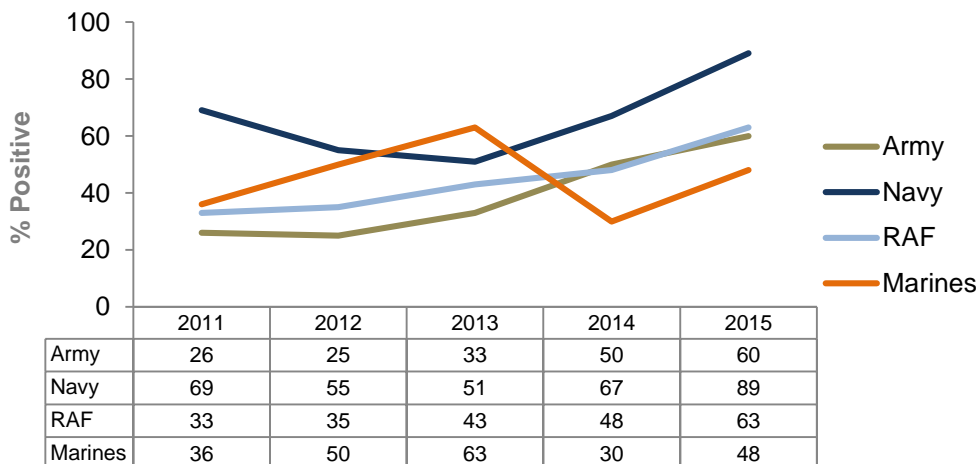
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	▲	▲	▲	▲

Additional information

- Nearly three-quarters of officer cadets (73%) rated internet access as good; this is an increase since 2014 (51%).
- There was an increase in positive scores since 2014 from Army, Royal Navy and RAF officer cadets (50% to 60%, 67% to 89% and 48% to 63% respectively).

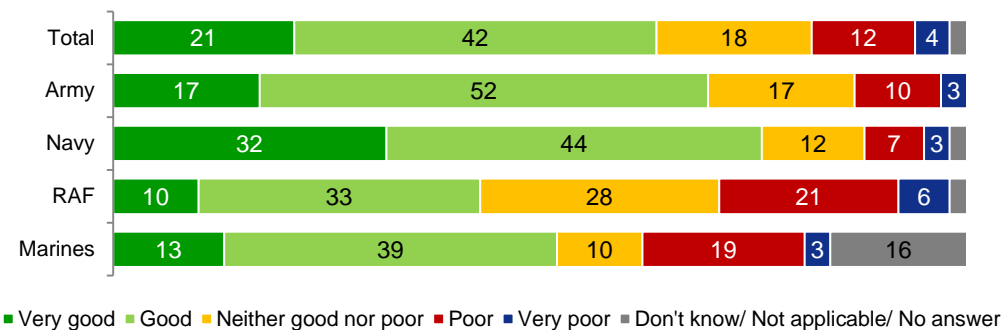
Rating: Access to gym in spare time

19. How would you rate each of the following: Access to gym in spare time

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



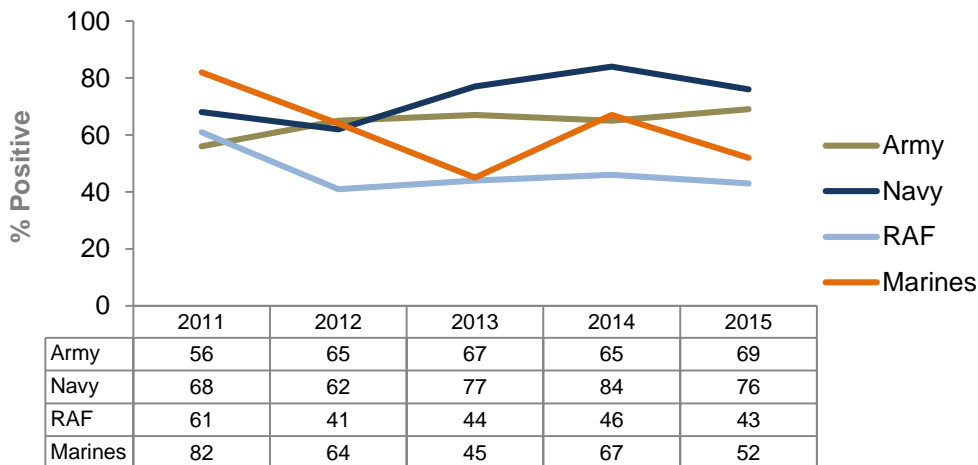
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Three out of five officer cadets (63%) rated access to gym in their spare time as good.

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.

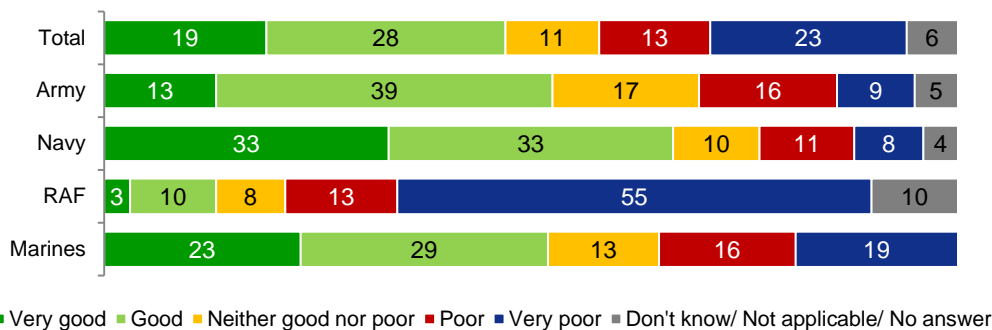
Rating: Provision of free Wi-Fi hotspots

19. How would you rate each of the following: Provision of free Wi-Fi hotspots

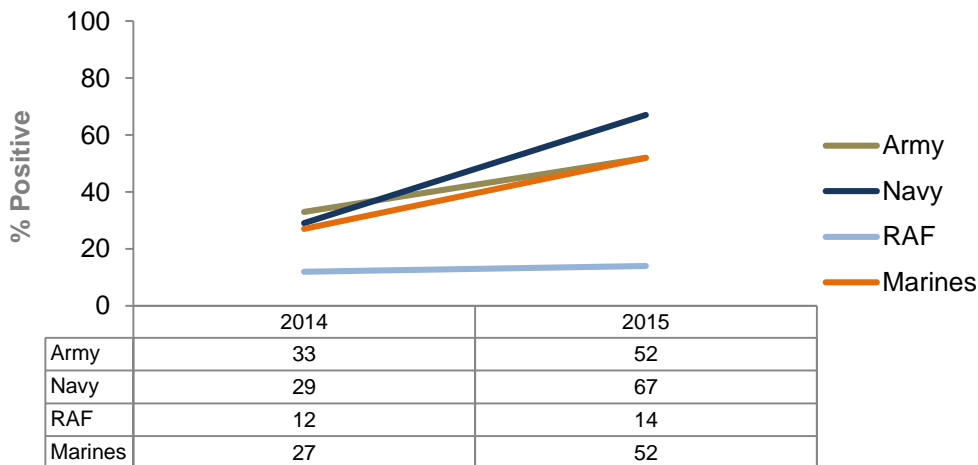
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	▲ ▼	▲ ▼	▲ ▼	▲ ▼

Additional information

- Nearly half of officer cadets (46%) rated provision of free Wi-Fi hotspots as good which was higher than 2014 (23%).
- There was an increase amongst Army and Royal Navy officer cadets rating provision of Wi-Fi hotspots as good (33% to 52% and 29% to 67% respectively).



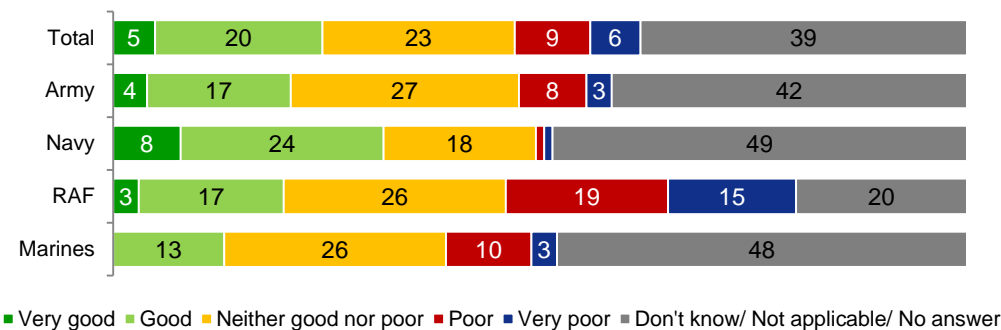
Rating: IT support for hardware issues

19. How would you rate each of the following: IT support for hardware issues

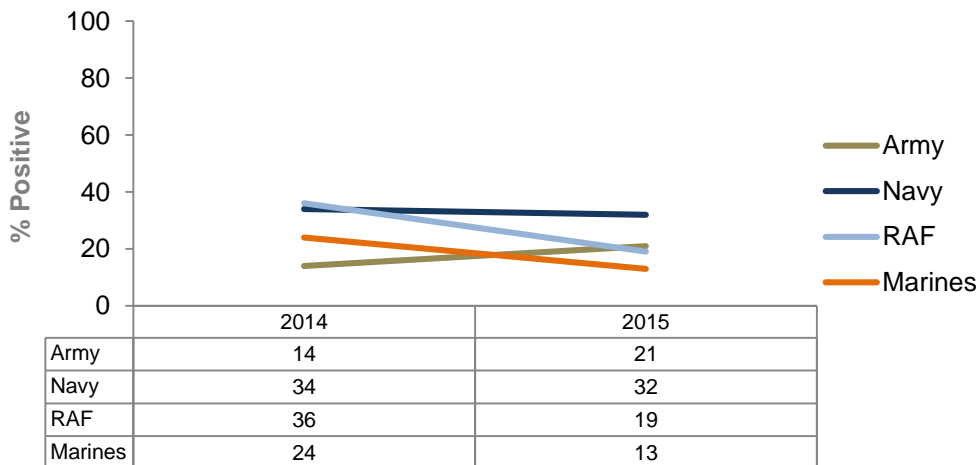
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)

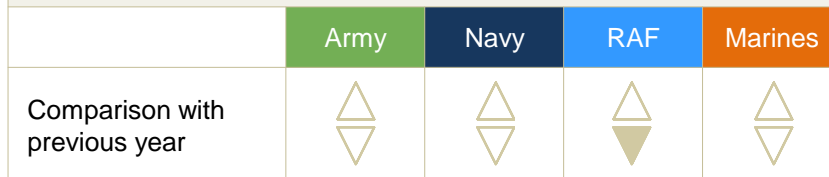


Trend



Please refer to notes page for base size of previous years

Differences



Additional information

- A quarter of officer cadets (25%) rated the IT support for hardware issues as good. However, overall, 39% officer cadets stated that they did not know, it was not applicable or gave no answer.
- There was a decrease amongst RAF officer cadets stating that IT support for hardware issues was good (36% to 19%).



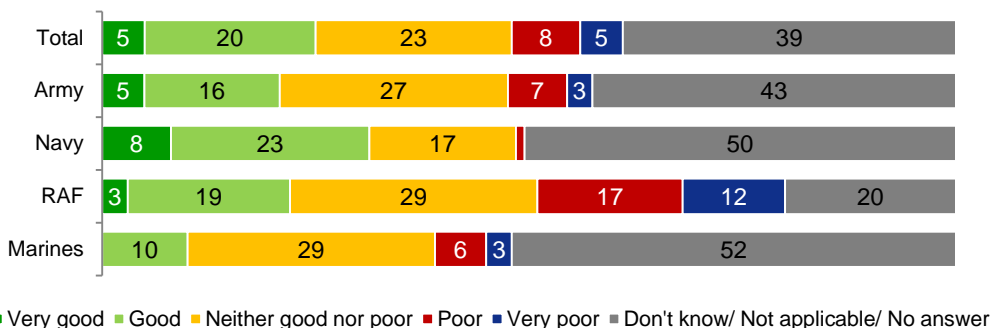
Rating: IT support for software issues

19. How would you rate each of the following: IT support for software issues

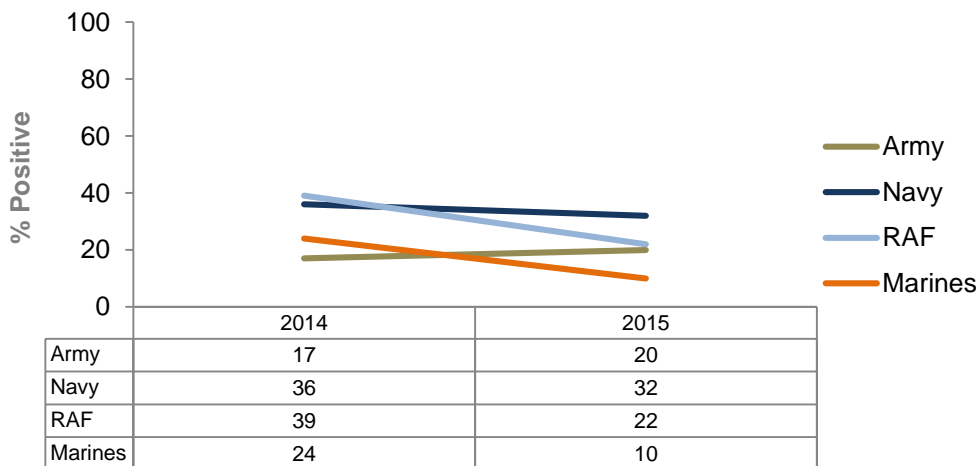
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△	△	△	△

Additional information

- As with IT support for hardware issues, ratings for IT support for software issues were mixed, with many (39%) choosing not to answer the question.
- A quarter of officer cadets (25%) gave a positive rating when asked about IT support for software issues.
- RAF officer cadets were less likely to rate IT support for software issues as good than in 2014 (39% to 22%).

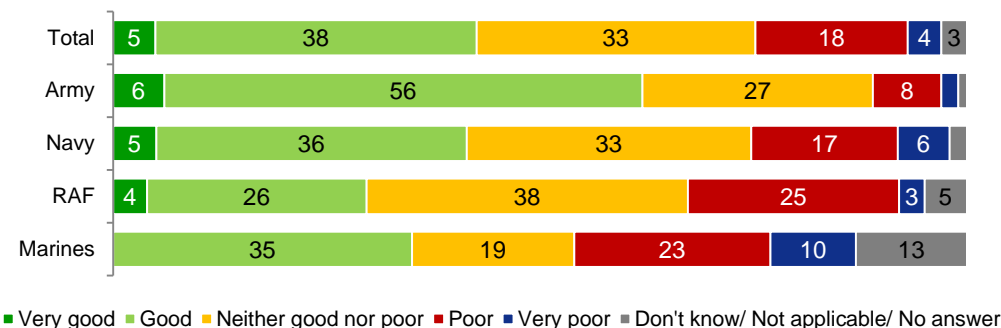
Rating: Leisure and retail facilities

19. How would you rate each of the following: Leisure and retail facilities

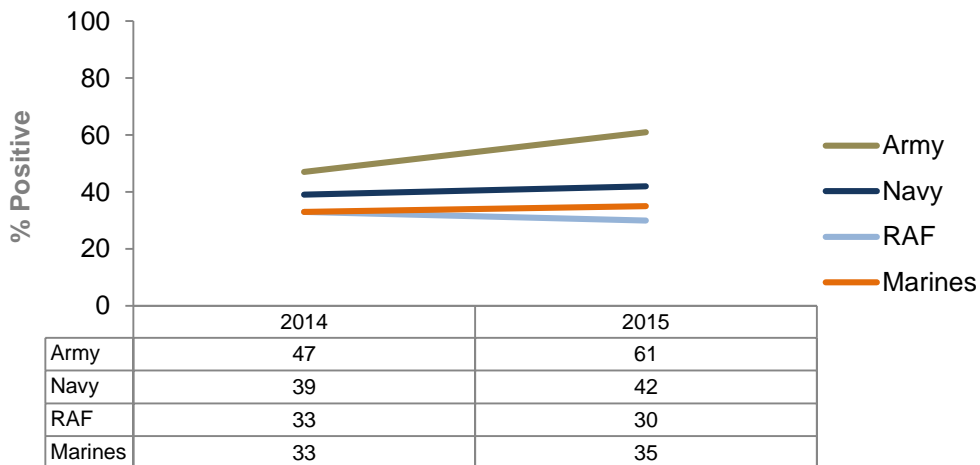
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	▲	▲	▲	▲

Additional information

- Just over two out of every five officer cadets (43%) stated that leisure and retail facilities were good.
- There was an increase in Army cadets giving a positive rating about leisure and retail facilities since 2014 (47% to 61%).



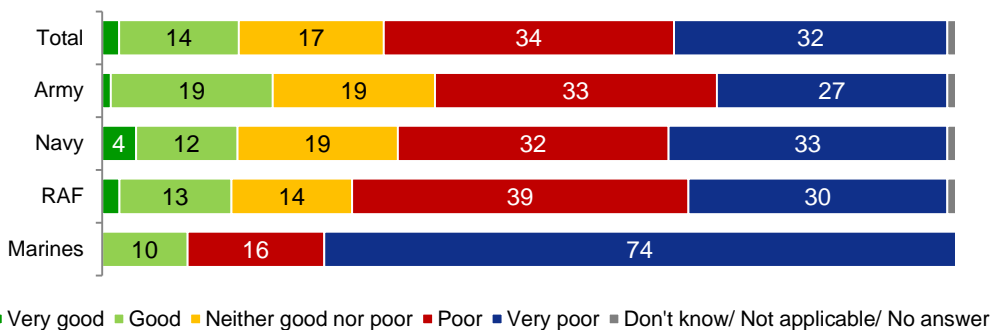
Rating: Laundry facilities

19. How would you rate each of the following: Laundry facilities

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Additional information

- This is the first year this question has been included in the survey.
- Over one in ten (16%) officer cadets agreed laundry facilities were good.
- However, two thirds (66%) officer cadets rated the laundry facilities as poor or very poor.



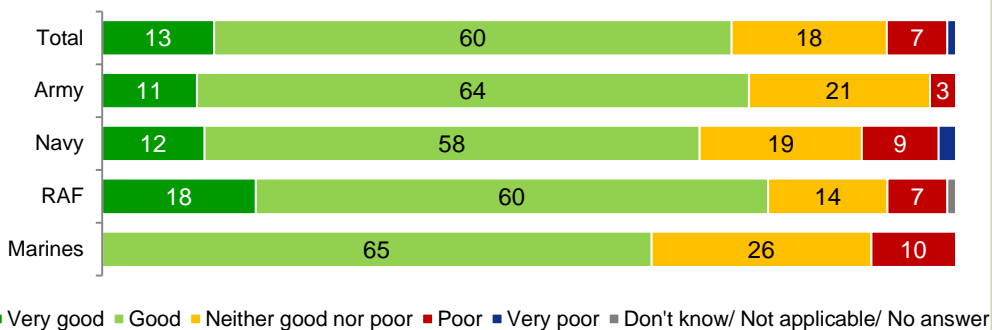
Rating: Personal Kit (e.g. boots and uniform)

19. How would you rate each of the following: Personal Kit (e.g. boots and uniform)

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Additional information

- This is the first year this question has been included in the survey.
- Nearly three-quarters of officer cadets (73%) rated personal kit as good.



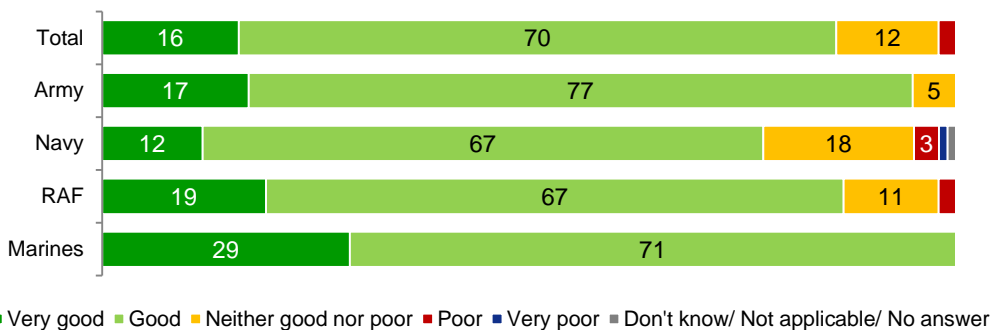
Rating: Standard of training facilities

19. How would you rate each of the following: Standard of training facilities

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Additional information

- This is the first year this question has been included in the survey.
- Nearly nine out of ten officer cadets (86%) rated the standard of training facilities as good.
- All Royal Marines (100%) rated the standard of training facilities as good. However, it should be noted that the base size for the Royal Marines is low.



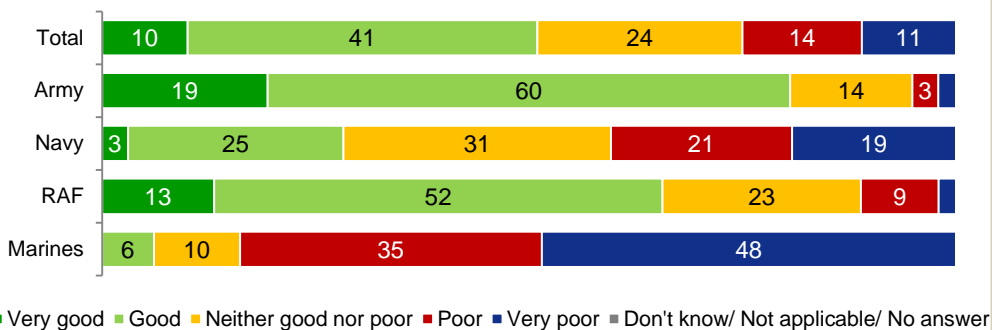
Rating: Food

19. How would you rate each of the following: Food

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Additional information

- This is the first year this question has been included with this wording, previously officer cadets were asked if they were satisfied with the food.
- Just over half of officer cadets (51%) stated that the food was good. There was a variety of responses from each Service.

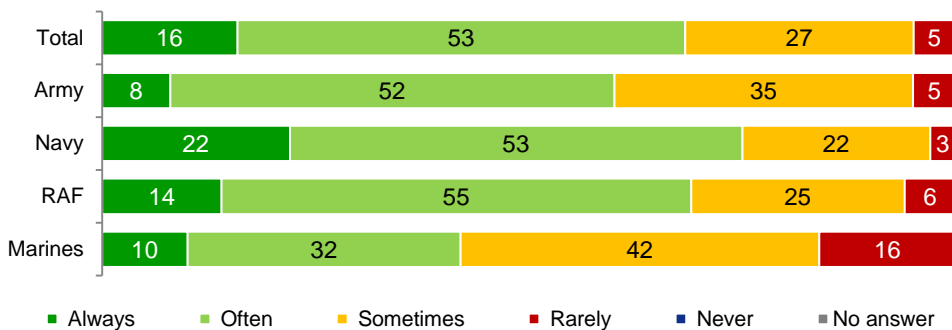


Whether given enough time to eat meals

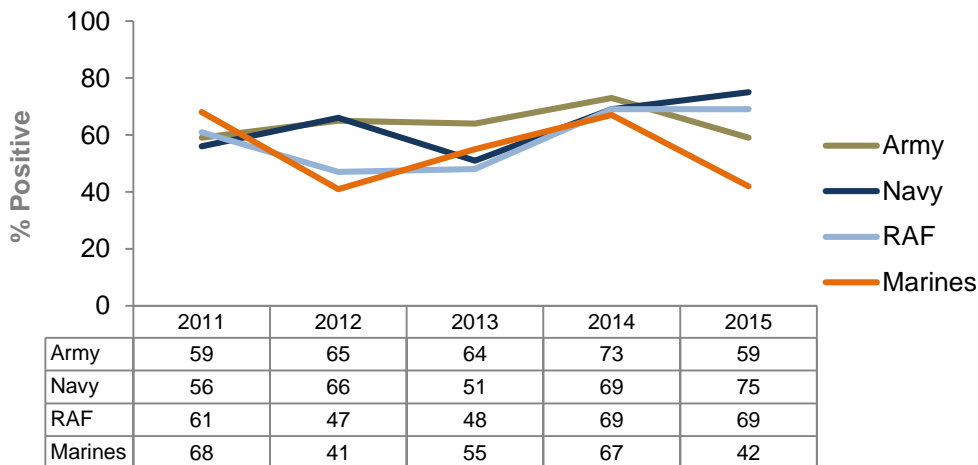
25. Were you given enough time to eat your meals?

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)
 % positive equals the proportion who say 'always' or 'often' – significant differences and comments based on this

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△	△	△	△

Additional information

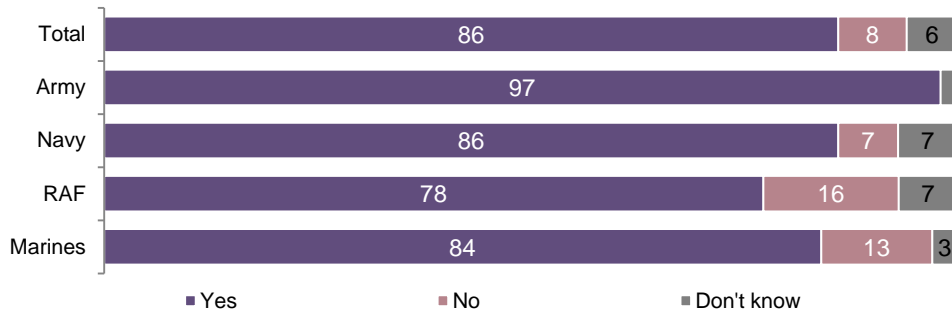
- Nearly seven out of ten officer cadets (68%) claimed they were given enough time to eat their meals always or often.
- Army officer cadets were less likely to be positive about compared to 2014 (73% to 59%).

Option to comment on food

NEW26. Were you given the option to comment on the food whilst at XXX?

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)
% positive equals the proportion who say 'yes' – significant differences and comments based on this

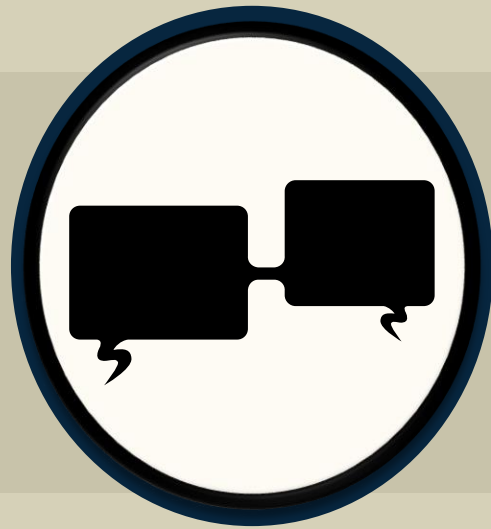
Current year results (%)



Additional information

- This is the first year this question has been included in the survey.
- Nearly nine out of ten officer cadets (86%) stated that they had been given the option to comment on the food whilst at their unit.
- Nearly all Army officer (97%) cadets had been given the option to comment on food.





Support

Learning needs and difficulties

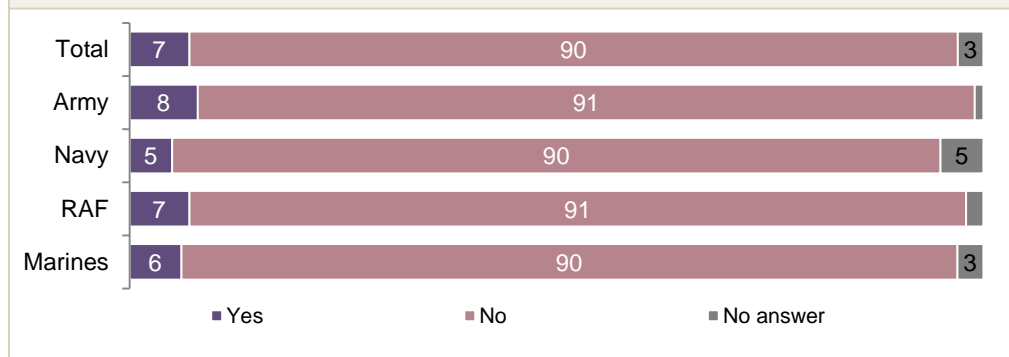
6a. Do you have any learning needs or difficulties?

6b. Did you tell the staff at XXX that you had a learning need or difficulty?

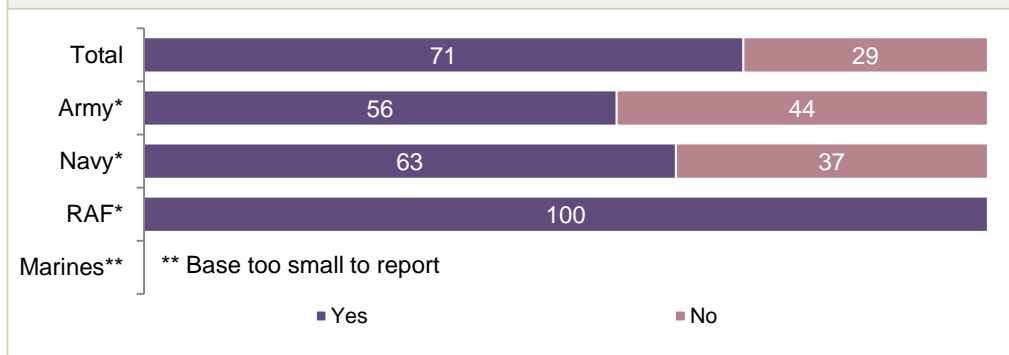
Number of respondents at 6a: Total (880), Army (212), Navy (368), RAF (269), Marines (31)

Number of respondents at 6b: Total (58), Army (18*), Navy (19*), RAF (19*), Marines (2**)

Current year results – 6a



Current year results – 6b



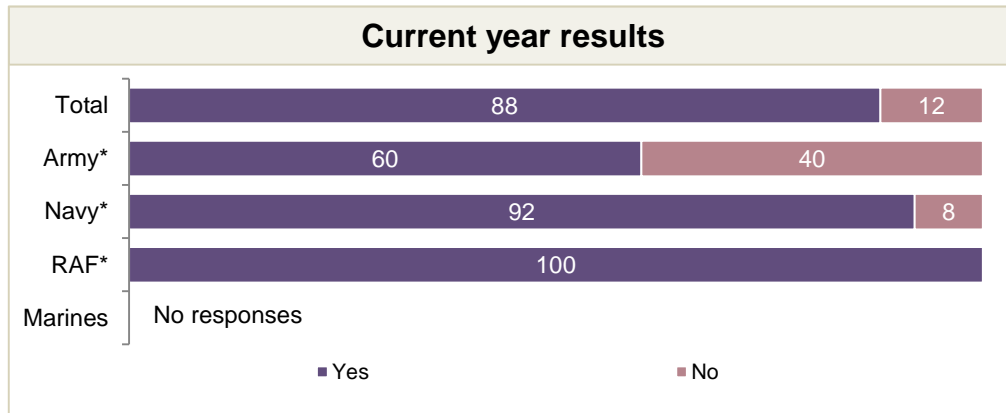
Additional information

- This is the first year this question has been included in the survey.
- Less than one in ten officer cadets (7%) said they had learning needs or difficulties.
- Just under three quarters of officer cadets (71%) who have a learning need or difficulty have told staff about it.
- All RAF cadets (100%) who had a learning need or difficulty told staff about it.
- Please note the number of officer cadets answering Q6b is low.

Support for learning needs and difficulties

Demog6c. Did you have all the support required for your learning need or difficulty?

Number of respondents: Total (41), Army (10*), Navy (12*), RAF (19*), Marines (0)



Additional information

- This is the first year this question has been included in the survey.
- Of those officer cadets who told staff about their learning need or difficulty, just under nine out of ten (88%) felt that they had all the support required for their learning need or difficulty.
- Please note the number of officer cadets answering this question is very low.

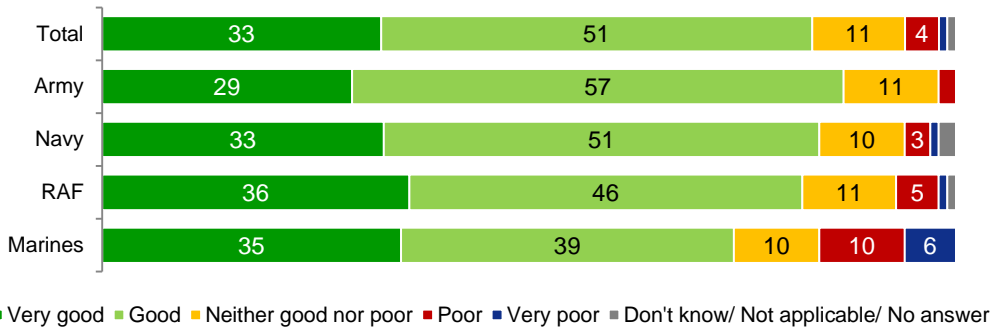
Opportunity to talk privately with training staff

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

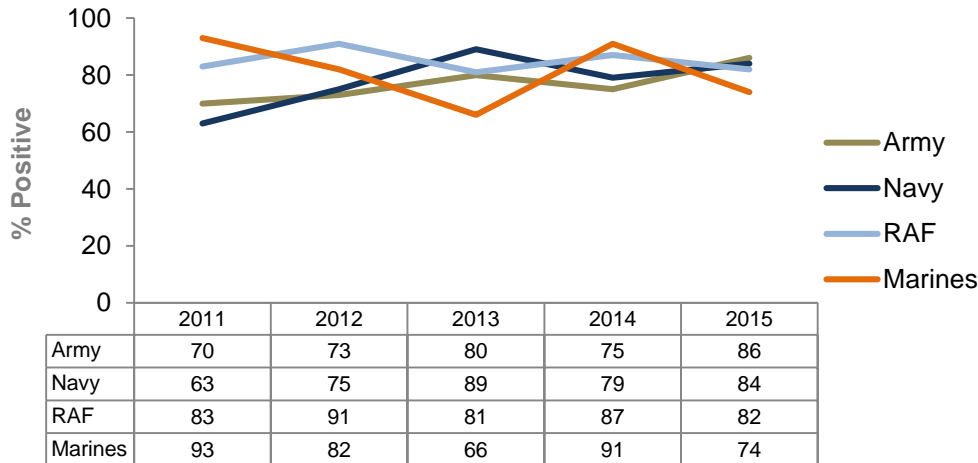
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	▲	▲	▲	▲

Additional information

- Over four out of five cadets (84%) had the opportunity to speak privately to training staff .
- There was an increase in the percentage of Army officer cadets stating that the opportunity to speak privately to training staff was good (75% to 86%).
- Please note the answer option 'not applicable' was changed to 'not available' in this data collection year.



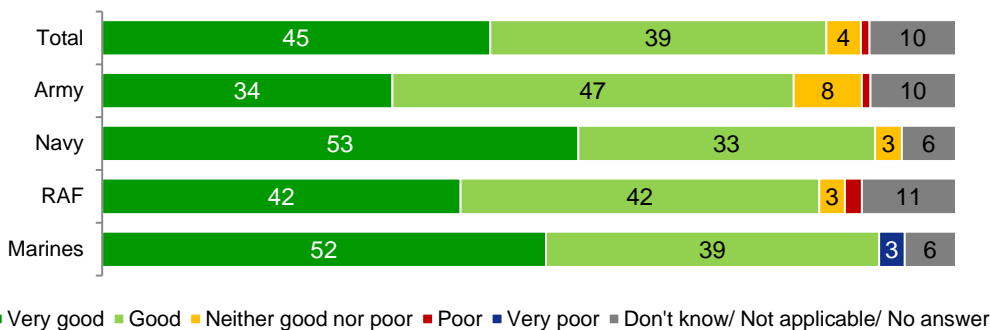
Opportunity to talk privately with Chaplains/Padre

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

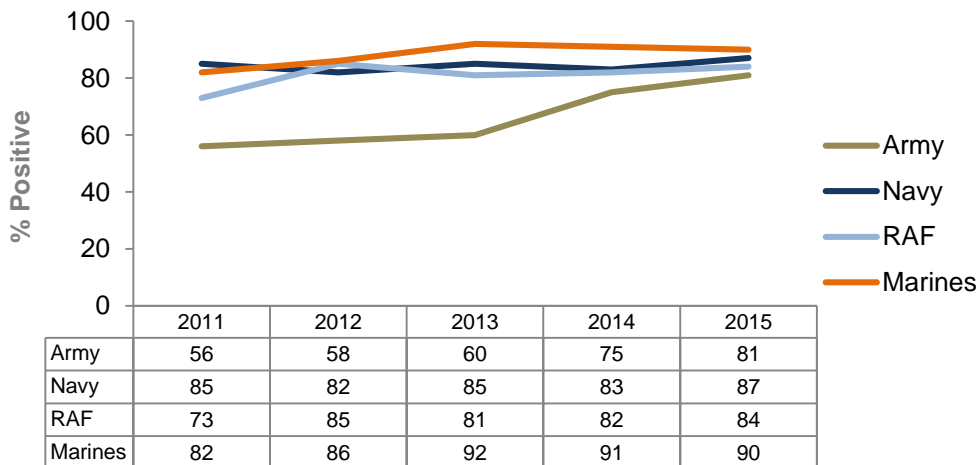
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△	△	△	△

Additional information

- 85% of officer cadets had the opportunity to talk privately with Chaplains/Padre which was a significant increase from 2014 (80% to 85%).
- Please note the answer option 'not applicable' was changed to 'not available' in this data collection year.



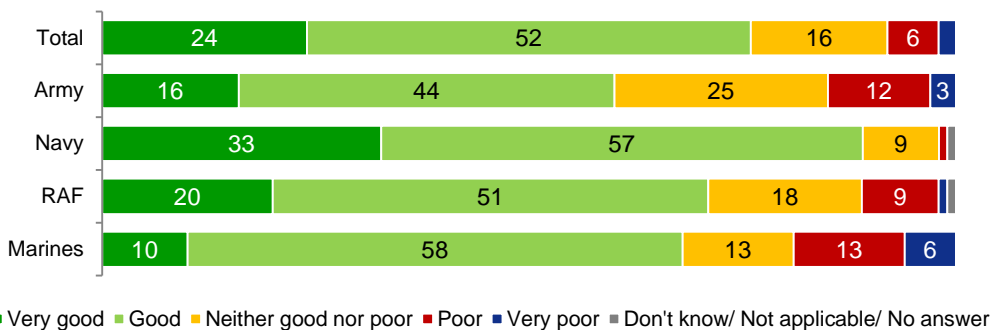
Opportunity to keep in contact with family and friends

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

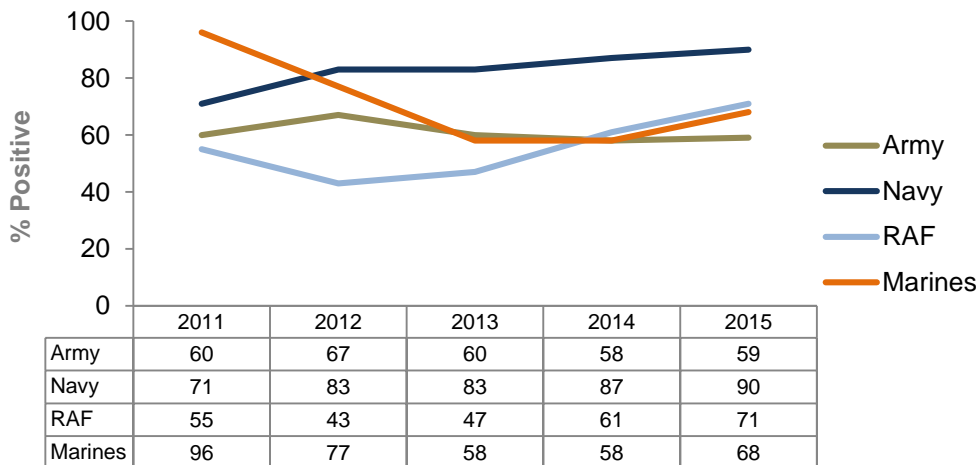
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△	△	△	△

Additional information

- Just over three-quarters of officer cadets (76%) rated their opportunity to keep in touch with family and friends as good. This was an increase since 2014 (65%).
- There was an increase in the proportion of RAF officer cadets agreeing to this statement (61% to 71%).
- Please note the answer option 'not applicable' was changed to 'not available' in this data collection year.

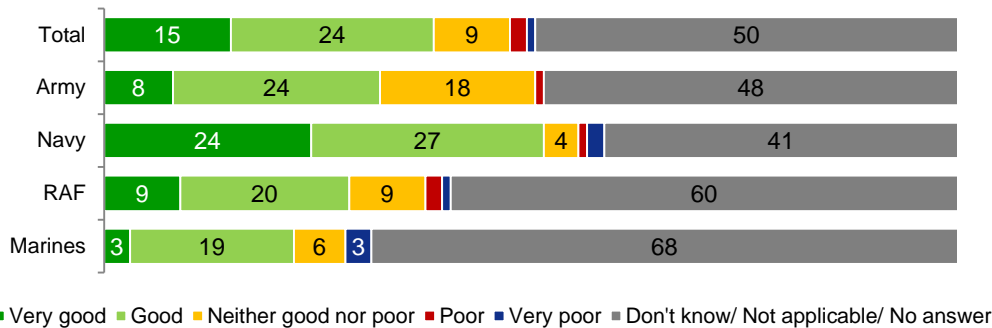
Opportunity to practise your faith/religion

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

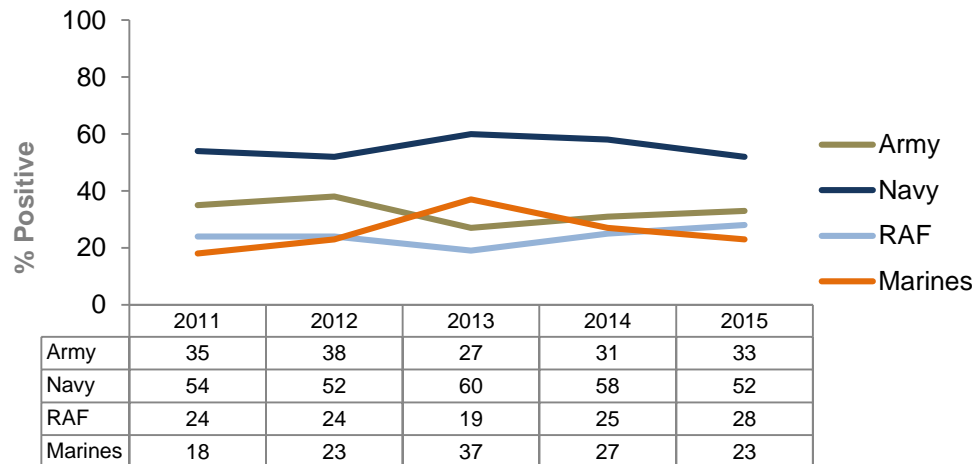
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Almost two out of every five officer cadets (39%) said the opportunity to practice faith/religion was good; this was an increase from 2014 (34%).
- However half of cadets answered 'don't know,' 'not applicable' or 'no answer'.
- Please note the answer option 'not applicable' was changed to 'not available' in this data collection year.

Aggregated totals may not add up to 100% due to rounding.

Results less than 3% are not labelled in the chart.



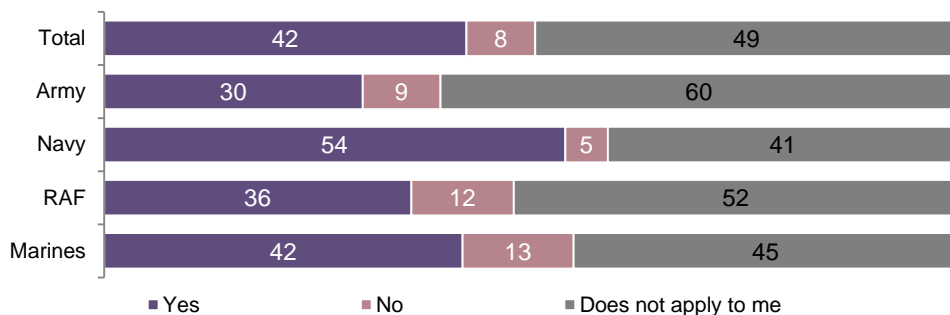
Someone to go to for administrative problems

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

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



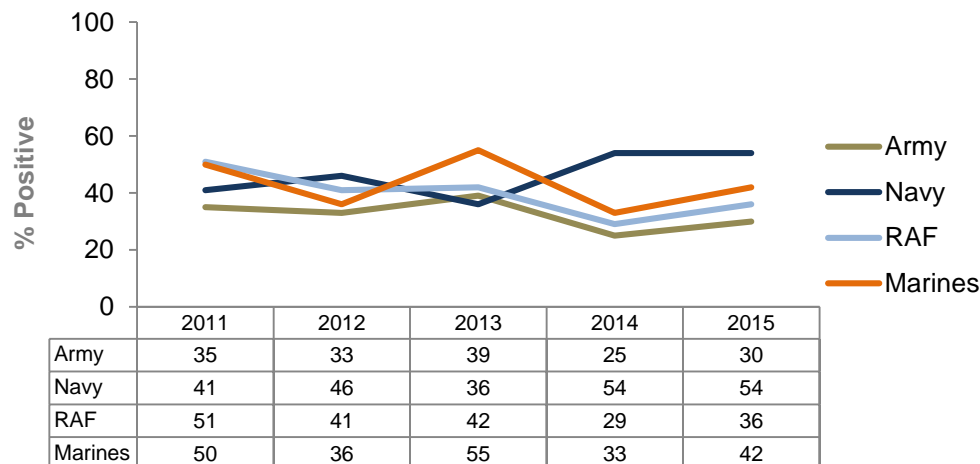
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Two out of every five officer cadets (42%) said there was someone to go to for administrative problems. This was higher than 2014 (33%).
- Half of cadets said that this question did not apply to them.
- There have been no significant increases or decreases by Service since 2014.
- Officer cadets aged 25 years and over were more likely to agree that there was someone to help deal with administrative problems (48%) than officer cadets aged 22 – 25 years old (39%).

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.

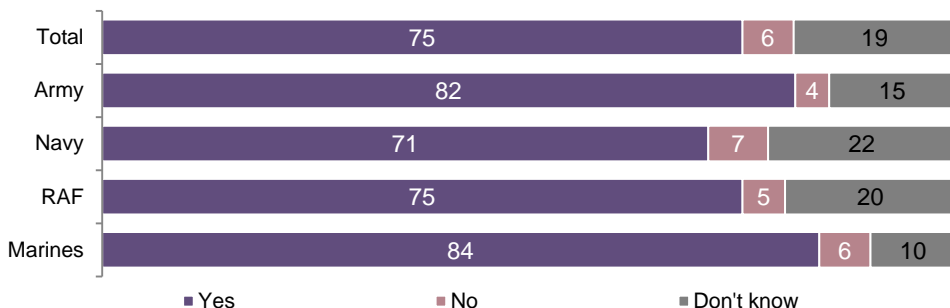
Availability of staff for problems out of training hours

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

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



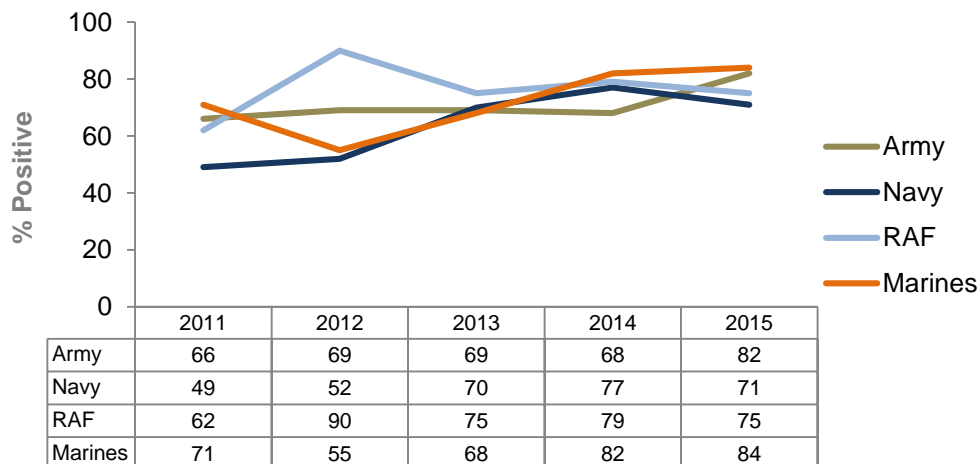
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	▲	▲	▲	▲

Additional information

- Three quarters of officer cadets (75%) from all Services said there was a member of staff easily available if they had any problems outside of training hours.
- One in five (19%) cadets answered 'don't know' to this question.
- Since 2014, there has been a significant increase in Army officer cadets saying they had access to staff outside of training hours (68% to 82%).

Trend



Please refer to notes page for base size of previous years

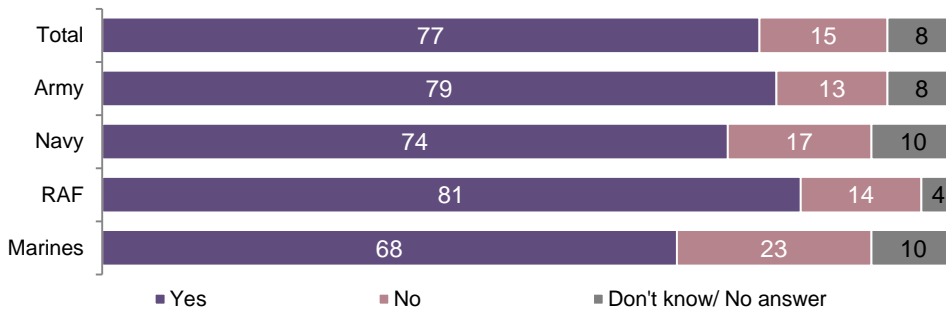
Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.

Opportunity to raise all concerns with person in authority

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

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

Current year results (%)



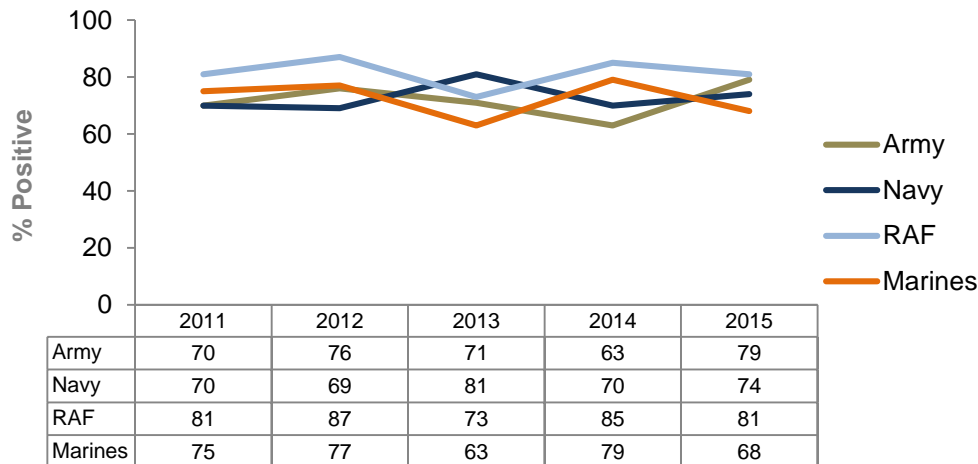
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	▲	▲	▲	▲

Additional information

- Over three quarters of officer cadets (77%) felt they had the opportunity to raise all their concerns with a person in authority.
- Army officer cadets were more likely to give this response than in 2014 (63% to 79%).

Trend



Please refer to notes page for base size of previous years

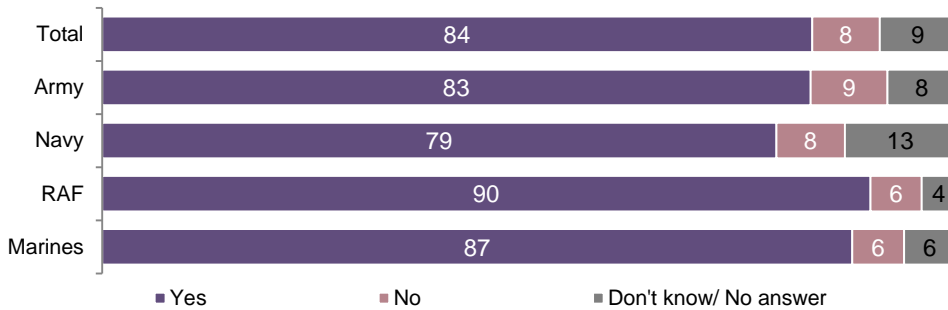
Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.

Someone to go to for personal or emotional problems

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

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

Current year results (%)



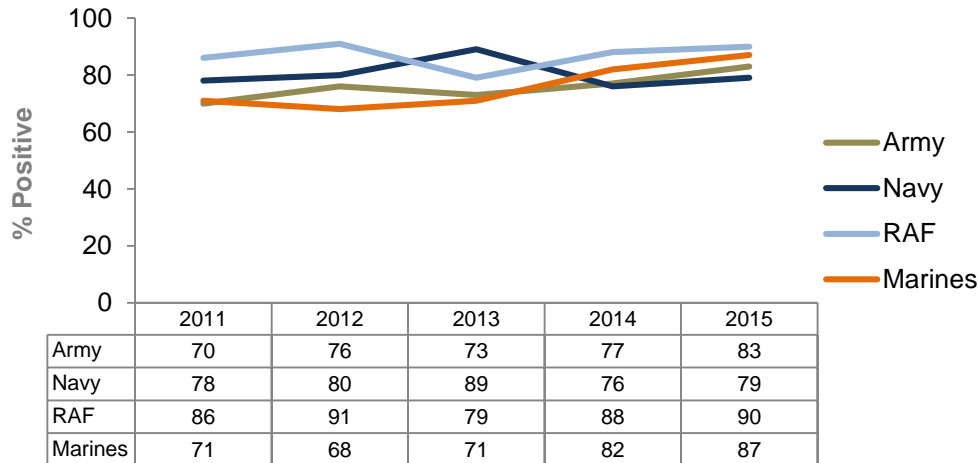
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Over four out of every five officer cadets (84%) said they had someone to go to for personal and emotional problems.

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.



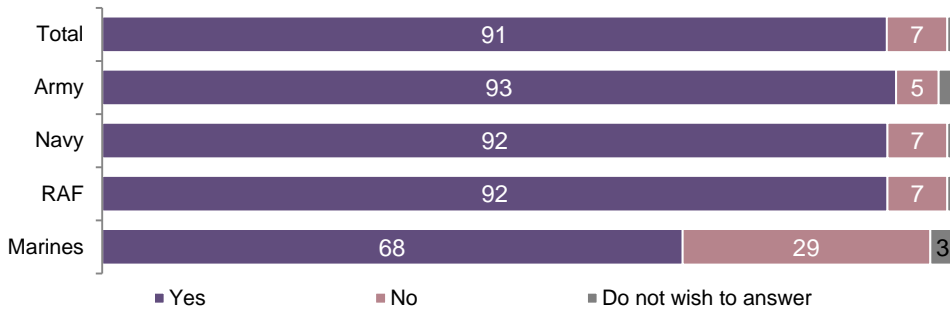
Fairness

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

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

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

Current year results (%)



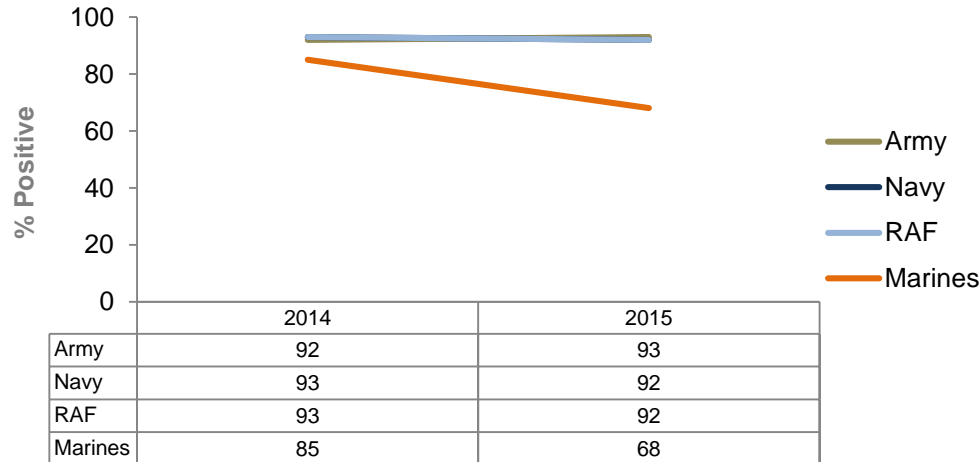
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Nine out of every ten officer cadets (91%) stated that they knew how to complain about poor or unfair treatment or bullying at their unit.

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.

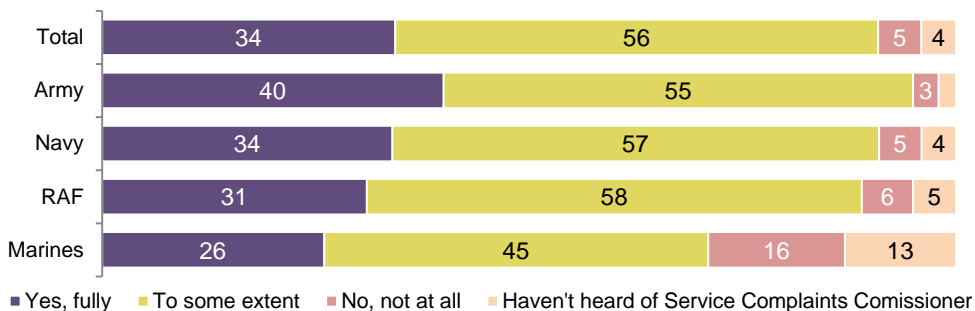
Knowledge of Service Complaints Commissioner

(wording will change to Service Complaints Ombudsman from 2016)

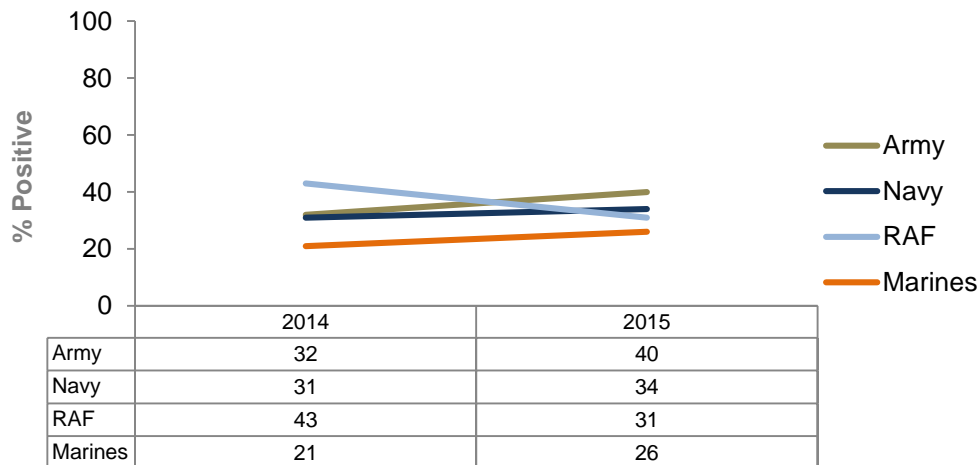
37SCC. Do you know how the Services Complaints Commissioner can help you with a discrimination, harassment and/or bullying complaint?

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)
 % positive equals the proportion who say 'yes fully' – significant differences and comments based on this

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△	△	△	△

Additional information

- Overall, a third of officer cadets (34%) were fully aware of how the Service Complaints Commissioner (SCC) could help them with a complaint with a further 56% saying they knew 'to some extent'.
- 5% had no knowledge of how the SCC could help and 4% had not heard of the SCC.
- Full awareness amongst RAF cadets has fallen, since 2014, from 43% to 31%.

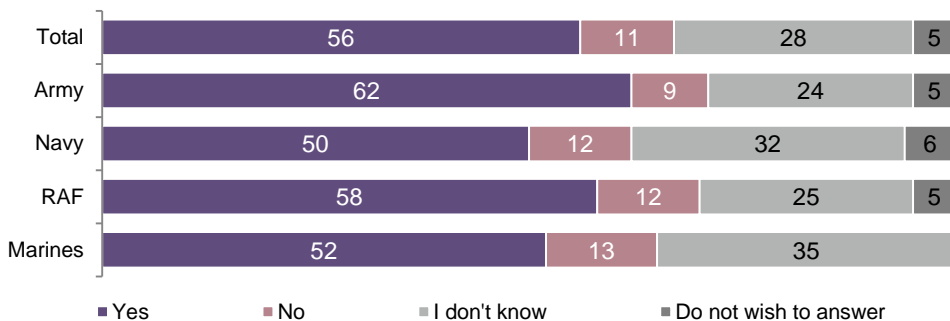


Whether believe complaints are dealt with in a fair manner

38a. Generally, do you believe that complaints are dealt with in a fair manner at unit?

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

Current year results (%)



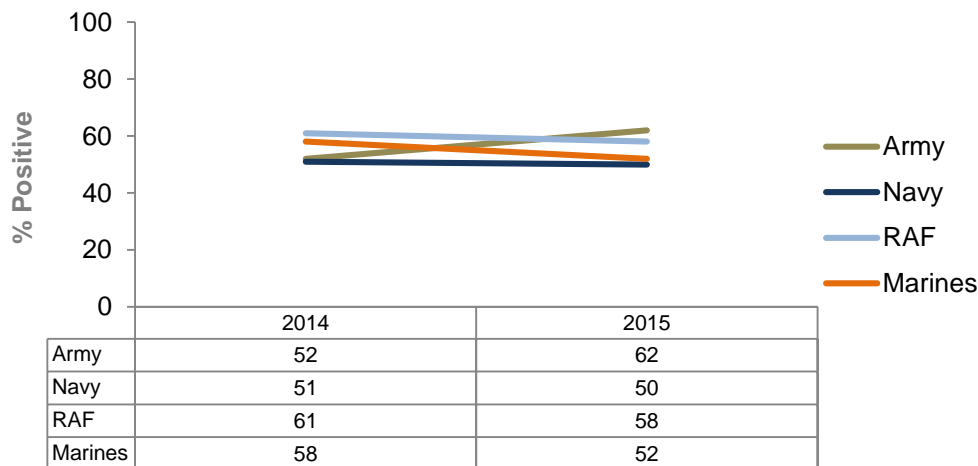
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	▲	▲	▲	▲

Additional information

- Over half of all officer cadets believed that complaints were dealt with in a fair manner (56%) however, almost a third (28%) said they did not know. This is consistent with 2014 results.
- The proportion of Army cadets who felt that complaints were dealt with in a fair manner has increased since 2014 (52% to 62%).

Trend



Please refer to notes page for base size of previous years

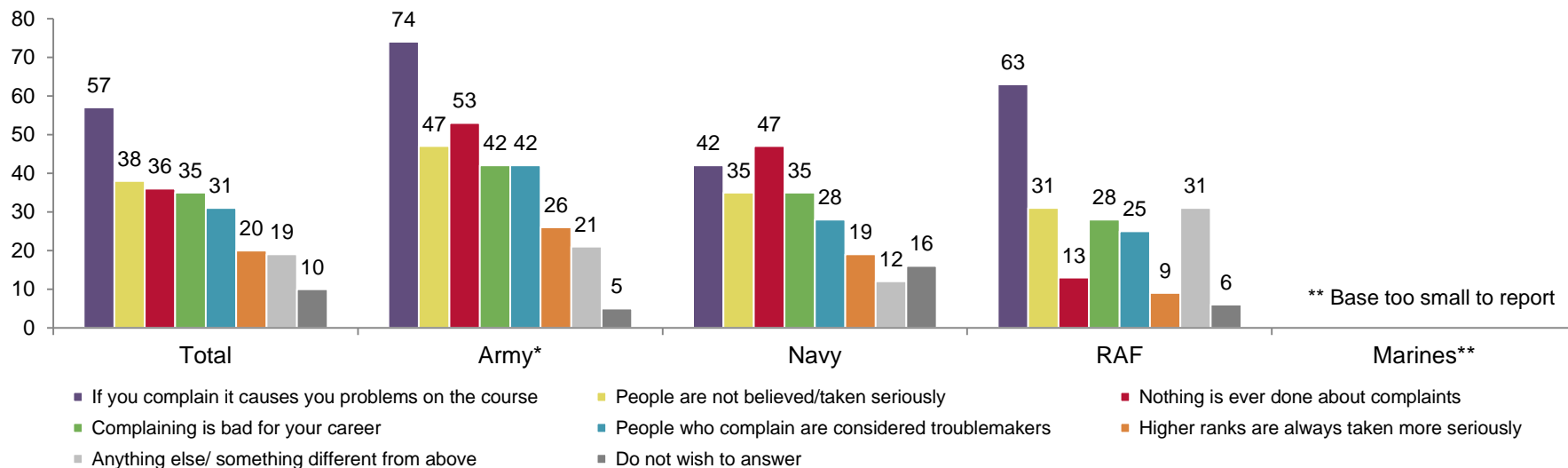
Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.

Reason why complaints are not dealt with in a fair manner

38b. Why do you feel that complaints are not dealt with in a fair manner?

Number of respondents (all respondents who said that they did not feel that complaints were dealt with in a fair manner): Total (98), Army (19*), Royal Navy (43), RAF (32), Marines (4**)

Current year results (%)



Additional information

- The top reason for not believing that complaints were dealt in a fair manner was that complaining causes you problems on the course (57%). This was followed by the belief that people who complain are not taken seriously (38%).
- Base sizes for this question are low.

* Caution: low base (< 30 respondents)

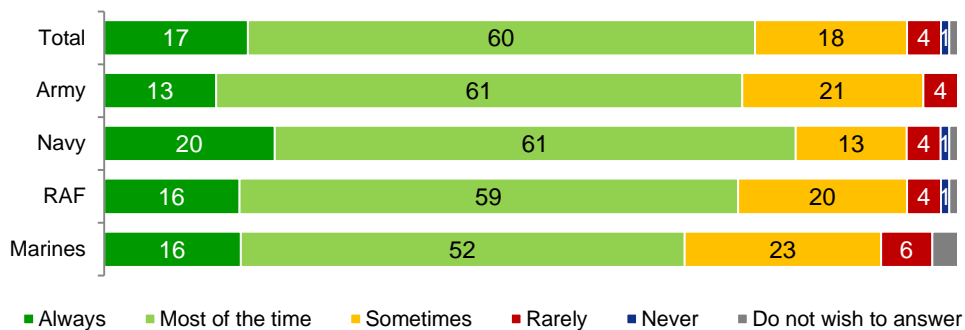
Fair treatment of cadets

40. Please indicate how often the following statements apply: Cadets were all treated fairly

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Additional information

- This is the first year this question has been included in the survey.
- Just over three quarters (77%) of officer cadets felt that all cadets were treated fairly.
- Royal Navy cadets were most likely to feel that they had been treated fairly (81%).
- Younger cadets were less likely to feel that all cadets were treated fairly with 68% of 18-21 year olds agreeing with this statement compared to 78% of 22-25 year olds and 79% aged 25 years and over.



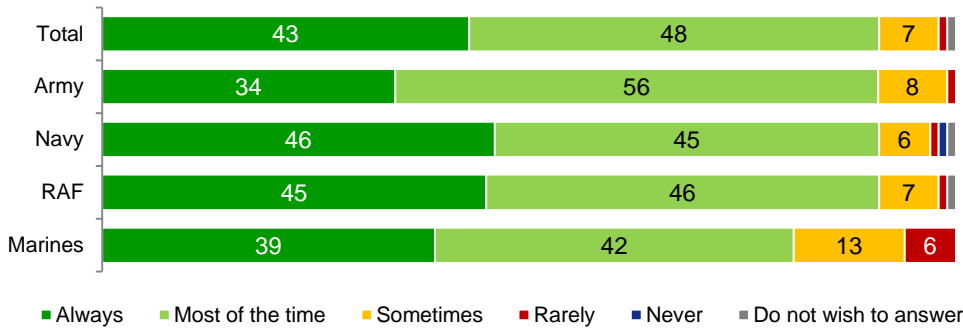
Fair treatment

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

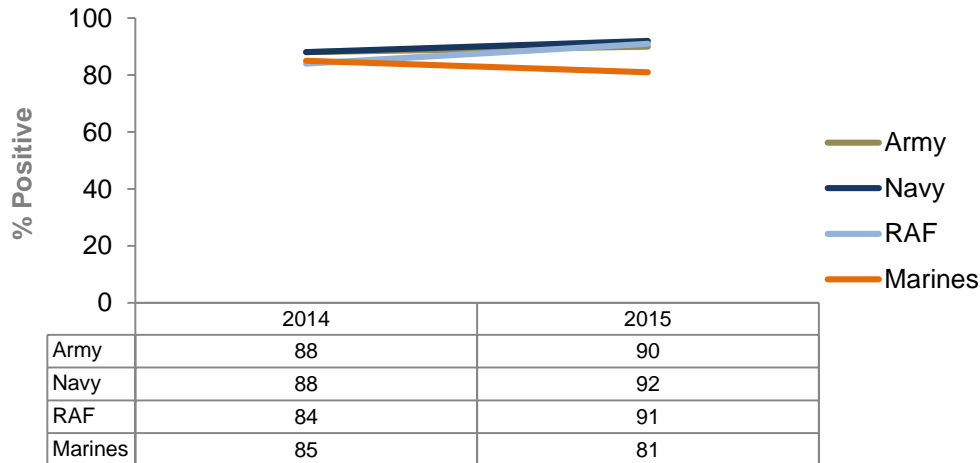
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△	△	△	△

Additional information

- 91% of officer cadets felt that they were treated fairly always or most of the time. This is higher than last year (86% to 91%).
- RAF cadets were more likely to feel that they were treated fairly than last year (84% to 91%).
- BME cadets were less likely to feel that they had been treated fairly (77%), compared with white cadets (91%).



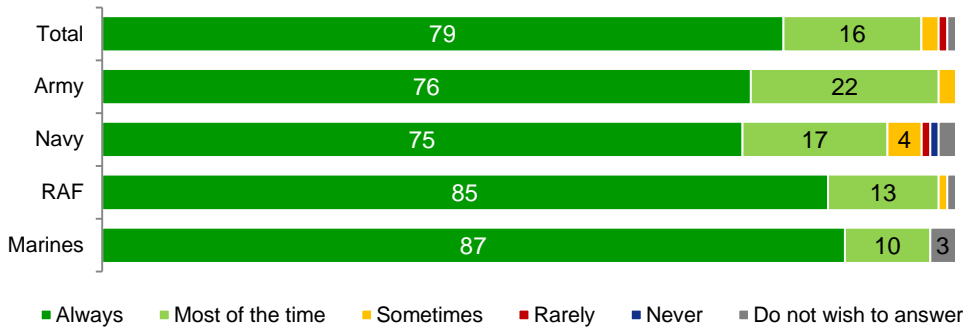
Sexual or racial harassment during training

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

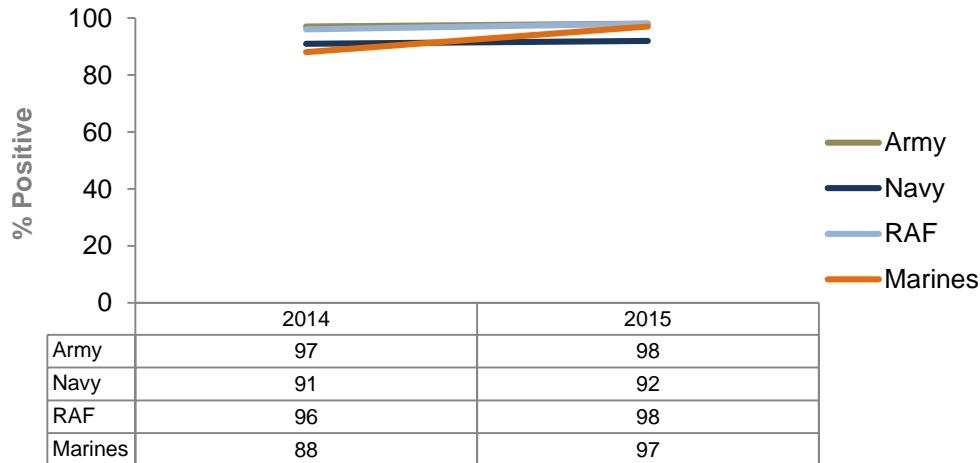
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- 95% of cadets reported that training was conducted without sexual or racial harassment always or most of the time.
- BME recruits were less likely to agree, with 77% saying that training was conducted without sexual or racial harassment compared with 96% of white cadets.



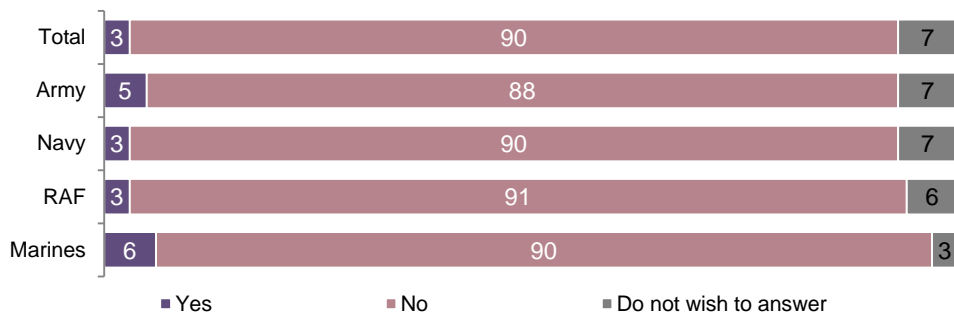
Whether badly or unfairly treated by staff

42a. Do you believe that you were badly or unfairly treated by the staff whilst at college?

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

Significant differences based on % who say 'yes'

Current year results (%)



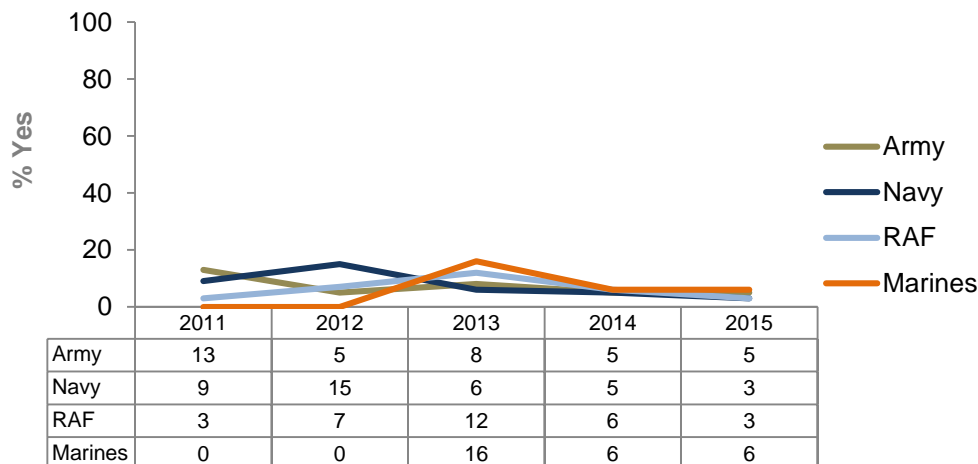
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- The vast majority of officer cadets (90%) did not think they were badly unfairly treated by staff; 3% did think they were badly or unfairly treated by staff and 7% did not wish to answer the question.

Trend



Please refer to notes page for base size of previous years



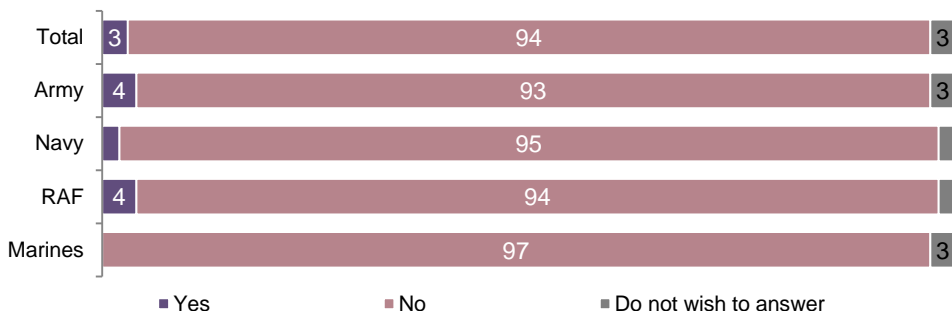
Whether badly or unfairly treated by other cadets

42b. Do you believe that you were badly or unfairly treated by other cadets whilst at college?

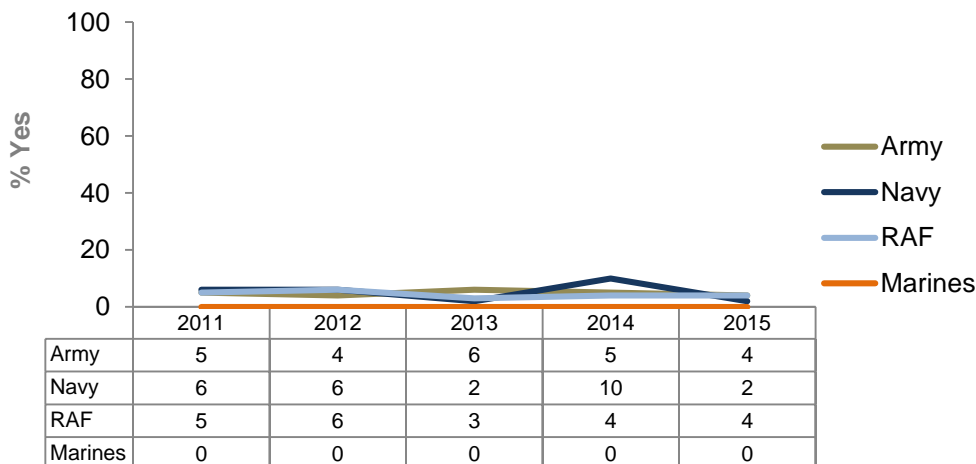
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

Significant differences based on % who say 'yes'

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△	▽	△	▽

Additional information

- The vast majority of officer cadets did not think they were badly or unfairly treated by other cadets. This has increased since last year (91% to 94%).
- Continuing the trend seen since the start of the survey, no Royal Marines officer cadets thought they were badly or unfairly treated by other officer cadets.
- The proportion of Royal Navy officer cadets who felt they were badly or unfairly treated by other cadets has fallen since last year (10% to 2%).
- Female and BME cadets were more likely to feel that they had been badly or unfairly treated with 8% of female cadets stating this (compared with 2% male) and 14% of BME cadets stating this (compared with 2% white).



Whether badly or unfairly treated by staff or other cadets

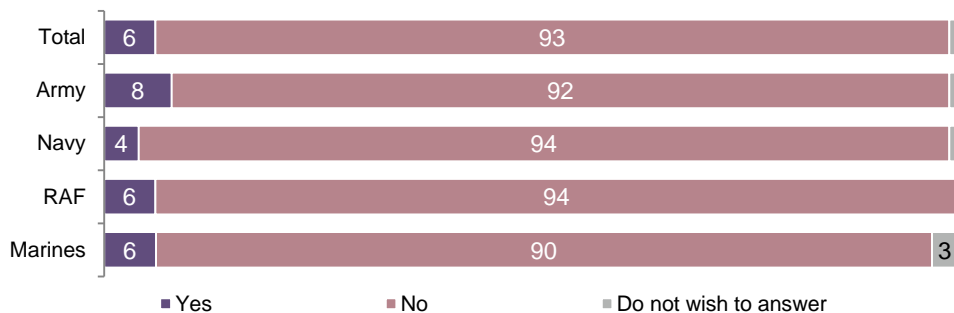
42a. Do you believe that you were badly or unfairly treated by other cadets whilst at unit?

42b. Do you believe that you were badly or unfairly treated by the staff whilst at unit?

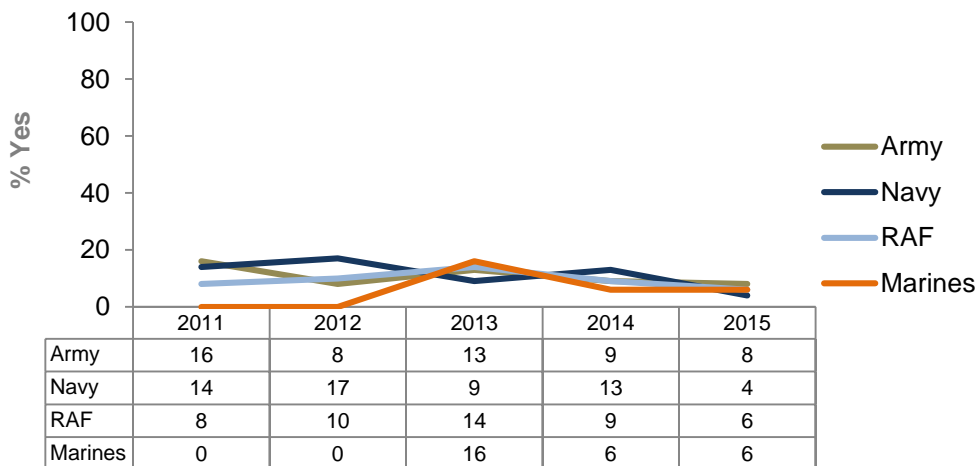
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

Significant differences based on % who say 'yes' to either question

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- The responses to the two questions about bad or unfair treatment by staff and other officer cadets have been combined to show reported levels of officer cadets experiencing bad or unfair treatment overall.
- The vast majority of officer cadets did not believe they were badly or unfairly treated by staff or other officer cadets. At an overall level there has been a significant fall in those who felt they had been badly or unfairly treated (9% to 6%).
- This decline is particularly driven by Royal Navy cadets (13% to 4%).

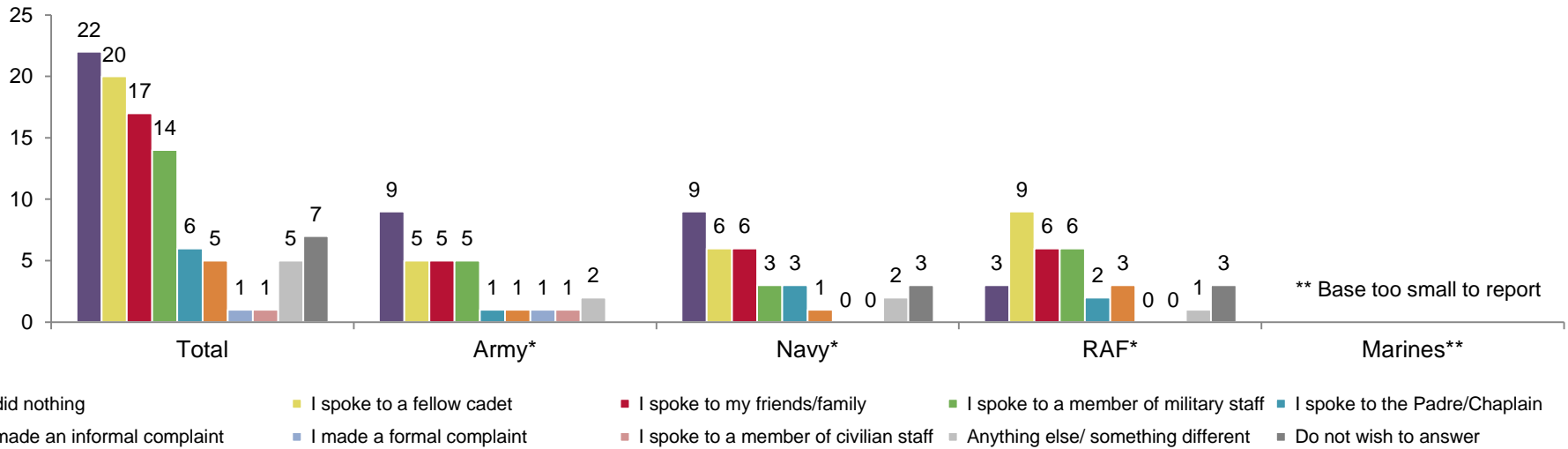


Action taken as a result of bad or unfair treatment

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

Number of respondents (all respondents who felt that they were badly or unfairly treated): Total (50), Army (16*), Royal Navy (16*), RAF (16*), Marines (2**)

Current year results (number of officer cadets)



Additional information

- Please note results are displayed as number of officer cadets rather than a percentage due to low base sizes. Results should be treated with some caution.
- The top action by officer cadets who felt they were badly or unfairly treated was to do nothing, followed by talking to a fellow officer cadet.

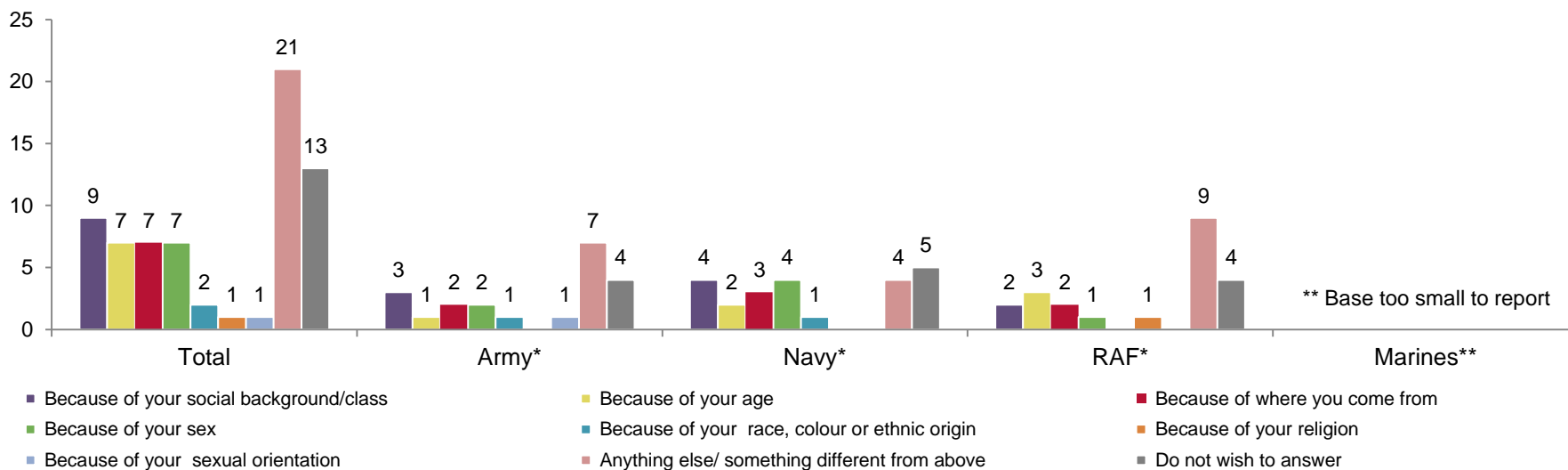
* Caution: low base (< 30 respondents)

Perceived reason for bad or unfair treatment

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

Number of respondents (all respondents who felt they were badly or unfairly treated): Total (50), Army (16*), Royal Navy (16*), RAF (16*), Marines (2**)

Current year results (number of officer cadets)



Additional information

- Please note results are displayed as number of officer cadets rather than a percentage due to low base sizes. Results should be treated with some caution.
- The top perceived reason for bad or unfair treatment was another reason not included in the list of answer options.
- Amongst the answer options given, social background/class was the most commonly cited reason for bad or unfair treatment. However this was closely followed by age, where cadets came from and gender.

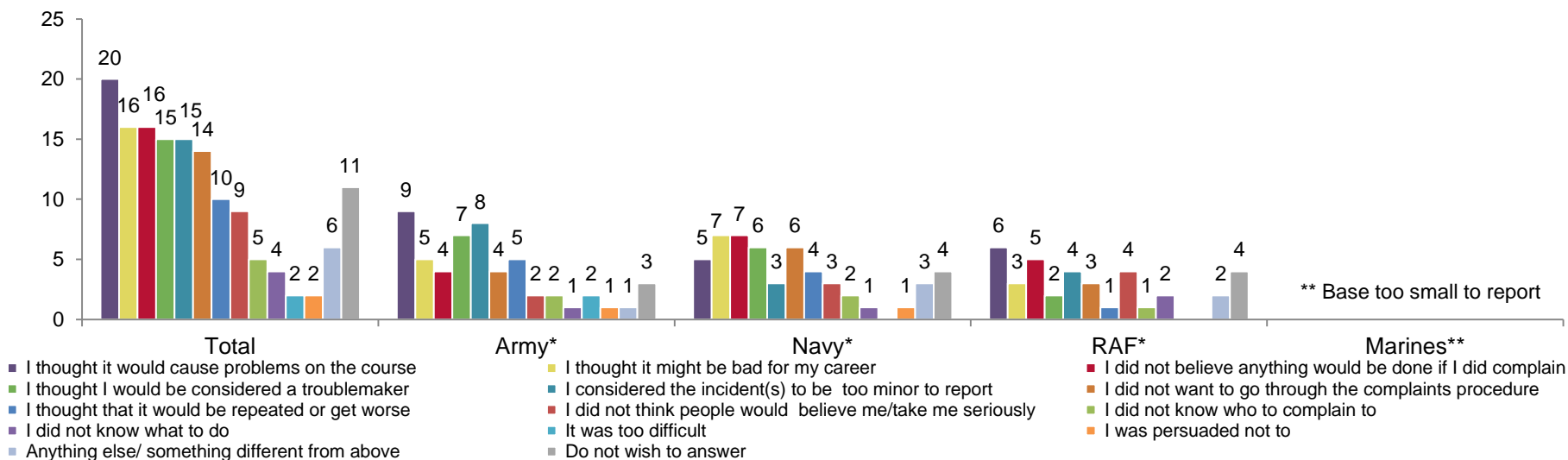


Reason for not complaining about bad or unfair treatment

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

Number of respondents (all respondents who said they were badly or unfairly treated by staff or other trainees and who did not make a complaint): Total (50), Army (16*), Royal Navy (16*), RAF (16*), Marines (2**)

Current year results (number of officer cadets)



Additional information

- Please note results are displayed as number of officer cadets rather than a percentage due to low base sizes. Results should be treated with some caution.
- A sizeable number of officer cadets who did not complain said this was because they thought it would cause problems on their course or that it would be bad for their career.
- The other two most common reasons for not complaining were the concern that it would be bad for their career and the belief that nothing would be done about it.



Setbacks during training

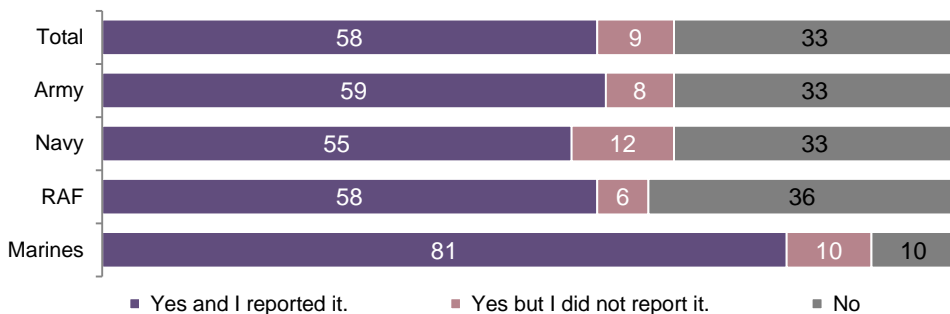
Illness or injury during training

51. Were you ever ill or injured during training?

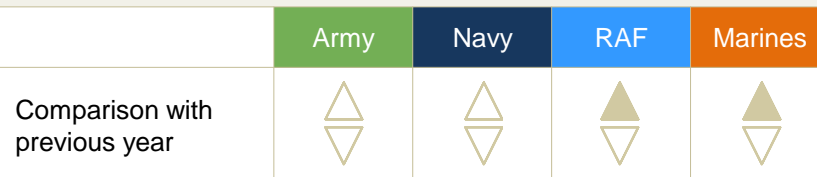
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

Comments and significant differences based on % saying 'yes and I reported it'

Current year results (%)



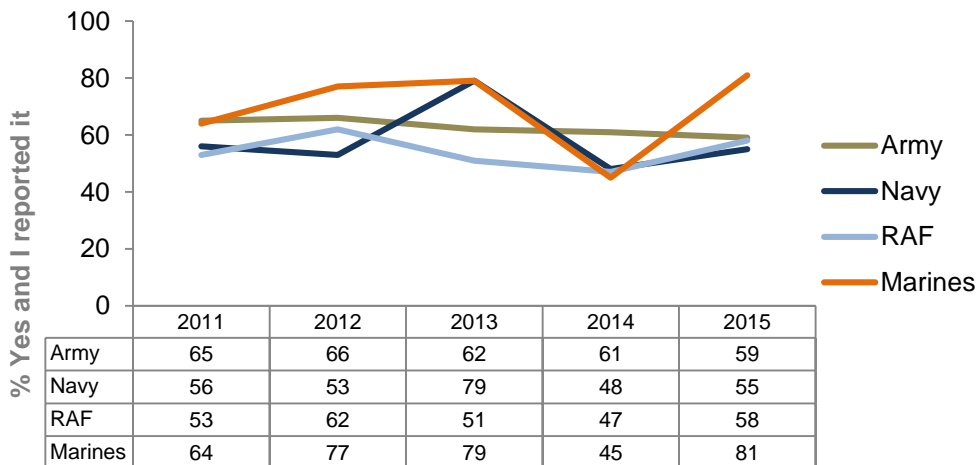
Differences



Additional information

- 58% of officer cadets were ill or injured during training and reported it. This is an increase since last year (52% to 58%).
- This increase was partly driven by reported injuries amongst RAF (47% to 58%) and Royal Marines (45% to 81%) officer cadets.

Trend



Please refer to notes page for base size of previous years

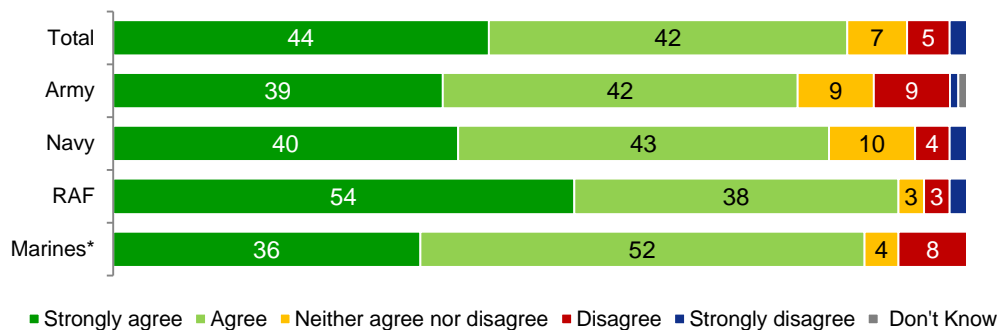
Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.

Whether illness/injury was properly dealt with

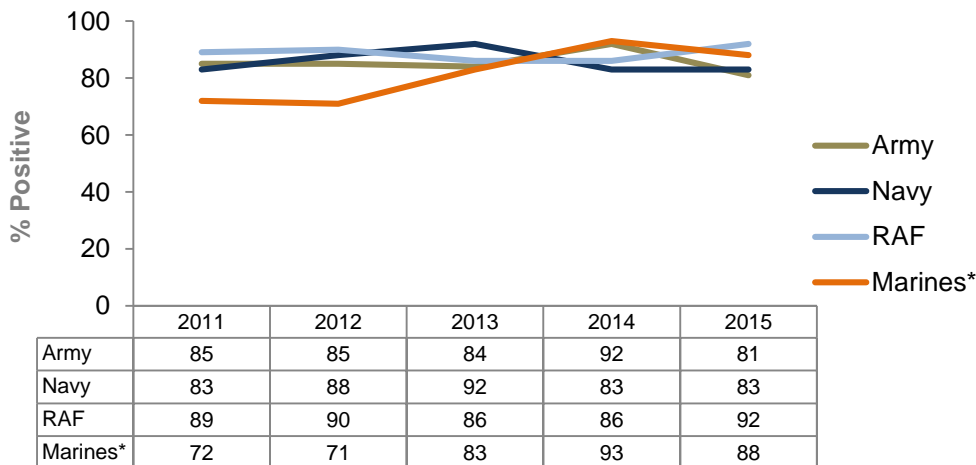
52. Please indicate how you feel about the following statements: My injury/illness was dealt with efficiently

Number of respondents (all respondents who were ill or injured and reported it): Total (510), Army (126), Royal Navy (203), RAF (156), Marines (25*)
 % positive equals the proportion who say 'strongly agree' or 'agree' – significant differences and comments based on this

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△	△	△	Base size too low to test significant differences

Additional information

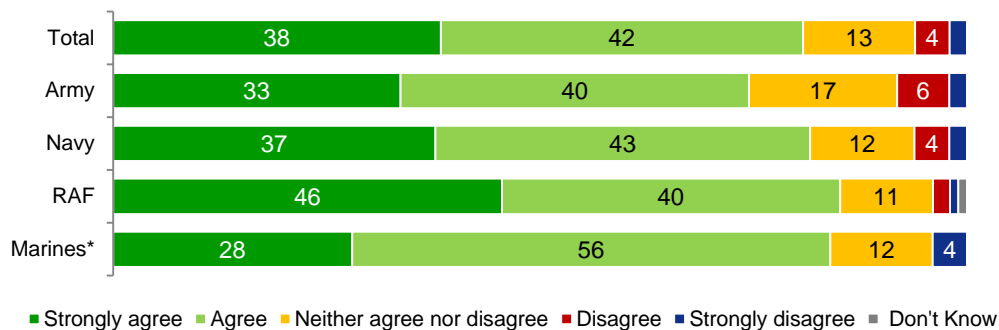
- The vast majority of officer cadets who were ill or injured and reported it agreed that their illness or injury was properly dealt with (85%).
- Army officer cadets were less likely to agree that their illness or injury was properly dealt with than last year (92% to 81%).

Staff help and support during illness/injury

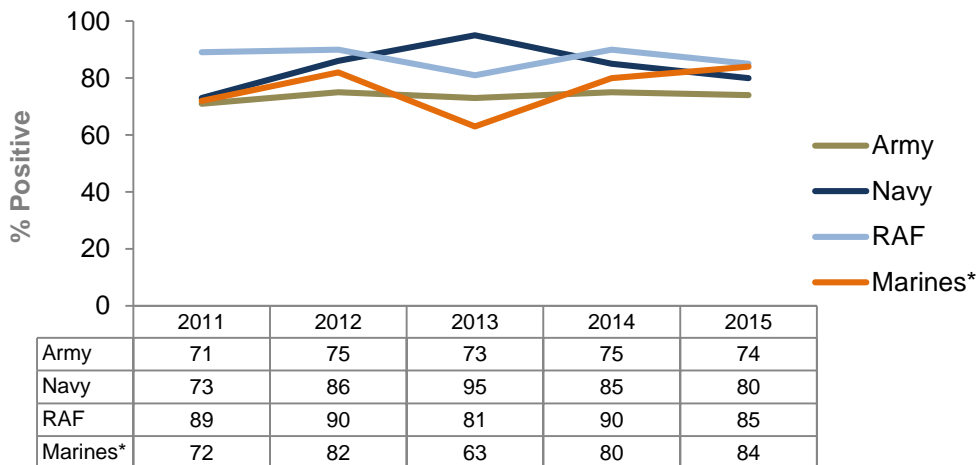
52. Please indicate how you feel about the following statements: Staff helped and supported me when I was ill/injured

Number of respondents (all respondents who were ill or injured and reported it): Total (510), Army (126), Royal Navy (203), RAF (156), Marines (25*)
 % positive equals the proportion who say 'strongly agree' or 'agree' – significant differences and comments based on this

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△	△	△	Base size too low to test significant differences

Additional information

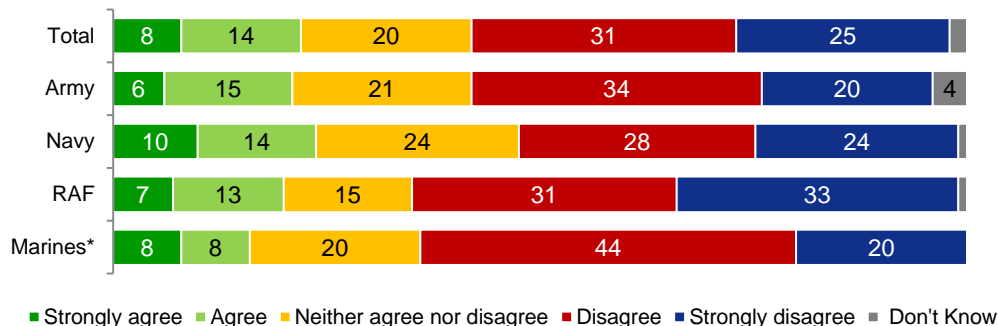
- Four in every five (80%) officer cadets who were ill or injured felt that staff helped and supported them when they were ill.

Advice for others on reporting sick

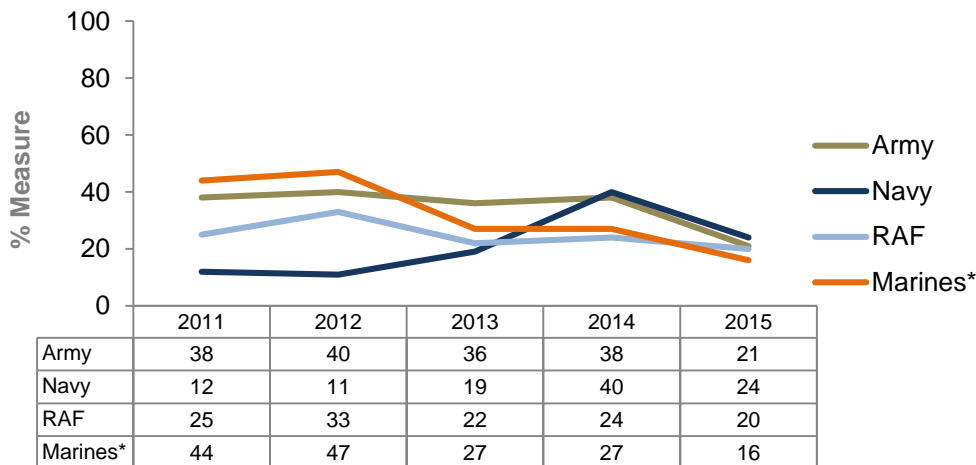
52. Please indicate how you feel about the following statements: I would advise others in a similar situation not to report sick if they can avoid it

Number of respondents (all respondents who were ill or injured and reported it): Total (510), Army (126), Royal Navy (203), RAF (156), Marines (25*)
 % measure equals the proportion who say 'strongly agree' or 'agree' – significant differences and comments based on this

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	Base size too low to test significant differences

Additional information

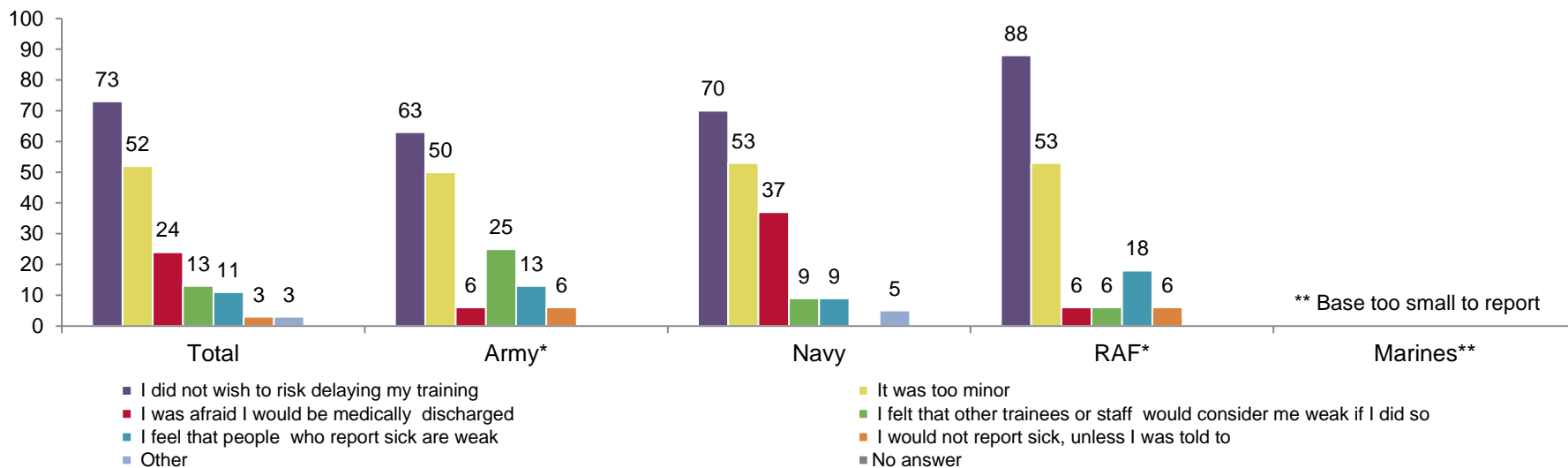
- Only one in every five (21%) cadets said they would advise other cadets in a similar situation not to report sick if they can avoid it. This is a decrease from last year (32% to 21%).
- The drop is primarily driven by a fall from Royal Navy cadets (40% to 24%) and Army cadets (38% to 21%).

Reason for not reporting illness or injury

53. Why did you not report it?

Number of respondents (all respondents who were ill or injured and did not report it): Total (79), Army (16*), Royal Navy (43), RAF (17*), Marines (3**)

Current year results (%)



Additional information

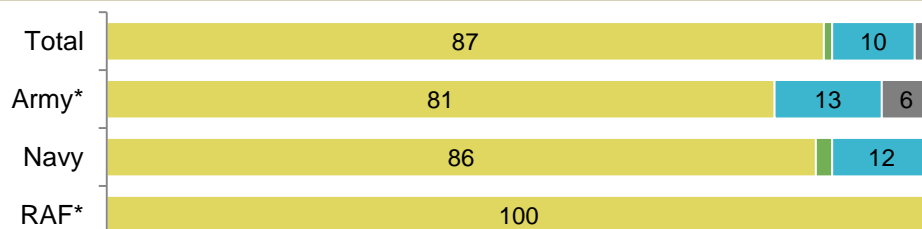
- The most common reason for not reporting an illness or injury was that officer cadets did not wish to risk delaying their training (73%), and this was also the main reason given by officer cadets in 2014.
- The second and third ranked reasons were that the illness/injury was too minor (52%) and the fear of medical discharge (24%).

Result of not reporting sick

54. What was the result of not reporting sick?

Number of respondents (all respondents who were ill or injured and did not report it): Total (79), Army (16*), Royal Navy (43), RAF (17*), Marines (3**) Significant differences and comments based on proportion who say 'No impact'

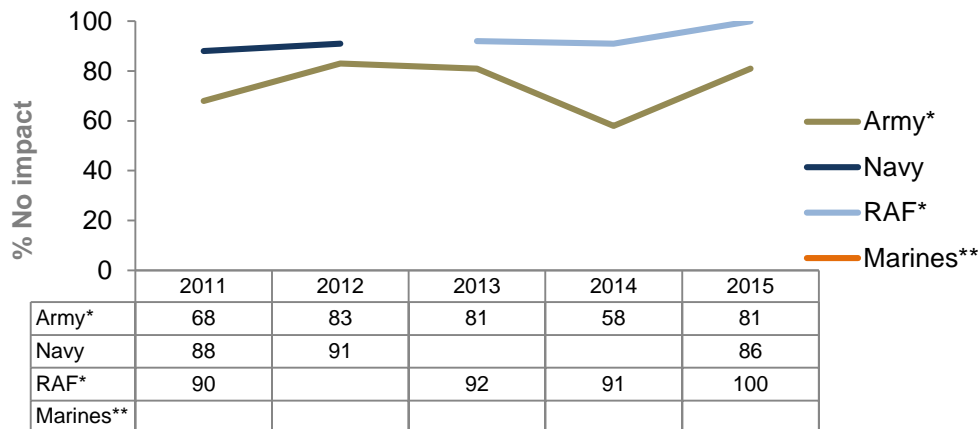
Current year results (%)



** Base too small to report

- No impact
- Illness/injury worsened - forced to temporarily leave training to recover
- Illness/injury worsened - forced to leave unit to recover
- Other impact
- No answer

Trend



Differences

	Army	Navy	RAF	Marines
Comparison with previous year	Base size too low to test significant differences		Base size too low to test significant differences	Base size too low to test significant differences

Additional information

- The majority of officer cadets who were ill or injured and did not report it said that there was no impact from not reporting sick (87%).
- Base sizes for this question are particularly low so results should be viewed with caution.



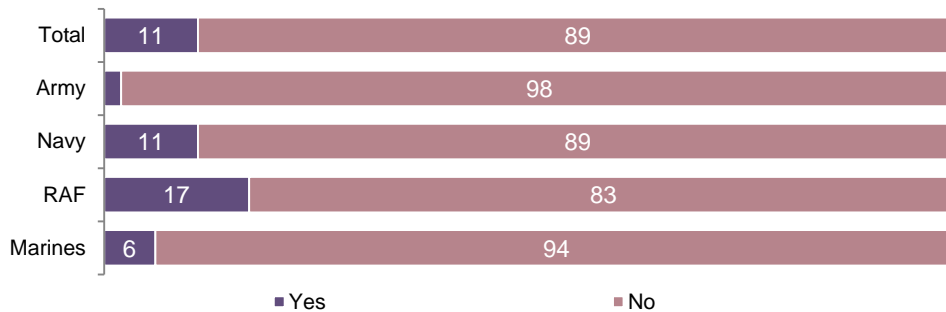
Repeating training

61. Did you have to repeat training?

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

Significant differences and comments based on proportion who say 'yes'

Current year results (%)



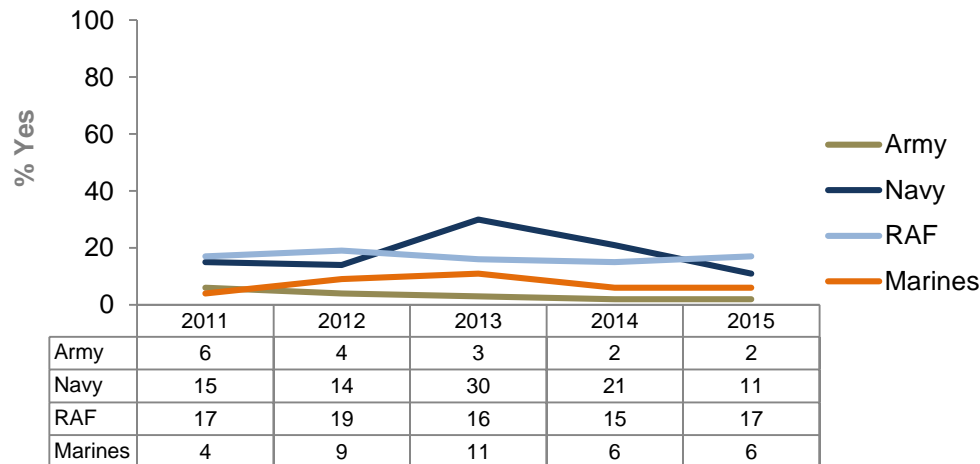
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Around one in ten (11%) of all officer cadets repeated training.
- Royal Navy officer cadets were less likely to repeat training than in 2014 (21% to 11%).

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.

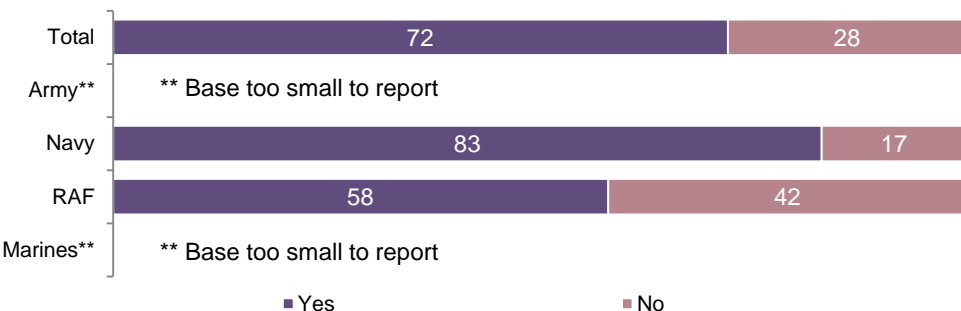
Results less than 3% are not labelled in the chart.

Personal warning of possibility of repeating training

62. Were you warned personally that there was a possibility that you would have to repeat training?

Number of respondents (all respondents who repeated training): Total (93), Army (5**), Royal Navy (41), RAF (45), Marines (2**) % positive equals the proportion who say 'yes' – significant differences and comments based on this

Current year results (%)



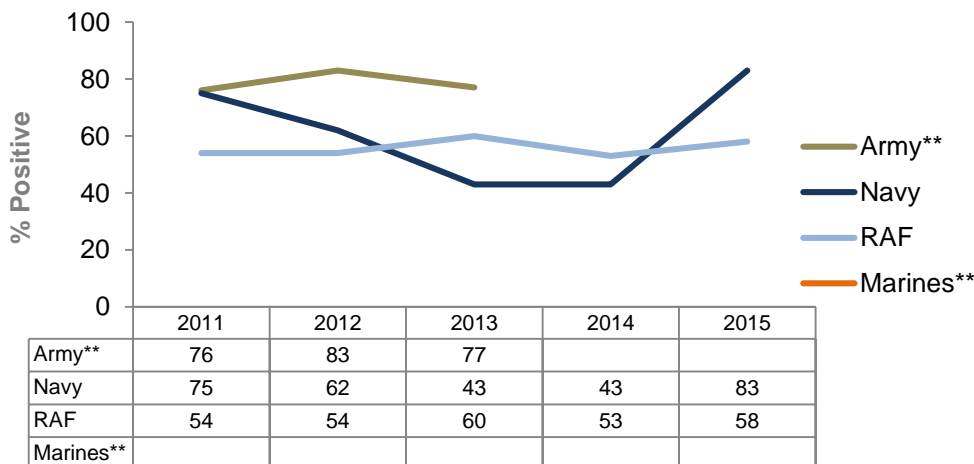
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	Base size too low to test significant differences	▲ ▼	▲ ▼	Base size too low to test significant differences

Additional information

- Almost three-quarters (72%) of cadets who had to repeat training were warned personally in advance that this may happen.
- Royal Navy officer cadets were more likely to say they were warned than in 2014 (43% to 83%).
- Please note the low base size.

Trend



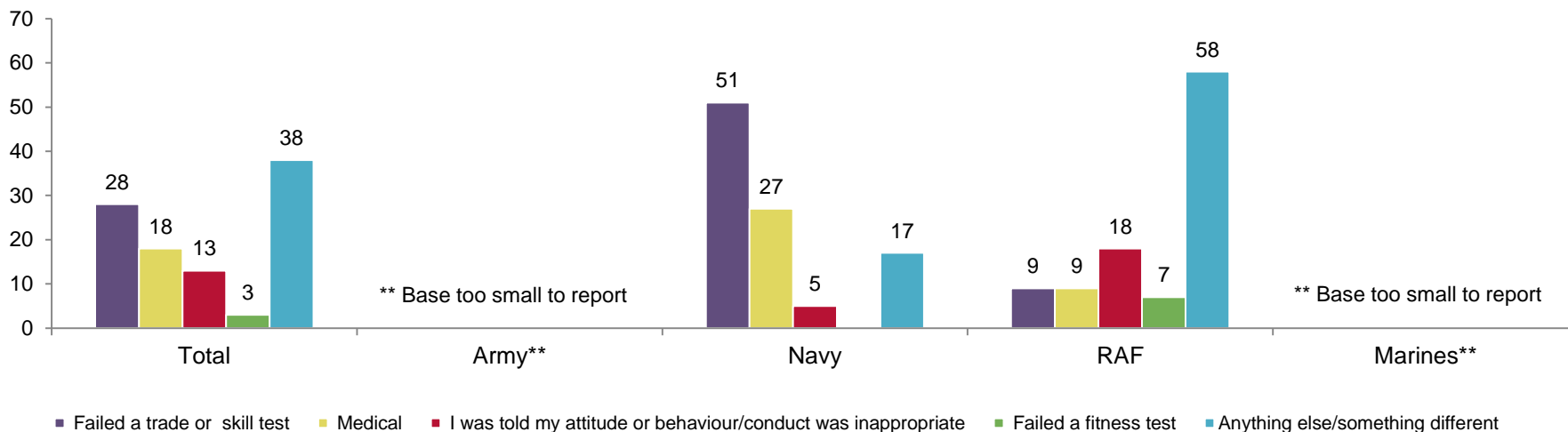
Please refer to notes page for base size of previous years

Reason given for repeating training

63. What reasons were you given for being repeating training?

Number of respondents (all respondents who were back-termed): Total (93), Army (5**), Royal Navy (41), RAF (45), Marines (2**)

Current year results (%)



Additional information

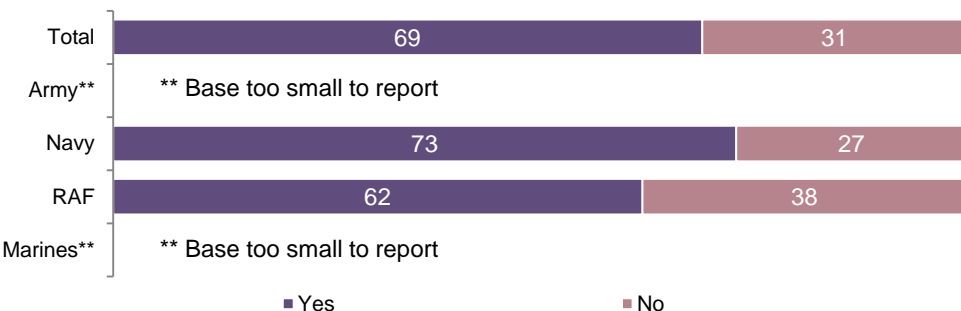
- The top reason given for having to repeat training was failing a trade or skills test (28%). Please note, however, that a sizeable proportion selected the 'something else' answer option.
- Base sizes for this question are particularly low.

Whether agreed with repeating training

64. Did you agree with the reasons given for repeating training?

Number of respondents (all respondents who were back-termed): Total (93), Army (5**), Royal Navy (41), RAF (45), Marines (2**) % positive equals the proportion who say 'yes' – significant differences and comments based on this

Current year results (%)



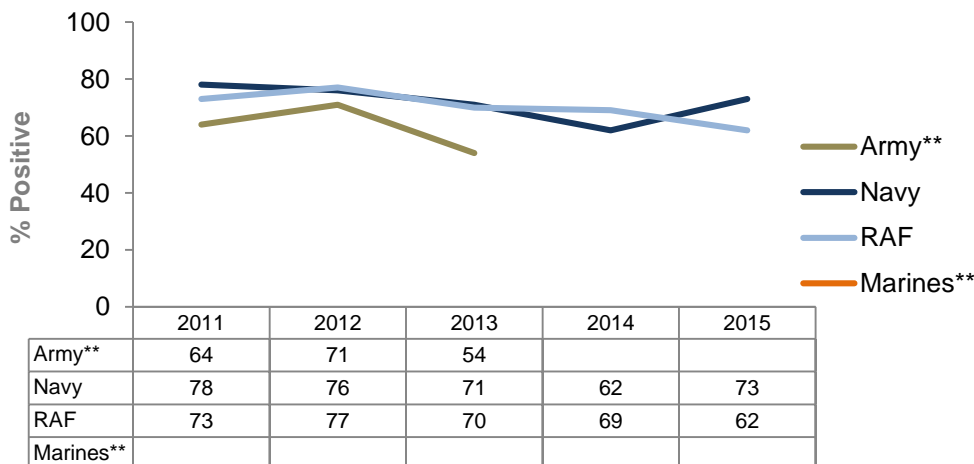
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	Base size too low to test significant differences	△ ▽	△ ▽	Base size too low to test significant differences

Additional information

- Almost seven out of ten (69%) of officer cadets who had to repeat training agreed with the reasons given for this.
- Base sizes for this question are particularly low.

Trend



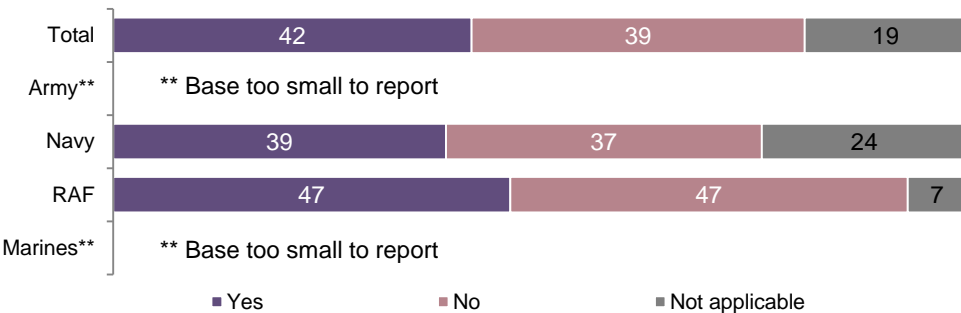
Please refer to notes page for base size of previous years

Opportunity to avoid repeating training

66. Do you feel you were given every opportunity to improve in order to avoid repeating training?

Number of respondents (all respondents who were back-termed): Total (93), Army (5**), Royal Navy (41), RAF (45), Marines (2**) % positive equals the proportion who say 'yes' – significant differences and comments based on this

Current year results (%)



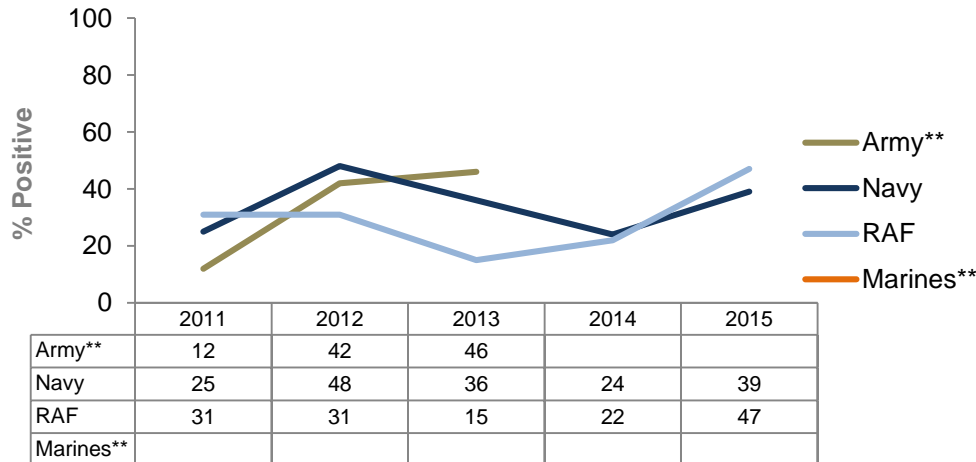
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	Base size too low to test significant differences	△	△	Base size too low to test significant differences

Additional information

- Two in every five (39%) of cadets who had to repeat training thought that they were given every opportunity to avoid this however 24% of those who had to repeat training selected 'Not Applicable' at this question.
- Base sizes for this question are particularly low.

Trend



Please refer to notes page for base size of previous years

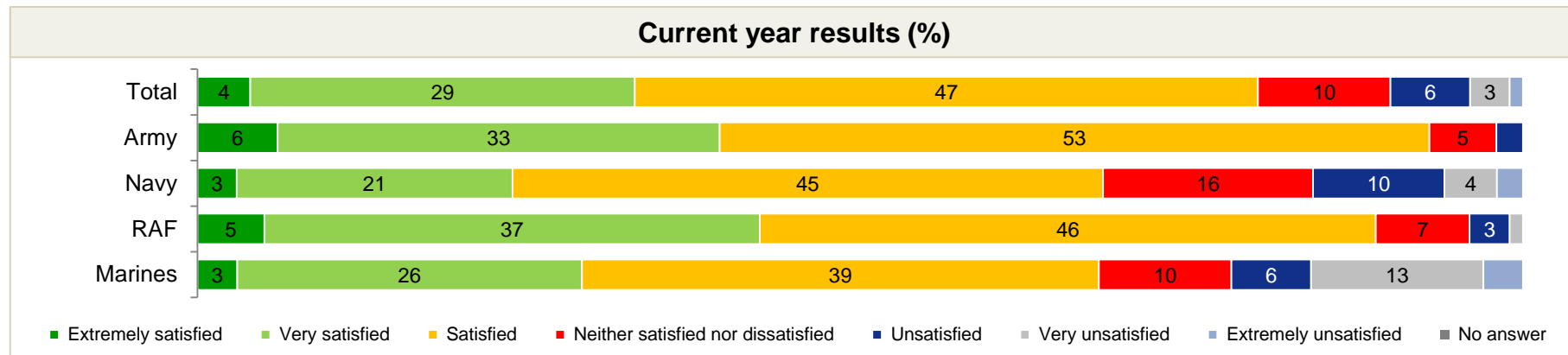


General

Satisfaction with training experience

KPI1. Taking everything into account, how would you rate your overall satisfaction with the training experience you have had at your unit?

Number of respondents: Total (880), Army (212), Navy (368), RAF (269), Marines (31)



Additional information

- This question was introduced in 2015 therefore there is no trend data available.
- Four out of five officer cadets (80%) were satisfied with the training experience they had.

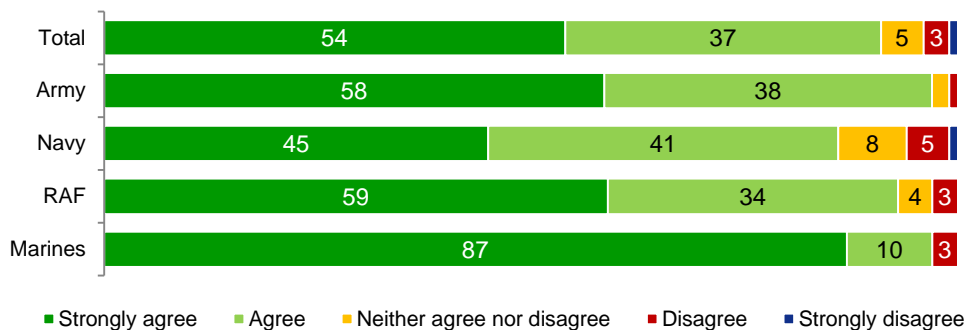
Personal benefit from the course

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

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



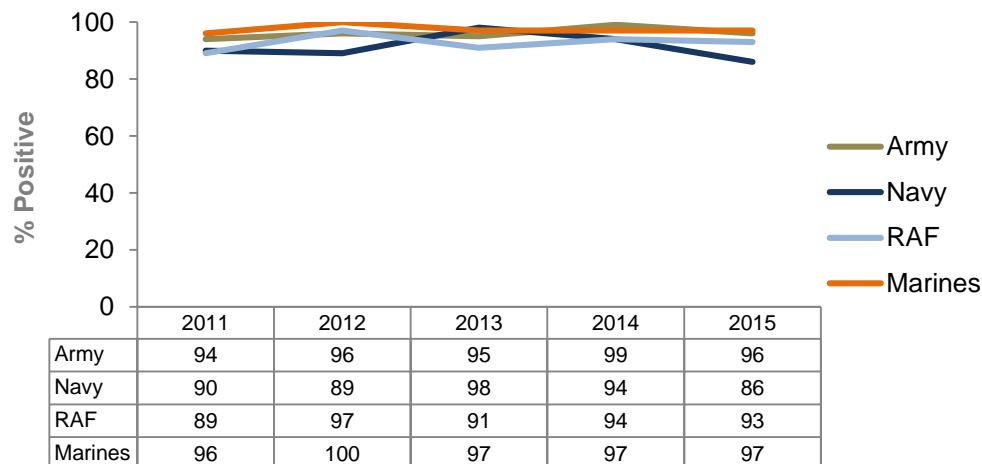
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Over nine in every ten officer cadets (91%) agreed that they felt a personal benefit from the course
- Royal Navy officer cadets were less likely to agree that they benefited from the course in comparison to 2014 (94% to 86%).

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.

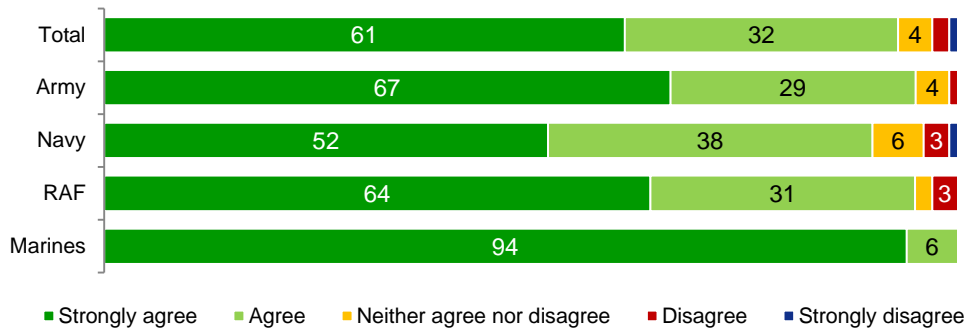
Sense of achievement

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

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



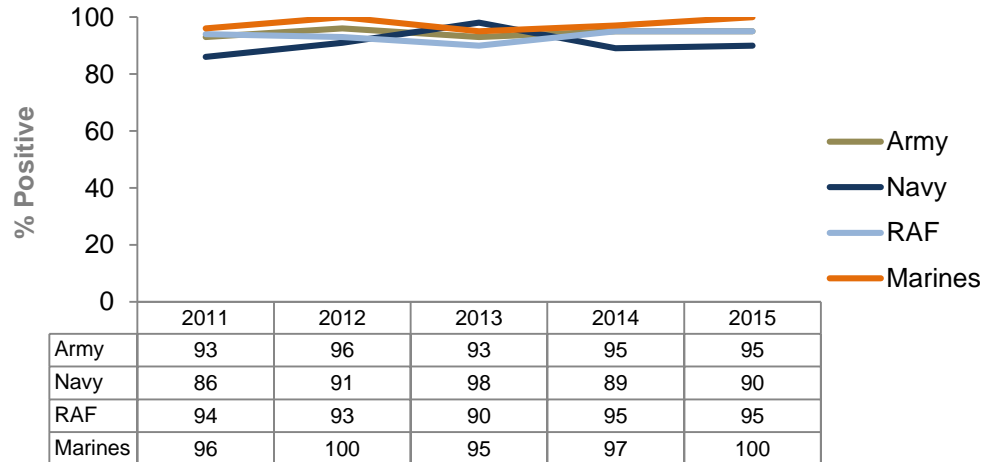
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- The majority of officer cadets (93%) felt a sense of personal achievement.

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.

Results less than 3% are not labelled in the chart.



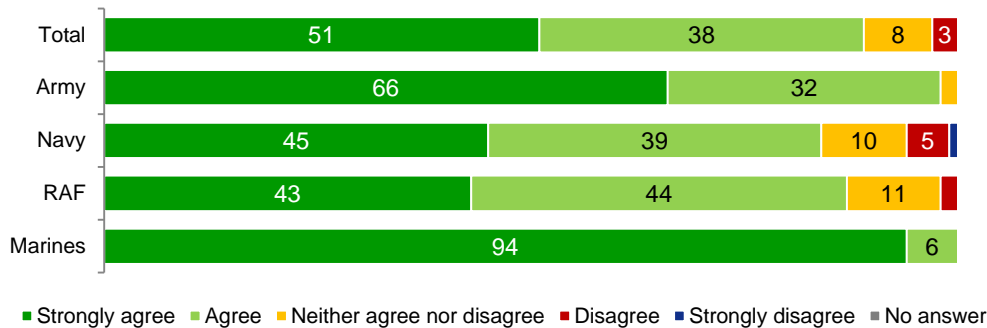
Challenge

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

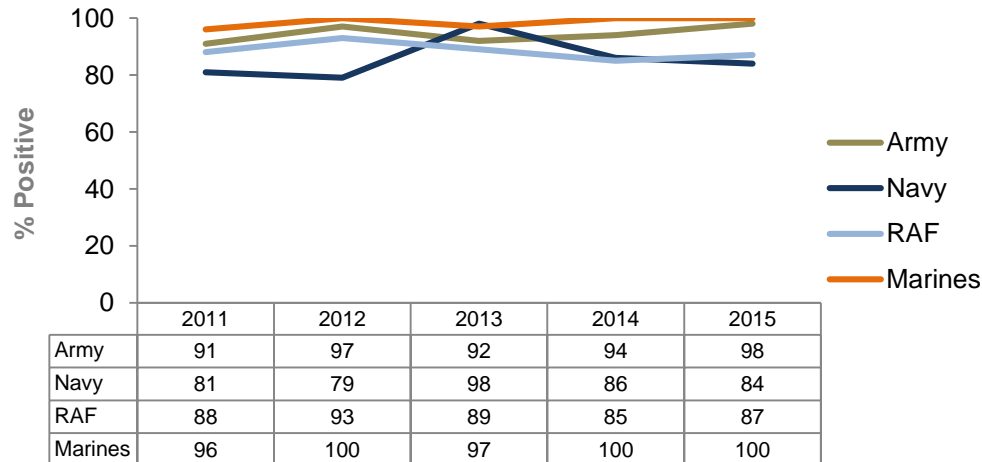
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Nearly nine out of every ten officer cadets (89%) stated that they agreed that they felt challenged.
- All Royal Marine officer cadets (100%) felt challenged.



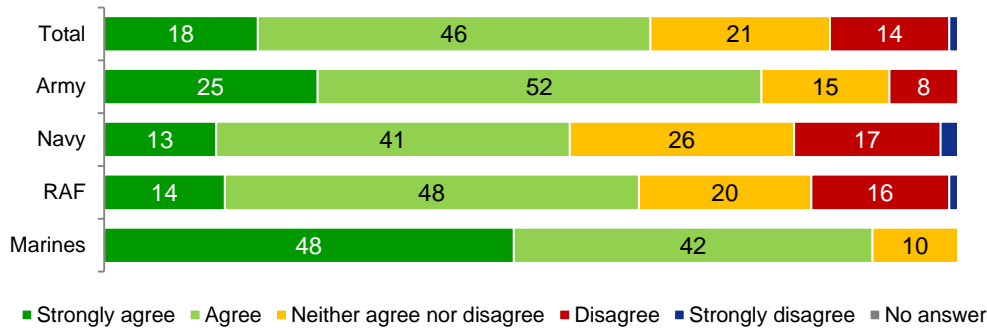
Training comparison to expectations

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

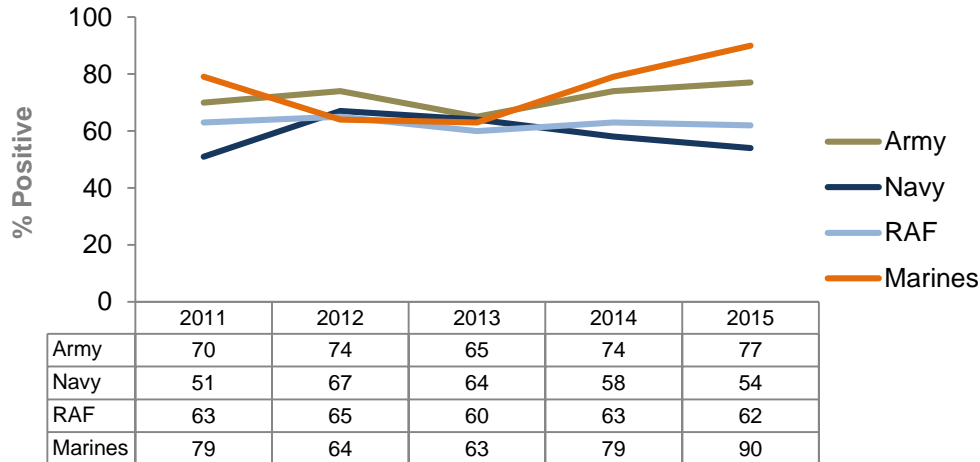
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Nearly two-thirds of officer cadets (63%) agreed the training was what they expected.

Aggregated totals may not add up to 100% due to rounding.

Results less than 3% are not labelled in the chart.

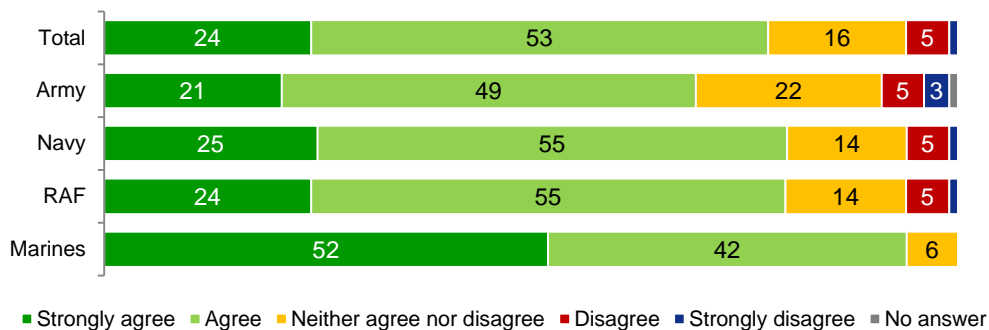
Enjoyment

68. Below are some statements ... To what extent do you agree or disagree with each? I enjoyed the course

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



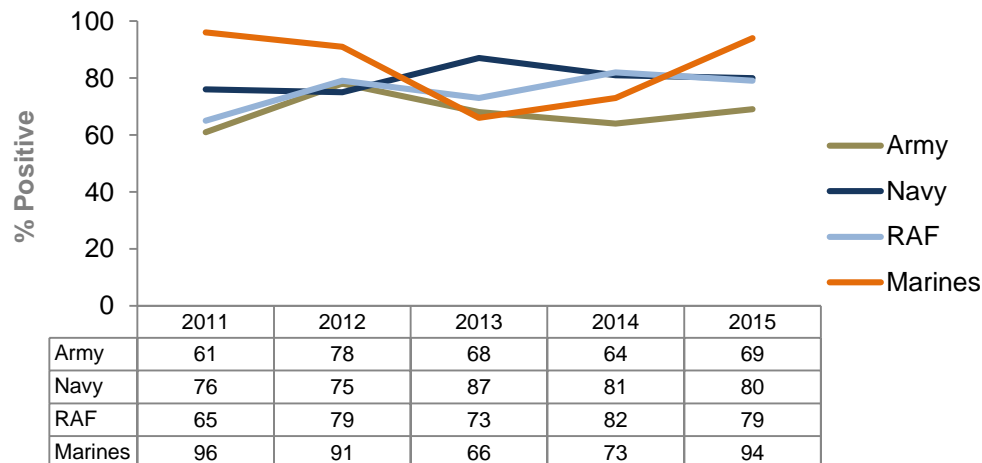
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△	△	△	△

Additional information

- Just over three quarters of officer cadets (78%) stated that they enjoyed the course.
- Royal Marines saw an increase in positive responses from officer cadets between 2014 and 2015 (73% to 94%).

Trend



Please refer to notes page for base size of previous years



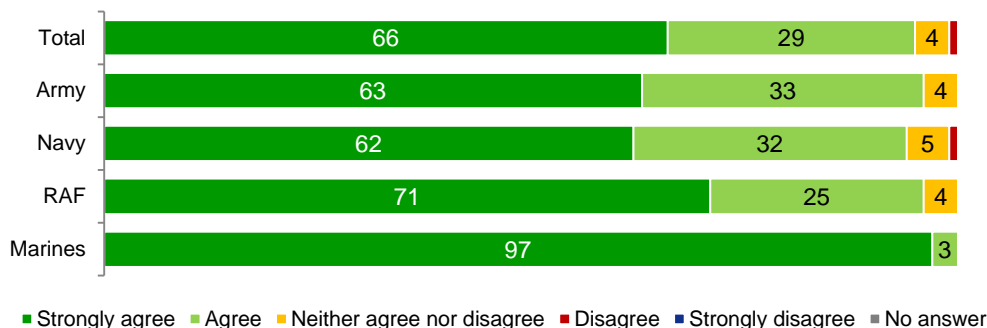
Pride

68. Below are some statements ... To what extent do you agree or disagree with each? I feel proud to be in the [Service]

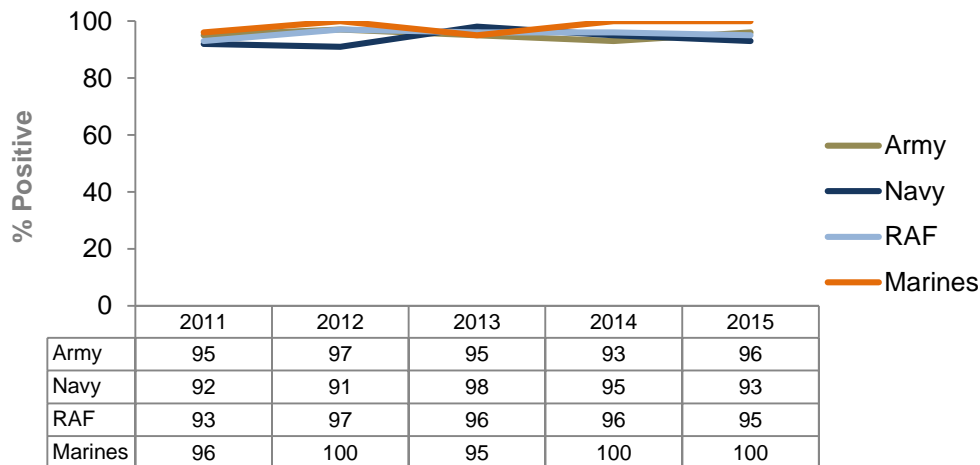
Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- The majority of officer cadets (95%) agreed that they felt proud to be in their Service.
- All Royal Marine officer cadets (100%) said they felt proud to be in their Service.



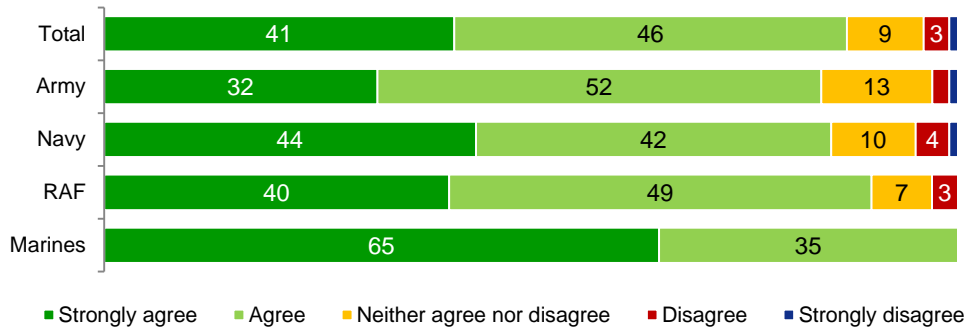
Morale

68. Below are some statements ... To what extent do you agree or disagree with each? Morale was good on my course

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



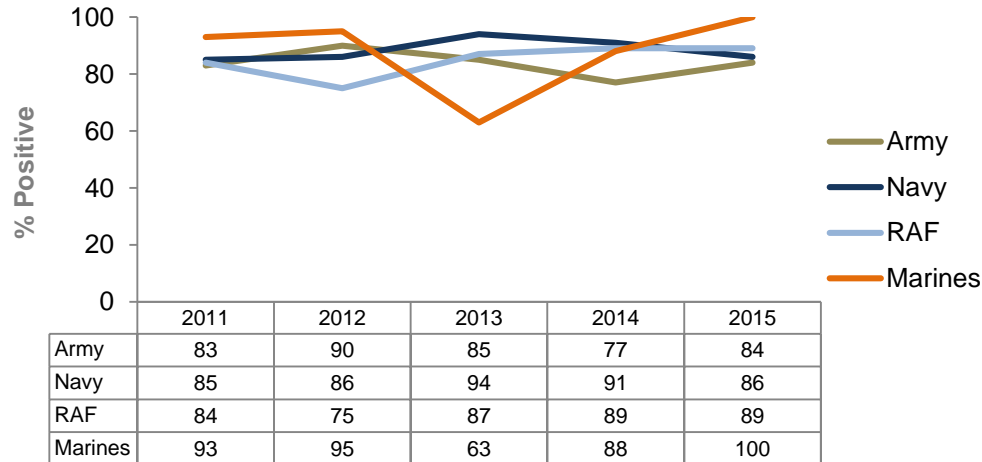
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Nearly nine out of ten officer cadets (87%) agreed that morale was good on their course.

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.

Results less than 3% are not labelled in the chart.



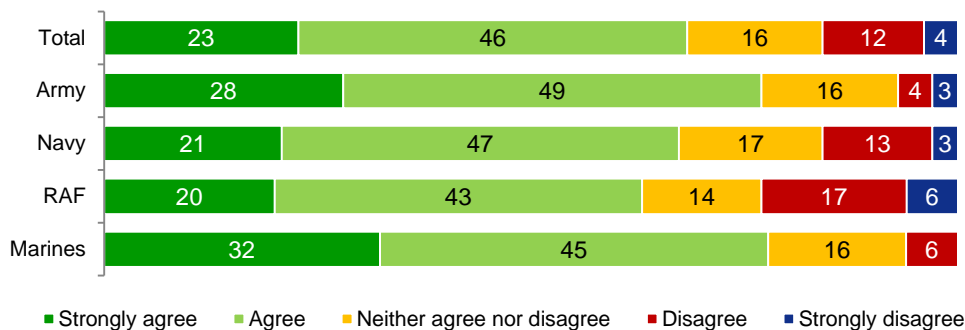
Regular feedback on performance

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

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



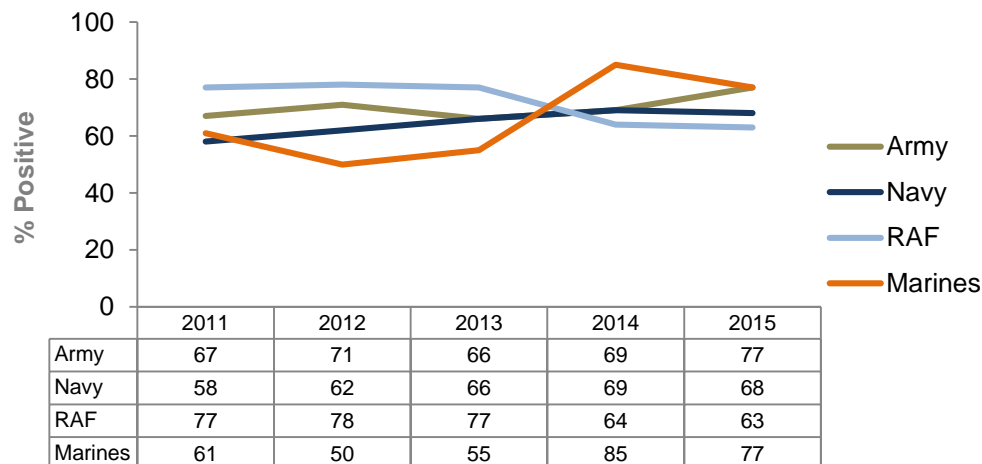
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Generally, officer cadets agreed that they received regular feedback on their performance (69%).

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.

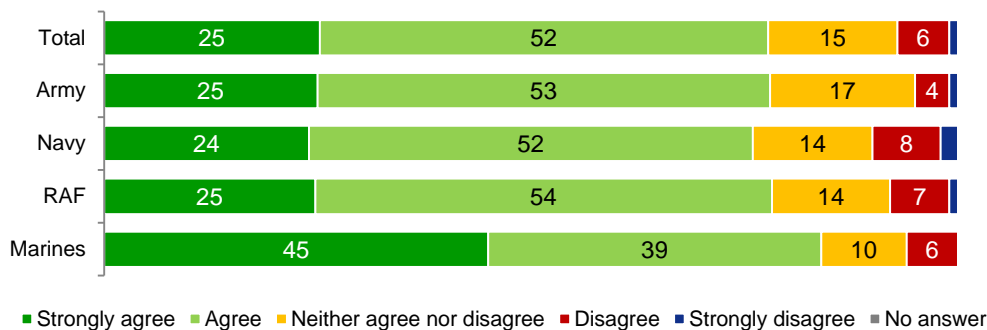
Explanation of training objectives and aims

68. Below are some statements ... To what extent do you agree or disagree with each? Training objectives and aims were explained to me

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



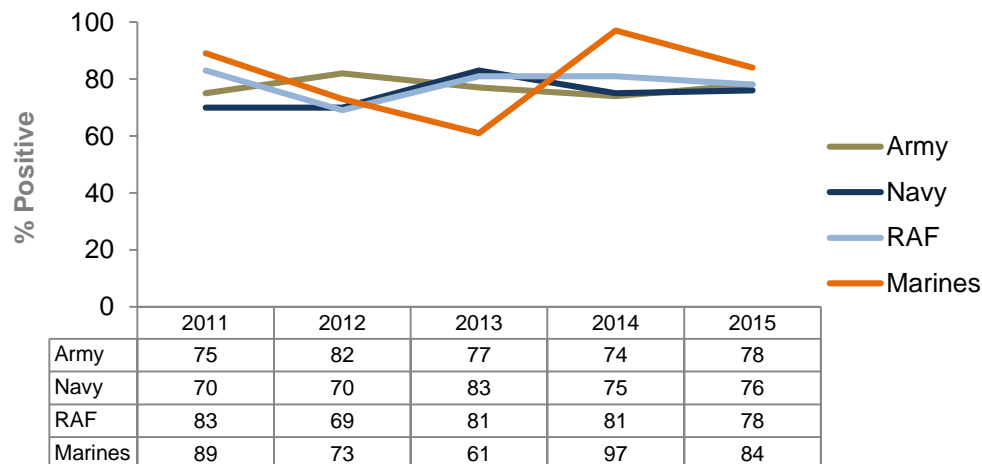
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Over three quarters (77%) of cadets agreed with this statement.

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.

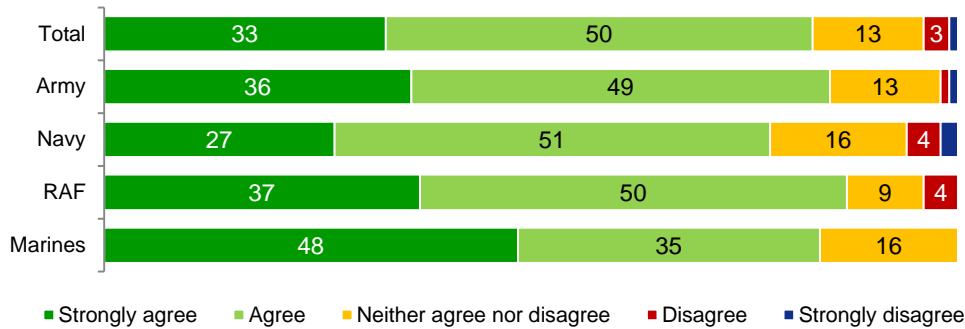
Commitment of staff/instructors to support success

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

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



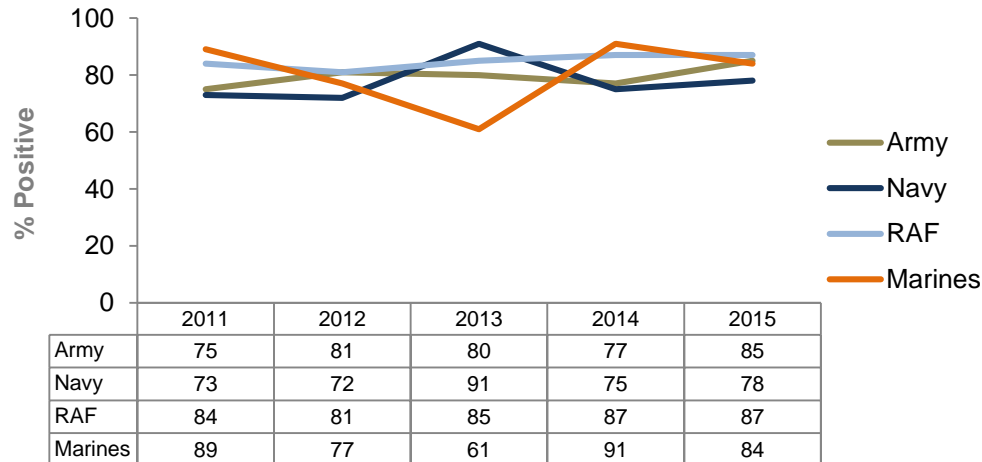
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	▲	▲	▲	▲

Additional information

- Staff and instructors were seen to be committed to supporting success (83% overall).
- Army officer cadets were more likely agree than last year (77% to 85%).

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.

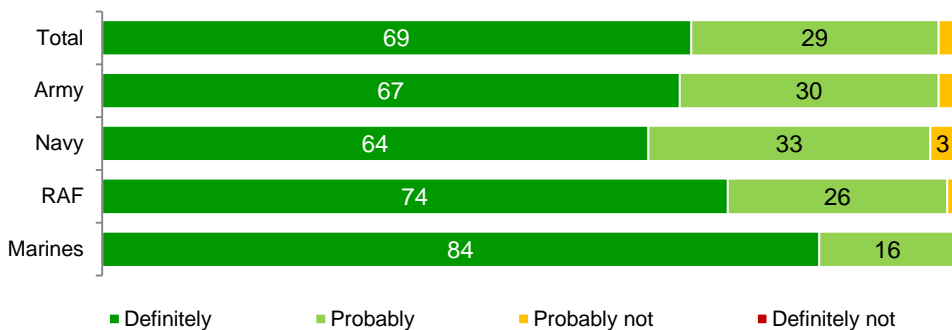
Results less than 3% are not labelled in the chart.

Recommendation of joining Service

69. Would you recommend joining your Service to others?

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)
 % positive equals the proportion who 'definitely' or 'probably' – significant differences and comments based on this

Current year results (%)



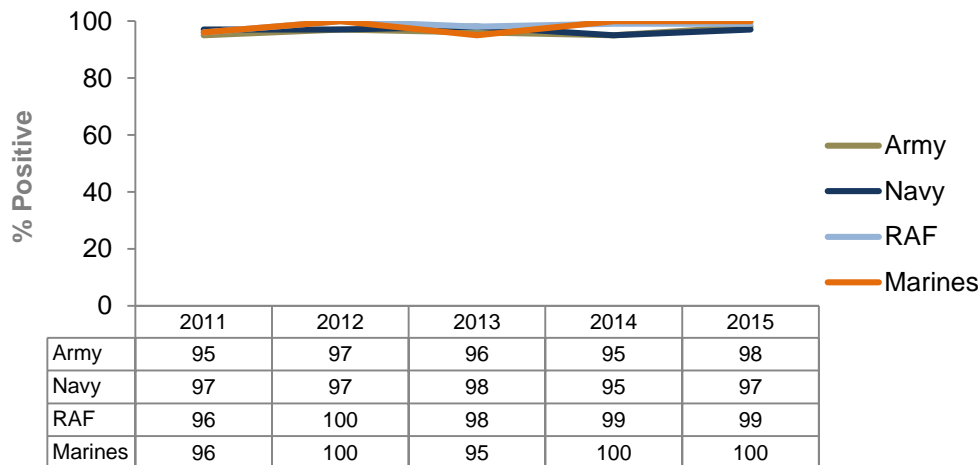
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- 98% of officer cadets in all Services would recommend joining their Service to others, notably 100% of Royal Marines officer cadets (this is consistent with last year).

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.

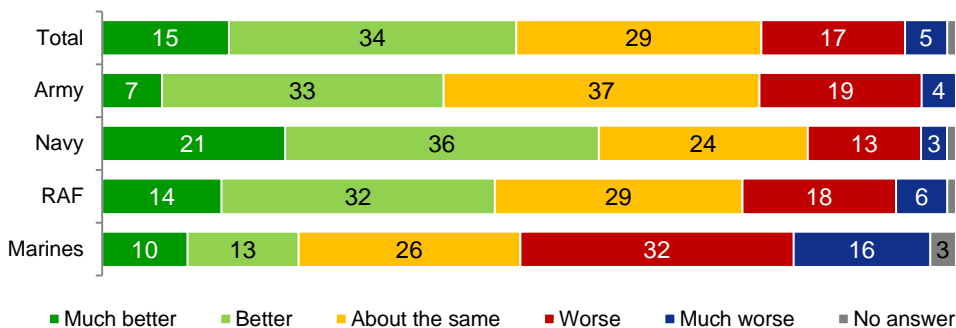
Perceptions of pay compared with non-military friends at home

Q71. How do you think your pay compares with your non-military friends at home?

Number of respondents (all respondents): Total (880), Army (212), Royal Navy (368), RAF (269), Marines (31)

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

Current year results (%)



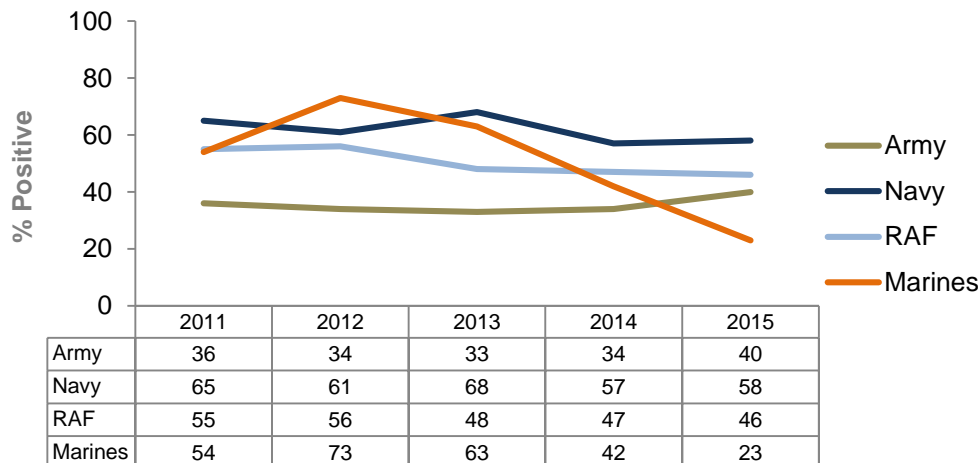
Differences

	Army	Navy	RAF	Marines
Comparison with previous year	△ ▽	△ ▽	△ ▽	△ ▽

Additional information

- Views were mixed on perceptions of pay compared with non-military friends at home.
- About half of cadets overall (49%) believe their pay is better than that of their civilian friends.

Trend



Please refer to notes page for base size of previous years

Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.



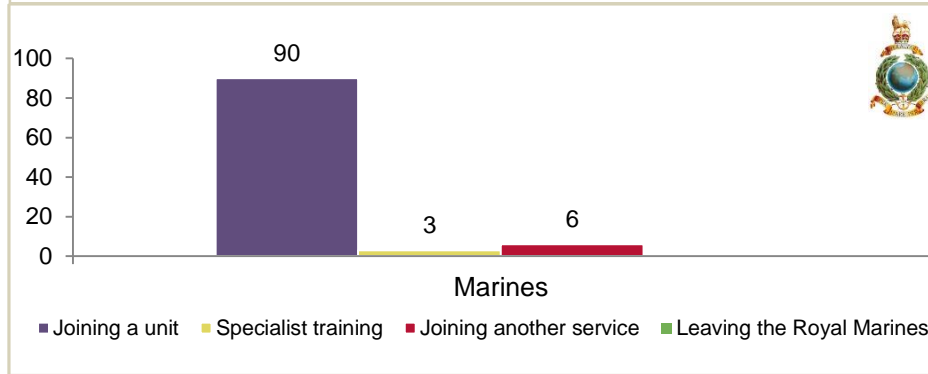
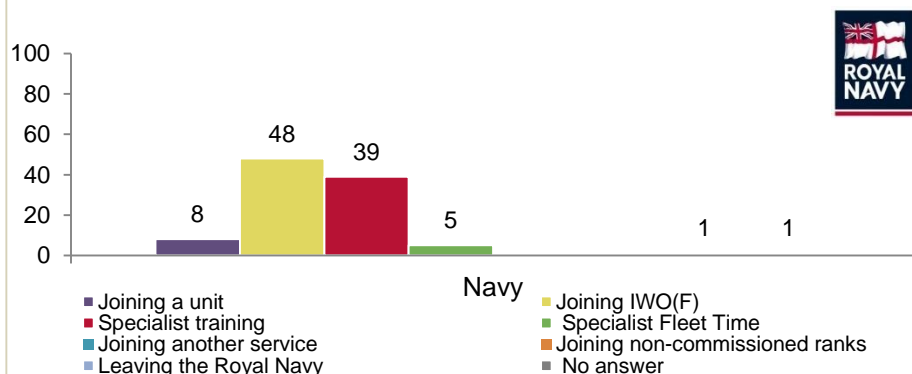
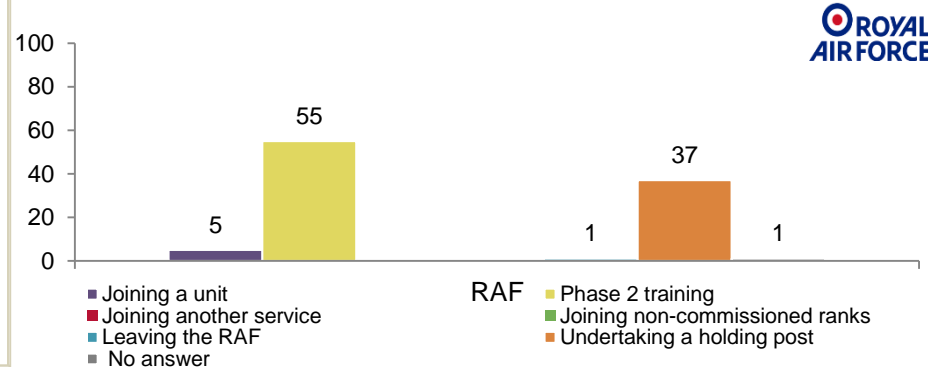
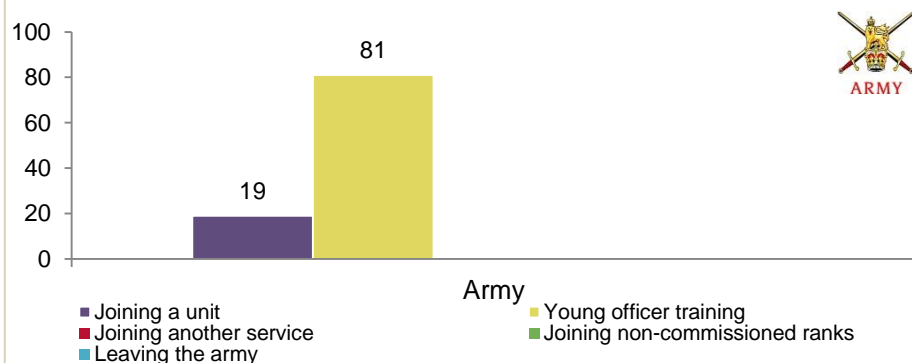
Hopes for the future

Plan for after training

72. On leaving [unit], what are you doing next?

Number of respondents (all respondents): Army (212), Royal Navy (368), RAF (269), Marines (31)

Current year results (%)



Additional information

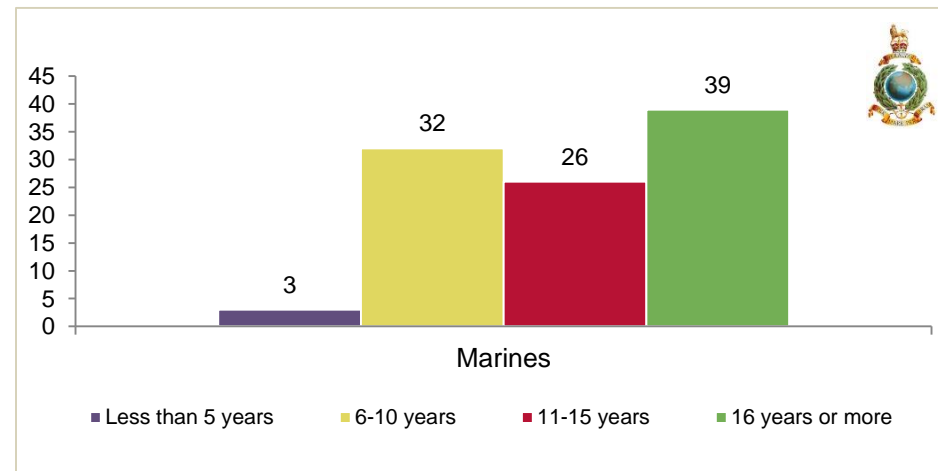
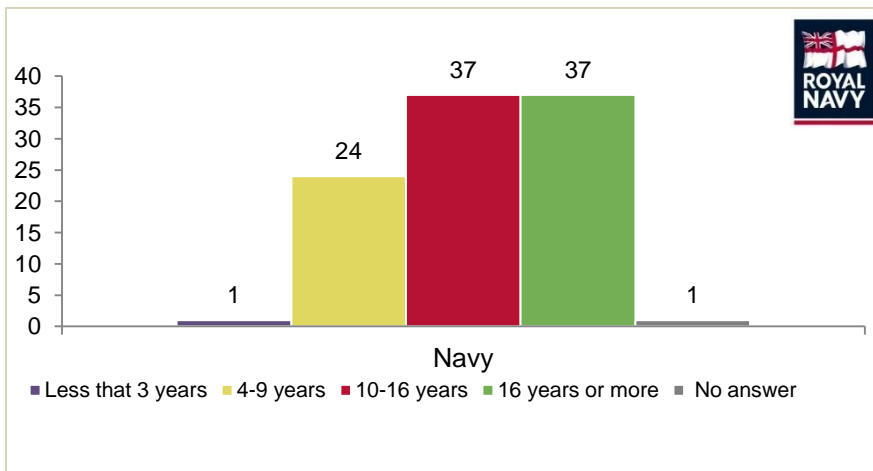
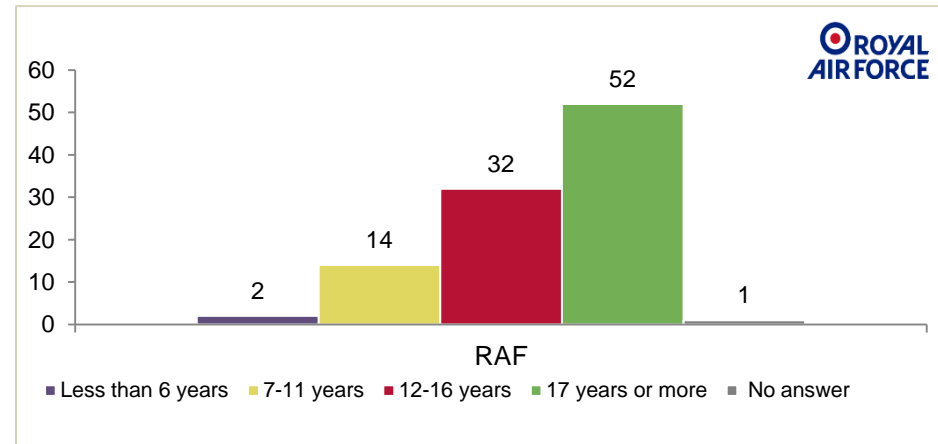
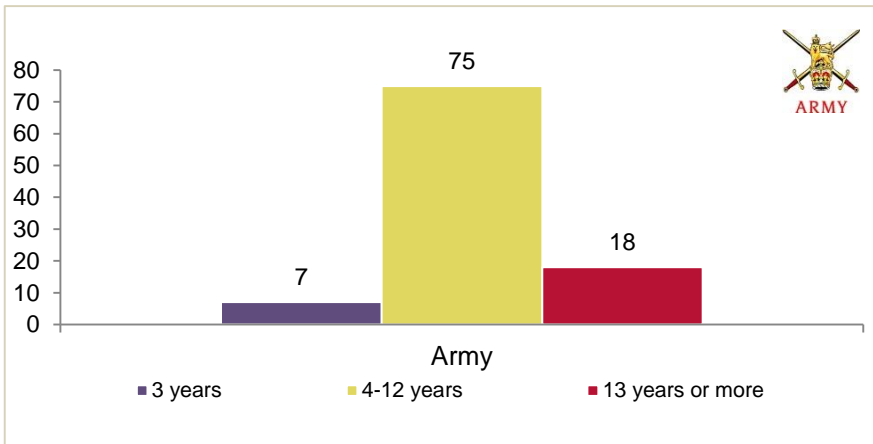
- The most likely next step for Army cadets was young officer training (81%); 48% Navy officer cadets were joining IWO(F); 55% RAF officer cadets were doing Phase 2 training and 90% Royal Marine officer cadets were joining a unit.
- Respondents who are leaving the Service were asked why they are leaving and whether they plan to reapply, however results are not included in this report due to low base sizes.

Intended length of stay in the Service

78. How long do you intend to stay in the Service?

Number of respondents (all respondents): Army (212), Royal Navy (366), RAF (266), Marines (31)

Current year results (%)

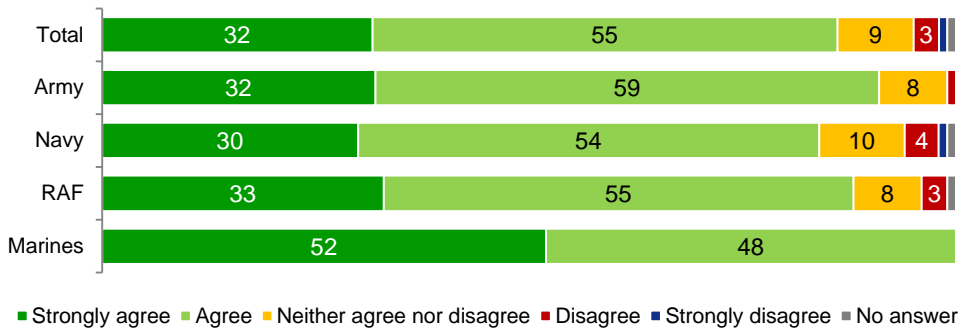


Preparedness to go onto the next stage of career

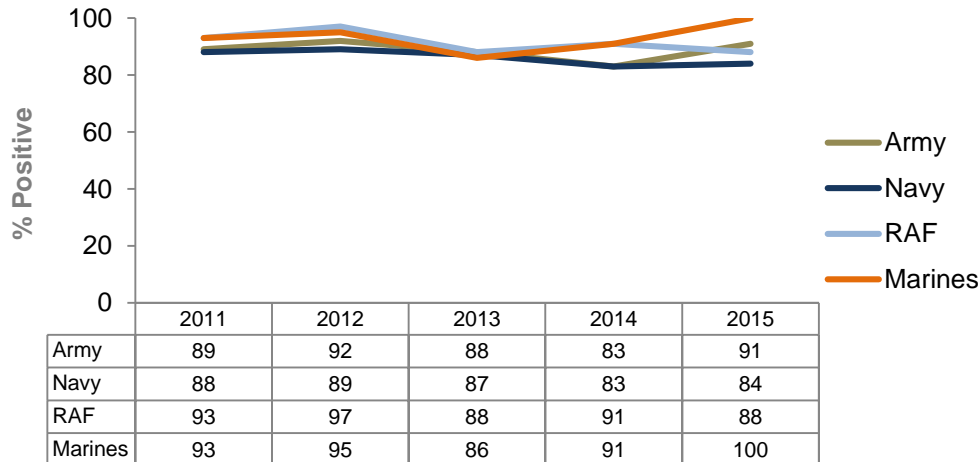
79. To what extent do you agree with the following statement? – I feel prepared to go on to the next stage of my career/training

Number of respondents (all respondents who are not leaving the Service): Total (875), Army (212), Royal Navy (366), RAF (266), Marines (31)
 % positive equals the proportion who “strongly agree” or ‘agree’ – significant differences and comments based on this

Current year results (%)



Trend



Please refer to notes page for base size of previous years

Differences

	Army	Navy	RAF	Marines
Comparison with previous year	▲ ▼	▲ ▼	▲ ▼	▲ ▼

Additional information

- Most officer cadets in all Services felt prepared to go onto the next stage of training (87%).
- Army cadets felt more prepared than last year with 91% agreeing with this statement (up from 83%).





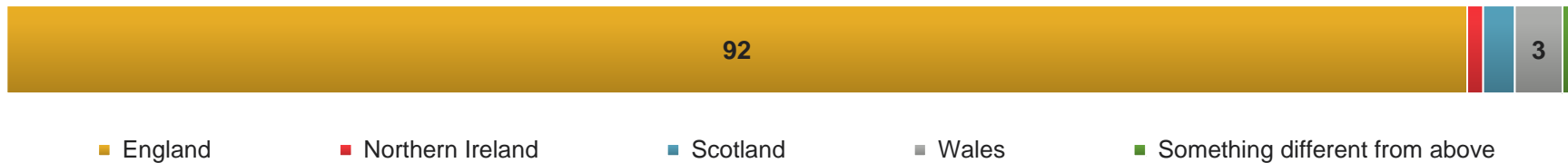
Respondent profiles

Sample Profile: where from, background, religion

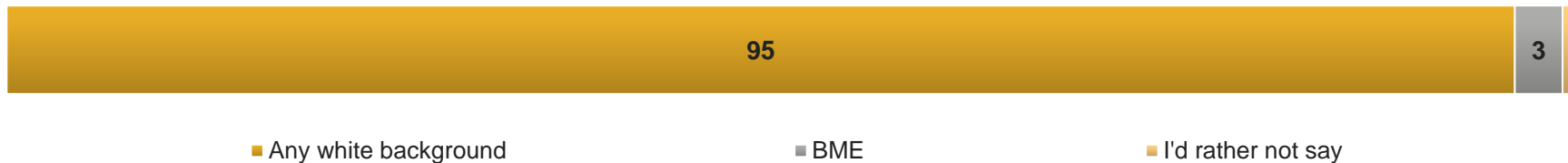


11. Where are you from?, 12. What is your background, 13. Are you...? [religion]

Where are you from?



Background



Religion



Number of respondents (all respondents): Army (212)

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



4. What gender are you?, 5. Age, 578. Which of the following applies to you [marital status], 579. Are you...? [sexual orientation]

Gender



Age

■ Male ■ Female



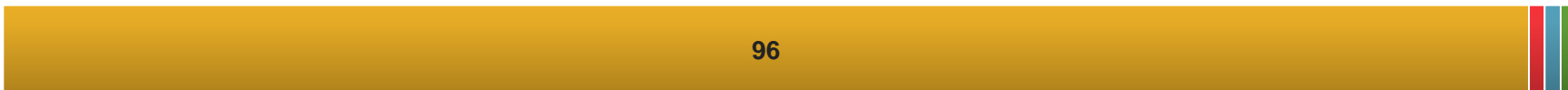
Marital Status

■ 18-21 ■ 22-25 ■ over 25



■ Single ■ Married/Civil Partnership ■ Living together ■ Long term relationship (not living together)

Sexual Orientation



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

Number of respondents (all respondents): Army (212)

Sample Profile: membership of other organisations and previous Service



7. Prior to joining have you been a member of any of the following organisations for longer than 6 months?
8. Have you previously served in the Regular Armed Forces?

Membership of other organisations



Previous Service in Armed Forces



Number of respondents (all respondents): Army (212)

Sample Profile: where from, background, religion



11. Where are you from?, 12. What is your background?, 13. Are you...? [religion]

Where are you from?



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

Background



- Any white background
- Black
- Chinese
- Mixed ethnic background
- Any other ethnic background
- I'd rather not say

Religion



- Christian
- No religion
- Other
- I'd rather not say

Number of respondents (all respondents): Royal Navy (368)

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



4. What gender are you?, 5. Age, 578. Which of the following applies to you [marital status], 579. Are you...? [sexual orientation]

Gender



Age



Marital Status



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

Sexual Orientation



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

Number of respondents (all respondents): Royal Navy (368)

Sample Profile: membership of other organisations and previous Service



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

8. Have you previously served in the Regular Armed Forces?

Membership of other organisations



■ Cadet organisations

■ University units

■ Reserve forces

■ None

■ No answer

Previous Service in Armed Forces



■ Army (regular service)

■ Royal Marines (regular service)

■ No answer

■ Navy (regular service)

■ I have not previously served in the Regular Armed Forces

Number of respondents (all respondents): Royal Navy (368)

Sample Profile: where from, background, religion

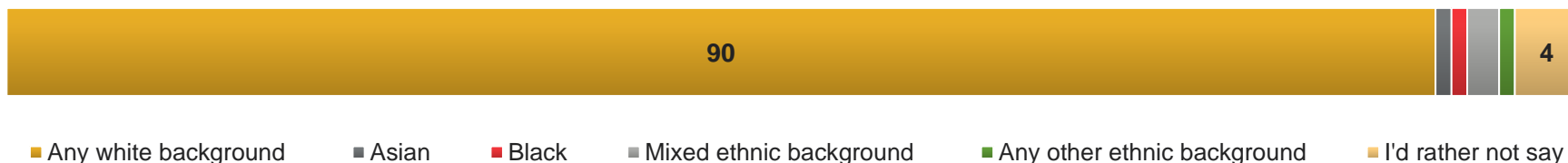


11. Where are you from?, 12. What is your background?, 13. Are you...? [religion]

Where are you from?



Background



Religion



Number of respondents (all respondents): RAF (269)

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



4. What gender are you?, 5. Age, 578. Which of the following applies to you [marital status], 579. Are you...? [sexual orientation]

Gender



Age



Marital Status



■ Single ■ Married/Civil Partnership ■ Living together ■ Long term relationship (not living together) ■ Divorced ■ Separated ■ Prefer not to say

Sexual Orientation



Number of respondents (all respondents): RAF (269)

Sample Profile: membership of other organisations and previous Service



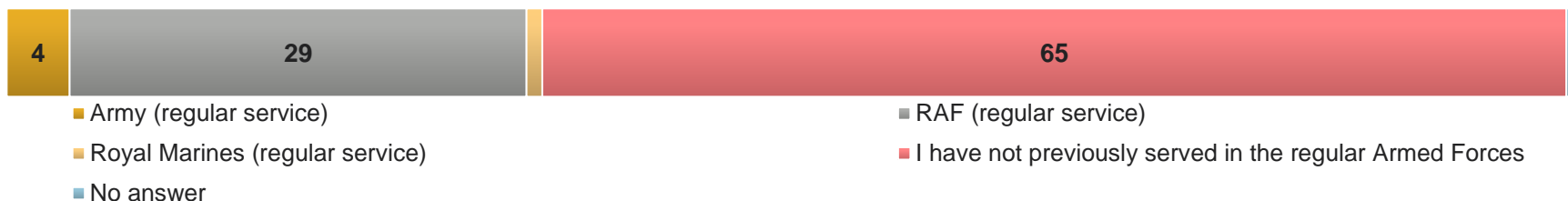
7. Prior to joining have you been a member of any of the following organisations for longer than 6 months?

8. Have you previously served in the Regular Armed Forces?

Membership of other organisations



Previous Service in Armed Forces



Number of respondents (all respondents): RAF (269)

Sample Profile: where from, background, religion

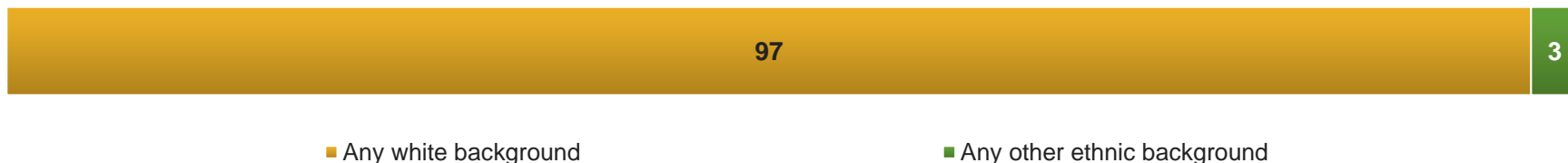


11. Where are you from?, 12. What is your background?, 13. Are you...? [religion]

Where are you from?



Background



Religion



Number of respondents (all respondents): Marines (31)

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



4. What gender are you?, 5. Age, 578. Which of the following applies to you [marital status], 579. Are you...? [sexual orientation]

Gender

100

■ Male

Age

13

48

39

■ 18-21

■ 22-25

■ over 25

Marital Status

52

16

32

■ Single

■ Living together

■ Long term relationship (not living together)

Sexual Orientation

90

3

3

3

■ Heterosexual / Straight

■ Bisexual

■ Don't know

■ Prefer not to say

Number of respondents (all respondents): Marines (31)

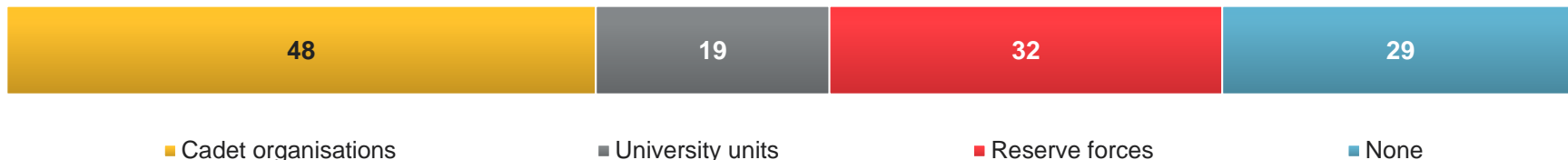


Sample Profile: membership of other organisations and previous Service



- 7. Prior to joining have you been a member of any of the following organisations for longer than 6 months?
- 8. Have you previously served in the Regular Armed Forces?

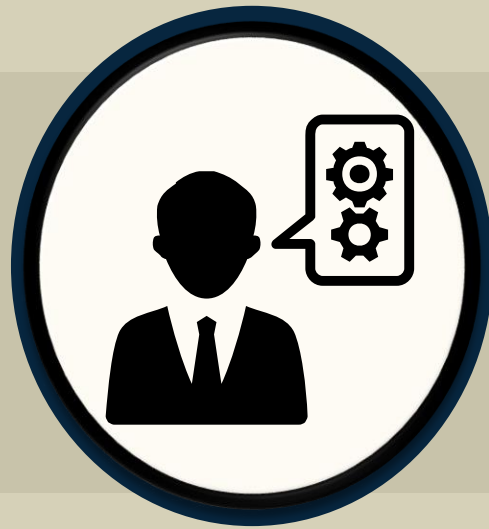
Membership of other organisations



Previous Service in Armed Forces



Number of respondents (all respondents): Marines (31)



Annex A

Statistical reliability

Annex A: Statistical reliability

Only a sample of the overall 'population' has been surveyed so we cannot be certain that the figures obtained are exactly those that would have been found had everybody been interviewed (the 'true' values).

For any percentage given, however, we can estimate 'confidence intervals' within which the true values are likely to fall. For example; if 50% of our sample of 880 officer cadets strongly agreed that the training was what they expected, we can be 95% sure that the 'true' value would be between 46.7% and 53.3%, i.e. a margin of 3.3% on each side.

Similar margins for other percentages and sub-groups of the respondents are given in the following table. It should be remembered that the 'true' finding is much more likely to be towards the centre of the possible range of responses than towards the margins.

For similar reasons, apparent differences in results relating to sub groups may, if small, not necessarily reflect genuine attitudinal differences. We can be 95% sure that differences exceeding those in the table on the next page are genuine or 'significant' differences.

Please note confidence intervals in the table overleaf refer to questions where all respondents are asked. For routed questions where only a sub-set of respondents are asked (e.g. those who were ill or injured during training), confidence intervals will be larger.

Annex A: Statistical reliability

95% Confidence Intervals

Size of sample on which survey results are based	10% or 90% ±	20% or 80% ±	30% or 70% ±	40% or 60% ±	50% ±
All Officer Cadets (880)	2.0	2.6	3.0	3.2	3.3
Army officer cadets (212)	4.0	5.4	6.2	6.6	6.7
Royal Navy officer cadets (368)	3.1	4.1	4.7	5.0	5.1
RAF officer cadets (269)	3.6	4.8	5.5	5.9	6.0
Royal Marines officer cadets (31)	10.6	14.1	16.1	17.2	17.6

Source: Ipsos MORI



Annex B

Service Comparisons

Significant Differences between Services

- The following pages show significant differences between Services.
- A result is statistically significant if it is unlikely to have occurred by chance and it simply means there is statistical evidence of a difference between two figures; it does not mean the difference is necessarily large, important, or significant in the common meaning of the word. A statistical difference can still occur if the overall percentage remains the same due to the large base sizes included in the dataset.
- Please note the % is typically a top two box rating (e.g. 'very good' and 'good' or 'strongly agree' and 'agree'). At times it may be the combination of two other measures (e.g. 'all the time' and 'most of the time') or a simple 'yes' statement.



Significant Differences between Services

	Army				Royal Navy				RAF				Royal Marines			
	%	Higher than			%	Higher than			%	Higher than			%	Higher than		
PREPARING FOR TRAINING																
Information prior to arrival: Prepared self for physical demands	80%	Navy	-	-	47%	-	-	-	85%	-	Navy	-	87%	-	Navy	-
Information prior to arrival: Accurate picture of what life would be like	53%	Navy	-	-	41%	-	-	-	61%	-	Navy	RM	35%	-	-	-
Information prior to arrival: Accurate information about what training involved	67%	Navy	-	-	46%	-	-	-	71%	-	Navy	-	68%	-	Navy	-
Satisfaction with recruitment	42%	Navy	-	RM	57%	-	-	-	67%	Army	Navy	RM	68%	Army	-	-
FACILITIES AND AMMENITIES																
Standard of living accommodation	50%	-	-	-	51%	-	-	-	86%	Army	Navy	RM	32%	-	-	-
Sports facilities	95%	Navy	-	RM	66%	-	-	-	91%	-	Navy	RM	65%	-	-	-
Medical care	95%	Navy	-	-	75%	-	-	-	93%	-	Navy	-	97%	-	Navy	-
Dental care	89%	Navy	-	-	44%	-	-	-	87%	-	Navy	-	94%	-	Navy	-
Access to IT for personal use	52%	-	-	-	83%	Army	RAF	RM	59%	-	-	RM	35%	-	-	-
Internet access	60%	-	-	-	89%	Army	RAF	RM	63%	-	-	-	48%	-	-	-
Laundry facilities	20%	-	-	-	15%	-	-	-	15%	-	-	-	10%	-	-	-
Personal kit	75%	-	-	-	69%	-	-	-	78%	-	Navy	-	65%	-	-	-
Training facilities	95%	Navy	RAF	-	79%	-	-	-	86%	-	Navy	-	100%	-	Navy	RAF
Food	80%	Navy	RAF	RM	28%	-	-	RM	65%	-	Navy	RM	6%	-	-	-
IT support for software issues	20%	-	-	-	32%	Army	RAF	RM	22%	-	-	-	10%	-	-	-
Access to gym in spare time	69%	-	RAF	-	76%	-	RAF	RM	43%	-	-	-	52%	-	-	-
Provision of free WiFi hotspots	52%	-	RAF	-	67%	Army	RAF	-	14%	-	-	-	52%	-	-	RAF
IT support for hardware issues	21%	-	-	-	32%	Army	RAF	RM	19%	-	-	-	13%	-	-	-
Leisure and retail facilities	61%	Navy	RAF	RM	42%	-	RAF	-	30%	-	-	-	35%	-	-	-
Whether given enough time to eat meals	59%	-	-	-	75%	Army	-	RM	69%	Army	-	RM	42%	-	-	-
Given option to comment on meals	97%	Navy	RAF	RM	86%	-	RAF	-	78%	-	-	-	84%	-	-	-

Significant Differences between Services

	Army				Royal Navy				RAF				Royal Marines			
	%	Higher than			%	Higher than			%	Higher than			%	Higher than		
SUPPORT																
Opportunity to talk privately with training staff	86%	-	-	-	84%	-	-	-	82%	-	-	-	74%	-	-	-
Opportunity to talk privately with Chaplains/Padre	81%	-	-	-	87%	-	-	-	84%	-	-	-	90%	-	-	-
Opportunity to keep in contact with family/friends	59%	-	-	-	90%	Army	RAF	RM	71%	Army	-	-	68%	-	-	-
Opportunity to practise your faith/religion	33%	-	-	-	52%	Army	RAF	RM	28%	-	-	-	23%	-	-	-
Availability of staff for problems out of training hours	82%	Navy	-	-	71%	-	-	-	75%	-	-	-	84%	-	-	-
Someone to go to for personal or emotional problems	83%	-	-	-	79%	-	-	-	90%	Army	Navy	-	87%	-	-	-
Administrative problems adequately dealt with	30%	-	-	-	54%	Army	RAF	-	36%	-	-	-	42%	-	-	-
Opportunity to raise all concerns with person in authority	79%	-	-	-	74%	-	-	-	81%	-	Navy	-	68%	-	-	-
FAIRNESS																
Awareness of how to complain about poor or unfair treatment or bullying	93%	-	-	RM	92%	-	-	RM	92%	-	-	RM	68%	-	-	-
Whether believe complaints are dealt with in a fair manner	62%	Navy	-	-	50%	-	-	-	58%	-	Navy	-	52%	-	-	-
Cadets were all treated fairly	75%	-	-	-	81%	-	RAF	-	74%	-	-	-	68%	-	-	-
I was treated fairly	90%	-	-	-	92%	-	-	RM	91%	-	-	-	81%	-	-	-
Training conducted without sexual or racial harassment	98%	Navy	-	-	92%	-	-	-	98%	-	Navy	-	97%	-	-	-
Badly or unfairly treated by staff	5%	-	-	-	3%	-	-	-	6%	-	-	-	6%	-	-	-
Badly or unfairly treated by other officer cadets	4%	-	-	-	2%	-	-	-	4%	-	-	-	0%	-	-	-
Badly or unfairly treated by staff or other officer cadets	8%	-	-	-	4%	-	-	-	6%	-	-	-	6%	-	-	-

Significant Differences between Services

	Army			Royal Navy			RAF			Royal Marines						
	%	Higher than		%	Higher than		%	Higher than		%	Higher than					
SETBACKS DURING TRAINING																
Injury was properly dealt with	81%	-	-	-	83%	-	-	-	92%	Army	Navy	-	88%	-	-	-
Staff helped and supported when ill/injured	74%	-	-	-	80%	-	-	-	85%	Army	-	-	84%	-	-	-
Would advise others in a similar situation not to report sick if they can avoid it	21%	-	-	-	24%	-	-	-	20%	-	-	-	16%	-	-	-
GENERAL																
Overall satisfaction with training experience	92%	Navy	-	RM	69%	-	-	-	88%	-	Navy	RM	68%	-	-	-
Received regular feedback on performance	77%	Navy	RAF	-	68%	-	-	-	63%	-	-	-	77%	-	-	-
Training objectives and aims were explained	78%	-	-	-	76%	-	-	-	78%	-	-	-	84%	-	-	-
Staff/instructors did all they could to help succeed in training	85%	Navy	-	-	78%	-	-	-	87%	-	Navy	-	84%	-	-	-
Felt personally benefited from the course	96%	Navy	-	-	86%	-	-	-	93%	-	Navy	-	97%	-	-	-
Feel a sense of achievement	95%	Navy	-	-	90%	-	-	-	95%	-	Navy	-	100%	-	-	-
Felt challenged	98%	Navy	RAF	-	84%	-	-	-	87%	-	-	-	100%	-	Navy	RAF
Training was what expected	77%	Navy	RAF	-	54%	-	-	-	62%	-	Navy	-	90%	-	Navy	RAF
Enjoyed the course	69%	-	-	-	80%	Army	-	-	79%	Army	-	-	94%	Army	-	-
Feel proud to be in the Navy/RM/Army/RAF	96%	-	-	-	93%	-	-	-	95%	-	-	-	100%	-	-	-
Prepared to go onto next stage of career	91%	Navy	-	-	84%	-	-	-	88%	-	-	-	100%	-	Navy	RAF
Would recommend joining Service to others	98%	-	-	-	97%	-	-	-	99%	-	Navy	-	100%	-	-	-
Morale was good on my course	84%				86%				89%				100%	Army	Navy	