

Officer Cadet Survey 2014-15



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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'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



Key points

- There has been a 58% decline in the number of officer cadets completing the survey, 173 down from 415 last year and 590 in 2012-13. The response rate is only 24% so results should be interpreted with caution. In general, results have been positive amongst Army officer cadets and relatively stable since last year, with some uplifts and declines in the areas of facilities, support and general.

Facilities

- There were changes on many of the facilities measures such as IT, dental care and sport, but most notably a fall in the proportion of Army officer cadets who rated the standard of living accommodation as good from 70% to 57%.

Support

- Opportunity to talk privately with Chaplains/Padre has been consistently rated as lower than other Services since the start of the survey but it has improved from 60% to 75%.

Fairness

- Almost all officer cadets (97%) said that training was conducted without racial or sexual harassment always or most of the time.
- Nine in ten (90%) officer cadets said they were not badly or unfairly treated by staff, 5% said they were and 6% did not wish to answer the question. When asked whether they believed they had been badly or unfairly treated by other officer cadets, 92% said they had not, 5% said they had, and 3% did not wish to answer the question. All figures are in line with previous years and other Services.

General

- Army officer cadets tended to give more positive general ratings than other Services and encouraging gains have been seen. They were likely to feel a personal benefit from the course (99%, up from 95%) and feel that training was what they expected (65% to 74%). However, there was a fall in those who said morale was good on their course (85% to 77%).



ARMY





Key areas of change

Gains	% positive 2013-14	% positive 2014-15
FACILITIES AND FOOD		
Access to IT for personal use	34	51
Internet access	33	50
Given enough time to eat meals	64	73
SUPPORT		
Opportunity to talk in private with Chaplains/padre	60	75
GENERAL		
Personal benefit from the course	95	99
Training was expected	65	74

Falls	% positive 2013-14	% positive 2014-15
FACILITIES AND FOOD		
Standard of living accommodation	70	57
Opportunity for competitive sport	74	63
Dental care	86	77
SUPPORT		
Someone to go to for administrative problems	39	25
GENERAL		
Morale was good	85	77



ARMY





Key points

- Participation rates for Royal Navy officer cadets are low (29%, 100 cadets) and most surveys were completed in the latter half of year. Only 47 Royal Navy officer cadets completed the survey in the last data collection year so comparisons should be made with caution.
- There were mixed results this year from Royal Navy officer cadets with some very positive areas (e.g. some facilities ratings) and some negative areas (e.g. some facilities ratings and pre-joining experiences). Despite an increase in the proportion saying they were badly or unfairly treated by other officer cadets, results continued to be positive on support and fairness issues with little change in comparison to previous years and other Services.

Pre-joining experiences

- Royal Navy officer cadets tended to have more negative views about the information they received before joining than other Services. There has been a steady decline in the proportion saying the information prepared them for the physical demands of the course (37%, down from 43% last year and 71% in 2010).

Facilities

- Facilities ratings amongst Royal Navy officer cadets were mixed. Three quarters (75%) rated the training facilities as good but just under half (48%) rated the dental care as good; both figures were lower than other Services. However top results were achieved for access to gym in spare time (84%), access to IT for personal use (80%) and internet access (67%).

Support

- Royal Navy officer cadets also gave top ratings on a number of support questions - 92% of those who answered the question rated their opportunity to practice their faith/religion as good, and 87% rated the opportunity to keep in contact with family and friends as good.

Equality

- The proportion of officer cadets who said they had not been badly or unfairly treated by staff was 90%; 5% said they had and 5% chose not to answer the question. There was an increase in bad/unfair treatment by other officer cadets from 2% to 10%; 88% said they were not badly/unfairly treated and 2% did not wish to answer the question. However despite this increase they are still in line with all other Services.





Key areas of change

Gains	% positive 2013-14	% positive 2014-15
FACILITIES AND FOOD		
Opportunity for competitive sport	11	43
Given enough time to eat meals	51	69
SUPPORT		
Someone to go to for administrative problems	36	54

Falls	% positive 2013-14	% positive 2014-15
GENERAL		
Felt challenged	98	86
Commitment of staff/instructors to support success	91	75
SETBACKS DURING TRAINING		
Would advise others not to report sick if they can avoid it	19	40





Key points

- 210 RAF officer cadets completed the survey, a participation rate of 64%. This is an increase compared to 124 respondents last year and 68 the year before, and although results will be more representative, trend comparisons should be made with caution. RAF officer cadets gave very positive responses and many gains were witnessed across facilities, support and general sections.

Facilities

- There was an increase in the proportion who rated the standard of living accommodation as good, up from 73% to 86% and this is now higher than all other Services.

Support

- RAF officer cadets scored highly in a number of support areas. There was an uplift in the proportion saying that they had the opportunity to raise concerns with someone in authority (from 73% to 85%), the opportunity to keep in touch with family and friends (47% up to 61%) and someone to go to for personal and emotional problems (79% to 88%). RAF officer cadets were also the most likely of all Services to fully know how the Service Complaints Commissioner can help them (43%).

Fairness

- In addition to feeling supported, RAF officer cadets were likely to respond positively to equality questions. 86% said they were not badly or unfairly treated by staff, 6% said they were and 9% chose not to answer the question. When asked about other officer cadets, 92% said they had not experienced bad or unfair treatment, 4% said they had and 3% did not wish to answer the question. Results were in line with other Services and no significant changes have been seen since last year.

General

- More RAF officer cadets said they enjoyed the course in comparison to last year (up from 73% to 82%).
- Despite the encouraging results in terms of enjoyment, there was a decline in the proportion saying they received regular feedback (from 77% to 64%). However 87% said that staff and instructors did everything they could to help officer cadets succeed, and this was higher than Army and Royal Navy officer cadets.



Key areas of change

Gains	% positive 2013-14	% positive 2014-15
FACILITIES AND FOOD		
Standard of living accommodation	73	86
Opportunity for competitive sport	40	52
Given enough time to eat meals	48	69
SUPPORT		
Opportunity to keep in contact with family and friends	47	61
Opportunity to raise all concerns with person in authority	73	85
Someone to go to for personal or emotional problems	79	88
GENERAL		
Enjoyed the course	73	82

Falls	% positive 2013-14	% positive 2014-15
SUPPORT		
Someone to go to for administrative problems	42	29
GENERAL		
Received regular feedback on performance	77	64





Key points

- 33 Royal Marine officer cadets completed the survey. Whilst this is a low base, the response rate was 55% so results should be somewhat representative. As the base size for Royal Marine cadets has tended to be low since the survey started, there can be large fluctuations in the trend data.
- Despite small base sizes, responses for Royal Marine 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 food in the officers mess and opportunity for competitive sport.

Facilities and food

- Despite positive general ratings, only 9% rated the opportunity for competitive sport as good, a rate lower than all other Services. Encouragingly however, 97% rated the training facilities as good.
- Only 3% were satisfied with the food in the officers mess and 82% were unsatisfied, 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 and on the most part with other Services.
- 85% of Marine officer cadets said they were not badly or unfairly treated by staff; 6% said that they were and 9% did not want to answer the question. When asked whether they had been badly or unfairly treated by other officer cadets, 91% said they had not and 9% refused to answer the question.

General

- Royal Marine officer cadets were particularly positive about their experience at CTCRM. All officer cadets surveyed said they were proud, they felt challenged and would recommend joining the Royal Marines. More Royal Marine officer cadets said that the reasons for doing things were explained to them than last year (97%, up from 61%) and this figure was higher all other Services.





Key areas of change

Gains	% positive 2013-14	% positive 2014-15
SUPPORT		
Opportunities to talk privately with training staff	66	91
GENERAL		
Morale was good	63	88
Regular feedback on performance	55	85
Explanation of reason for doing things	61	97
Commitment of staff/instructors to support success	61	91

Falls	% positive 2013-14	% positive 2014-15
FACILITIES AND FOOD		
Access to IT for personal use	61	33
Internet access	63	30





Introduction



- 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.



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.

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.





- This report represents data collected from 1st April 2014 to 31st March 2015.
- Previous data collection periods are as follows:

Label	Period
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.



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.



- 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

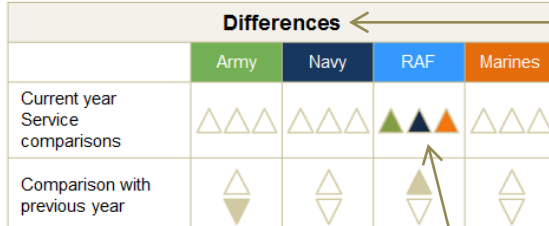
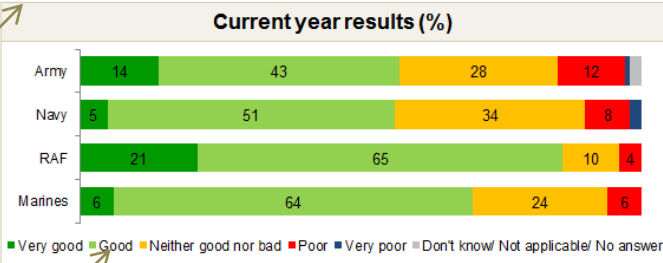
Rating: Standard of living accommodation

Base size and question routing

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

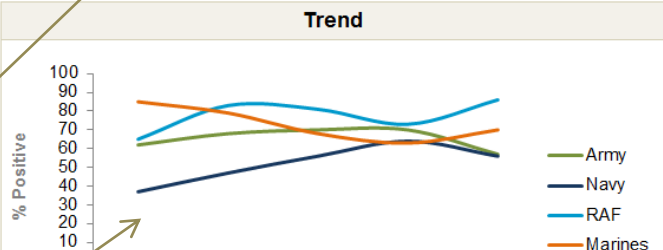
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)
% positive equals the proportion who say 'very good or good' – significant differences and comments based on this

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



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

Results for current year



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

- Additional information**
- RAF officer cadets gave highest ratings for their living accommodation with 86% giving positive scores. This is higher than last year when 73% gave positive scores for living accommodation as good and is significantly higher than all other Services.
 - The Army have seen a significant drop in accommodation ratings since last year with only 57% rating it as good compared with 70% last year.

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

Summary of results and additional information such as previous questionnaire changes

Totals may not add up to 100% due to rounding.
Ministry of Defence
Scores of less than 3% are not labelled.
38



- Over the twelve-month survey period, there were 516 responses to the questionnaire. A breakdown of responses by College is shown below:

	Total Responses		Response rate % *	
	2014-15	2013-14	2014-15	2013-14
RMAS	173	415	24	72
BRNC	100	47	29	16
RAFC	210	124	64	74
CTCRM	33	38	55	68
TOTAL OCS	516	415	35	57

- * Response rates are based on the number of recruits and trainees who had completed at least 2 weeks training. In some cases, recruits and trainees may have not been given the opportunity to complete the survey, rather than actively not choosing to complete the survey.
- 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 RMAS to previous years due to change in response rates. In the previous report, 72% of all cadets completed the survey however in the current data collection year it reduced to 24%. The confidence interval is larger meaning there is a reduced chance of the results being representative of the true population in comparison to last year. Therefore trend data should 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.

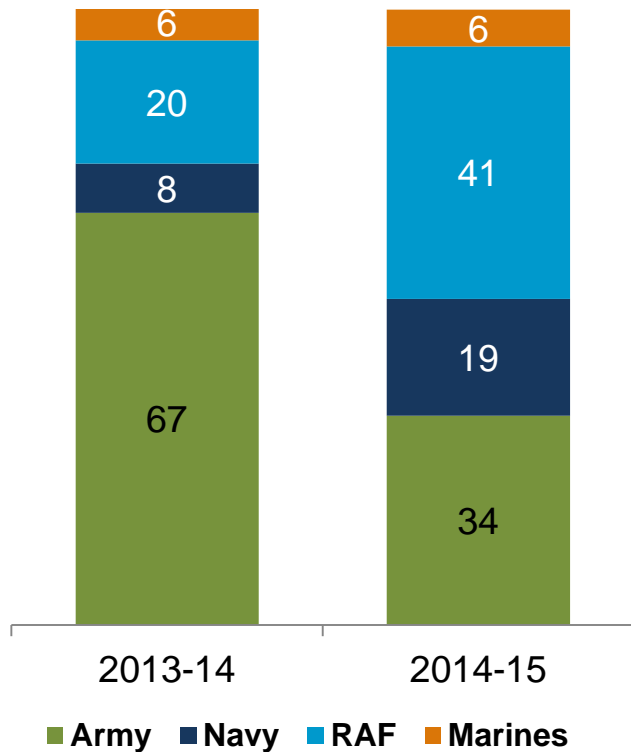
Respondent profiles



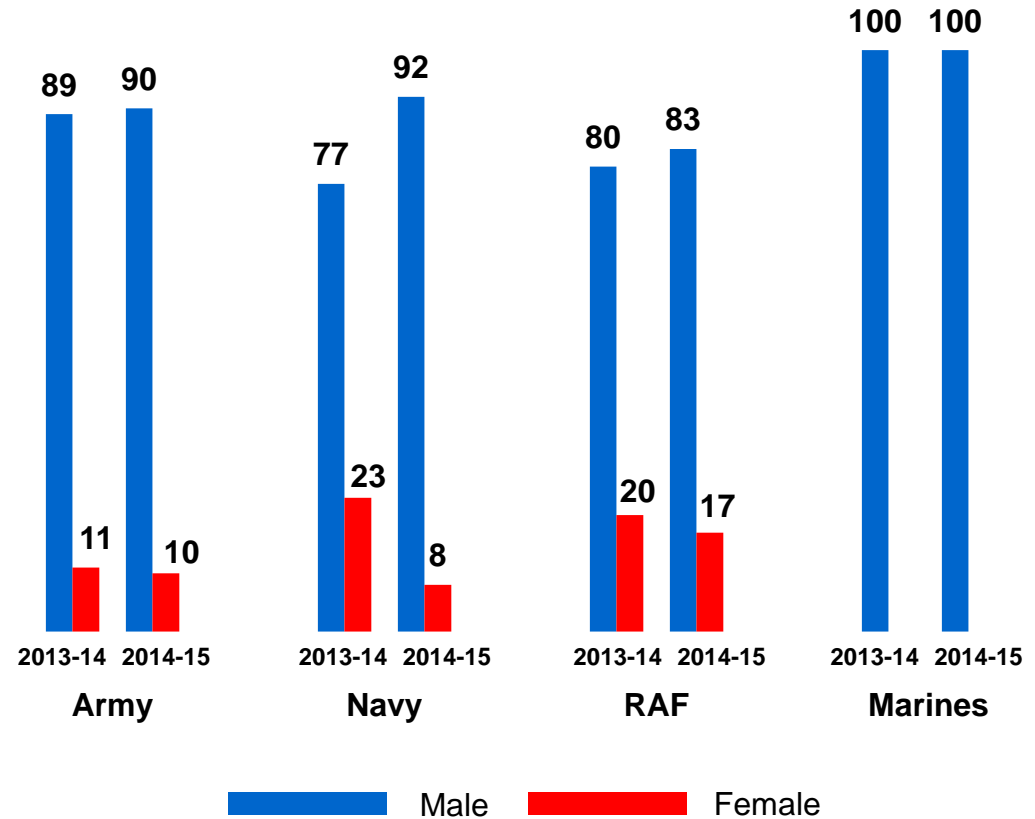
Number of respondents 2014-15 (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

Number of respondents 2013-14 (all respondents): Army (415), Royal Navy (47), RAF (124), Marines (38)

Service Profile (%)



Gender Profile (%)



Totals may not add up to 100% due to rounding

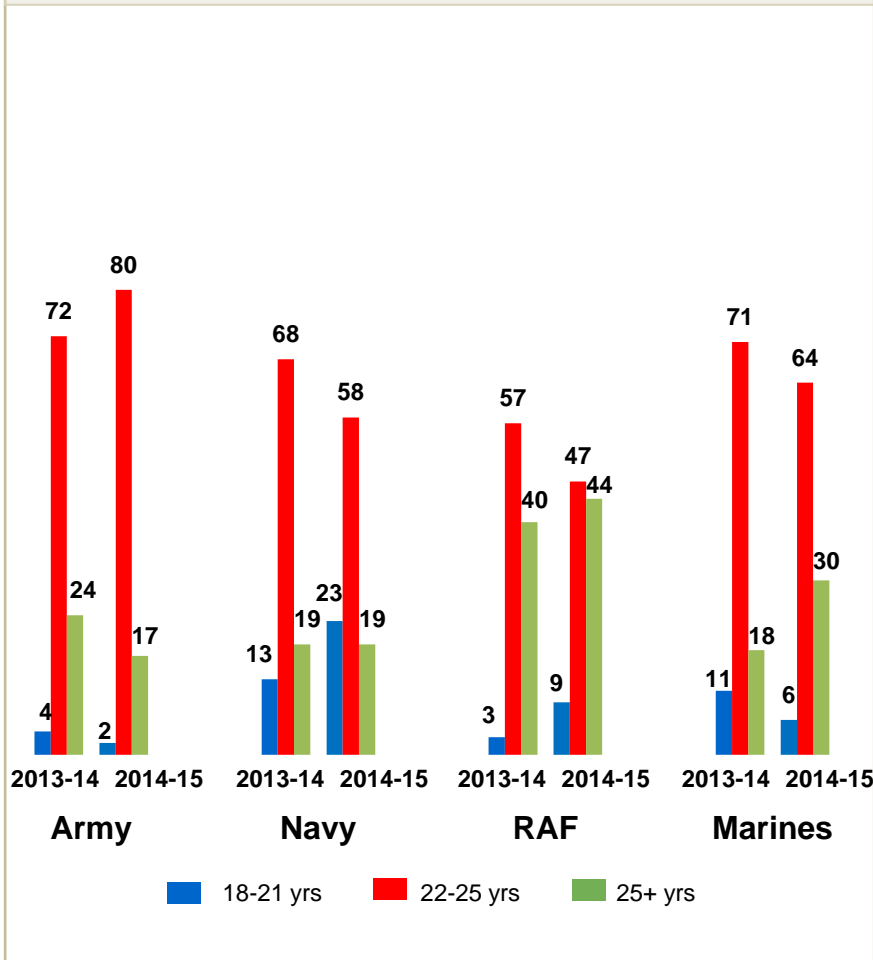
Respondent profiles



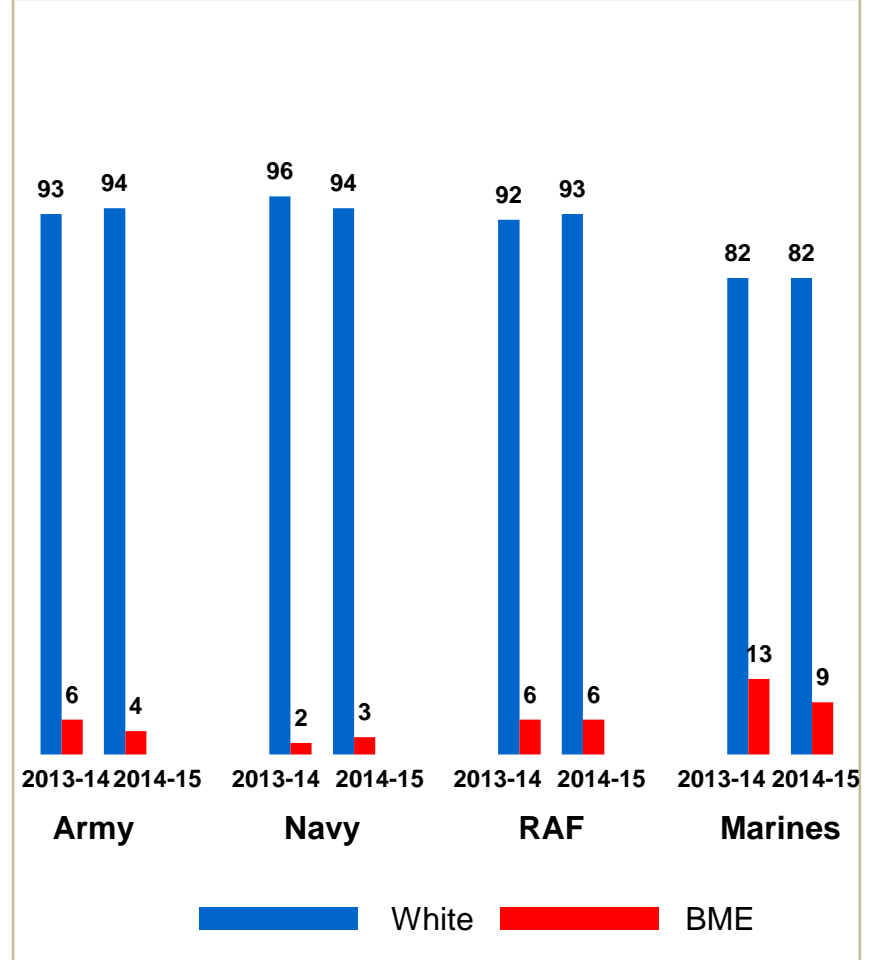
Number of respondents 2014-15 (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

Number of respondents 2013-14 (all respondents): Army (415), Royal Navy (47), RAF (124), Marines (38)

Age Profile (%)



Ethnicity Profile (%)



Totals may not add up to 100% due to rounding

*BME = Black and Minority Ethnic





Detailed findings



Preparing for training

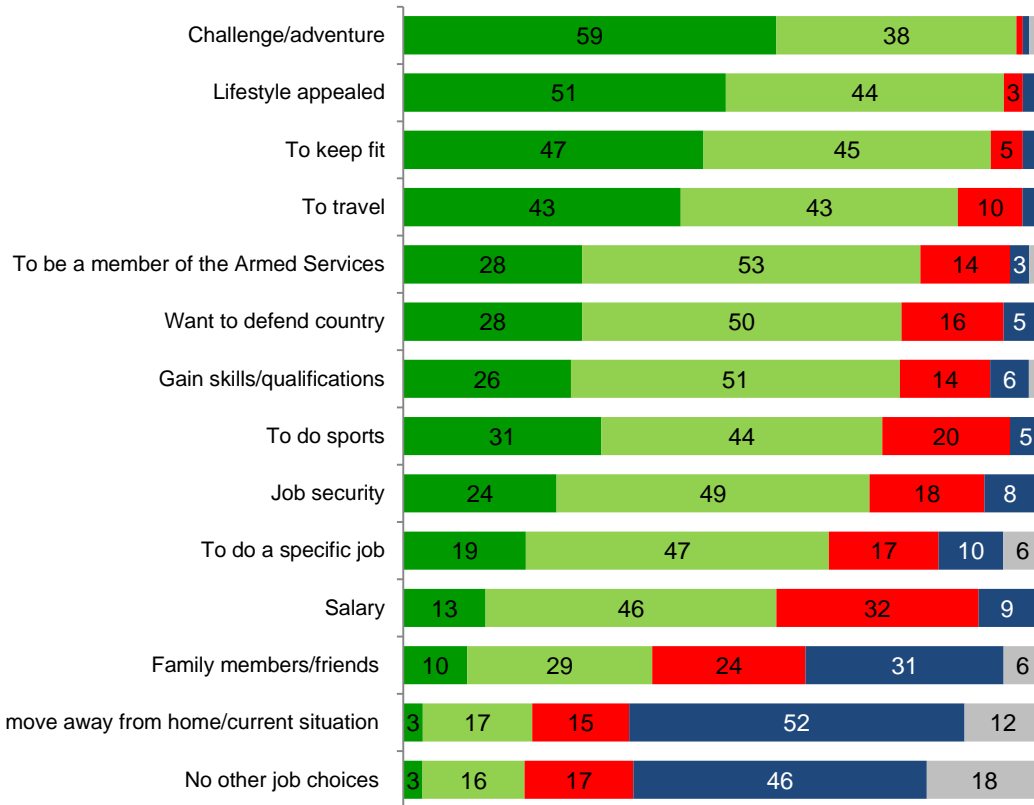
Important joining factors



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

Number of respondents (all respondents): Army (173)

Current year results - Army (%)



Very important Fairly important Not very important Not at all important Don't know/ Not applicable/ No answer

Answers ranked by % selecting top 2 box

Additional information

- This is the first year this question has been included in the questionnaire so no trend data is available.
- The vast majority of Army officer cadets (97%) said challenge/adventure was an important factor in their decision to join the Service.
- The least important decision factors were wanting to move away from home/current situation and having no other job choices (mentioned as important by 20% and 18% respectively).



ARMY

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.

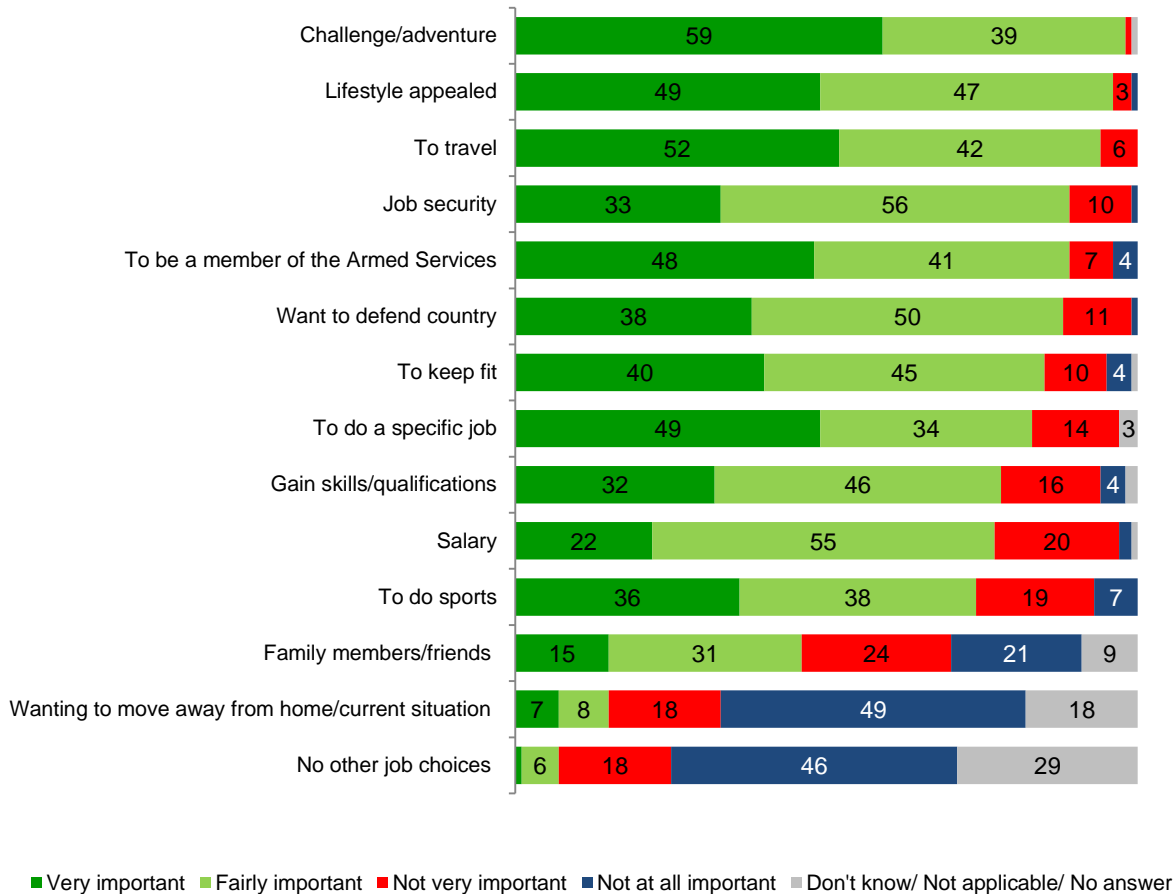
Important joining factors



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

Number of respondents (all respondents): Royal Navy (100)

Current year results - Royal Navy (%)



Answers ranked by % selecting top 2 box

Additional information

- This is the first year this question has been included in the questionnaire so no trend data is available.
- The top ranking decision factors for Royal Navy officer cadets were challenge/adventure (98%), lifestyle appealed (96%) and to travel (94%).
- The ranking of important joining factors was similar for all other Services, however travel was ranked higher by Royal Navy officer cadets than RAF and Royal Marine officer cadets.



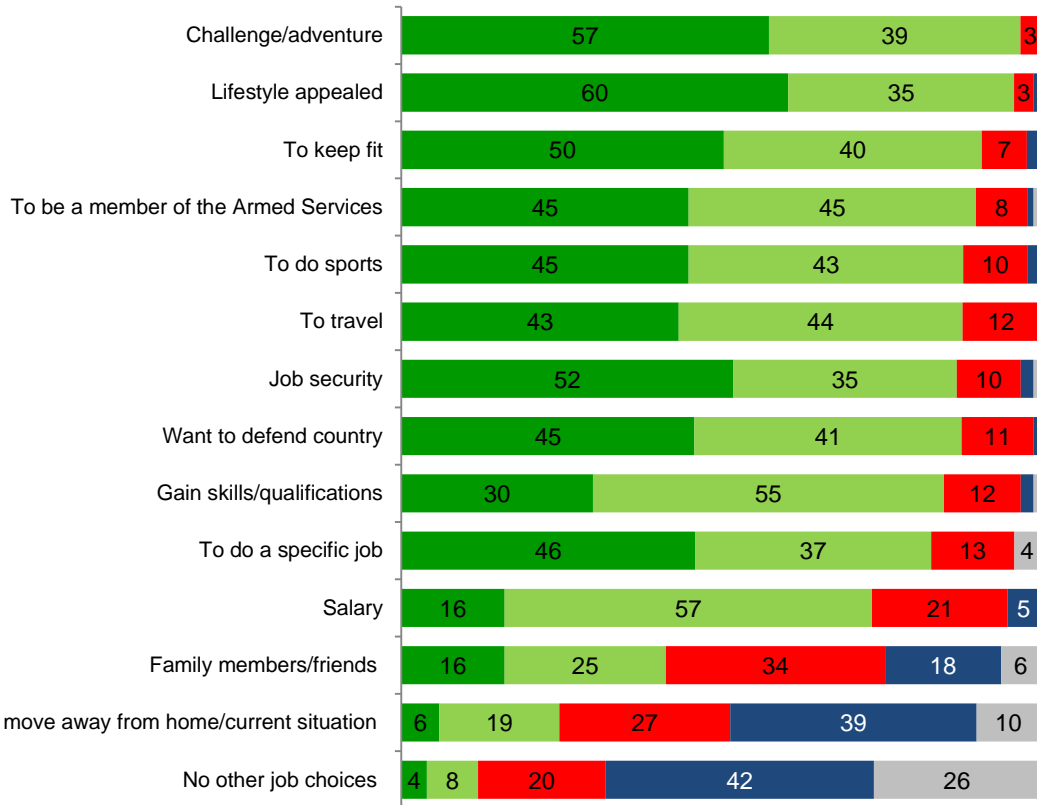
Important joining factors



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

Number of respondents (all respondents): RAF (210)

Current year results - RAF (%)



Very important Fairly important Not very important Not at all important Don't know/ Not applicable/ No answer

Answers ranked by % selecting top 2 box

Additional information

- This is the first year this question has been included in the questionnaire so no trend data is available.
- 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.
- Lower numbers said that they wanted to move away from home or current situation (25%) and had no other job choices (11%).



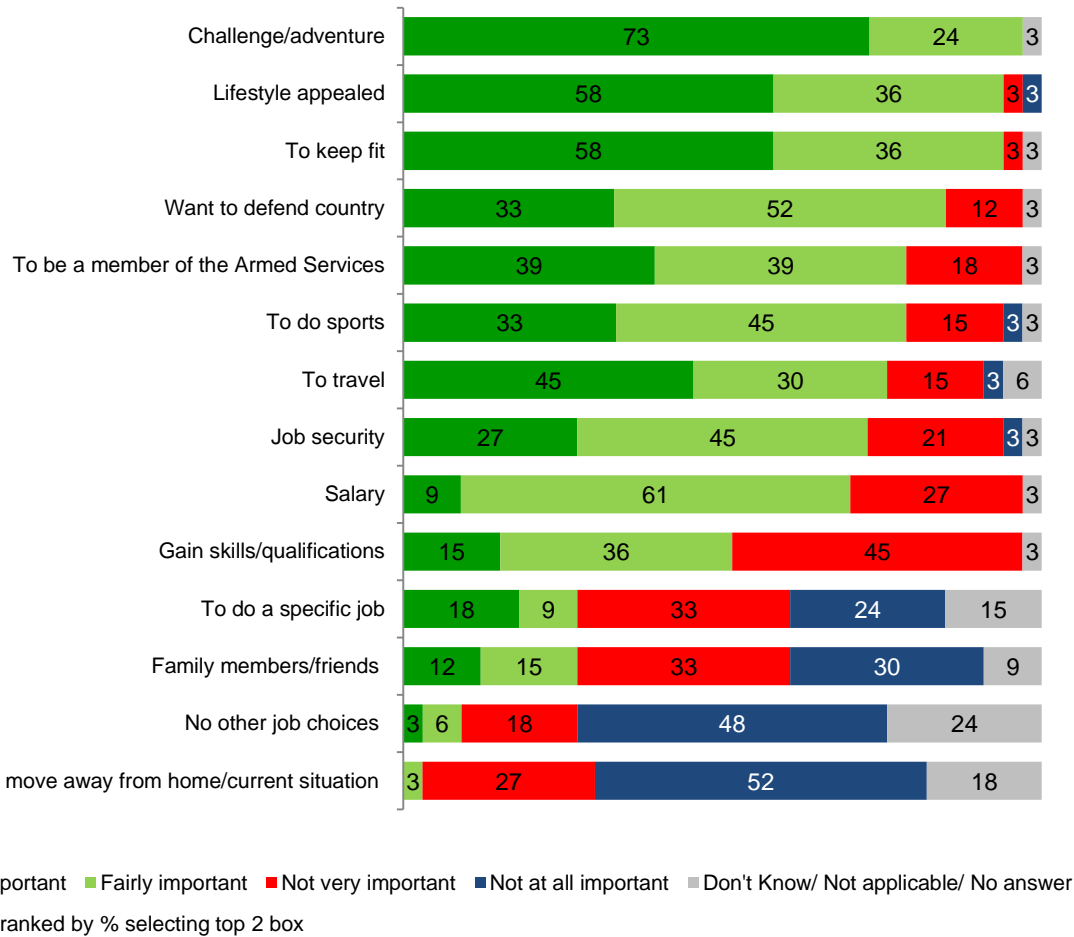
Important joining factors



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

Number of respondents (all respondents): Marines (33)

Current year results – Royal Marines (%)



Additional information

- This is the first year this question has been included in the questionnaire so no trend data is available.
- The top three decision factors for Royal Marine officer cadets were challenge/adventure (97%), lifestyle appealed (94%) and to keep fit (94%).
- Only 3% said that wanting to move away from home/current situation and 9% said that having no other job choices were important factors in their decision making process.



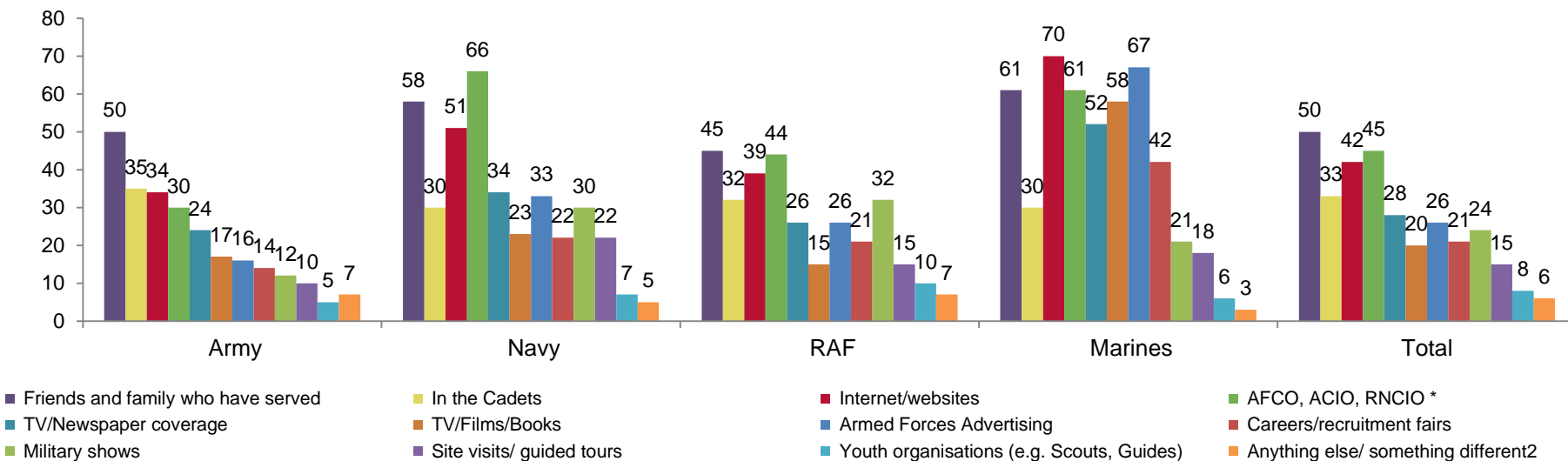
Where learnt about careers in Armed Forces



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

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

Current year results (%)



Additional information

- Officer cadets from all Services tended to use similar sources of information to learn about careers in the Armed Forces, although Royal Marine officer cadets were more likely to make use of many of the sources available to them.
- Half of all officer cadets learned about careers in the Armed Forces from friends and family who have served.
- The second most used source of information, based on all cadets, was the official career Services. (* Answer option in questionnaire was: Armed Forces Careers Information Office (AFCO), Army Careers Information Office (ACIO), Royal Navy Careers Information Office (RNCIO). This was closely followed by internet/websites.

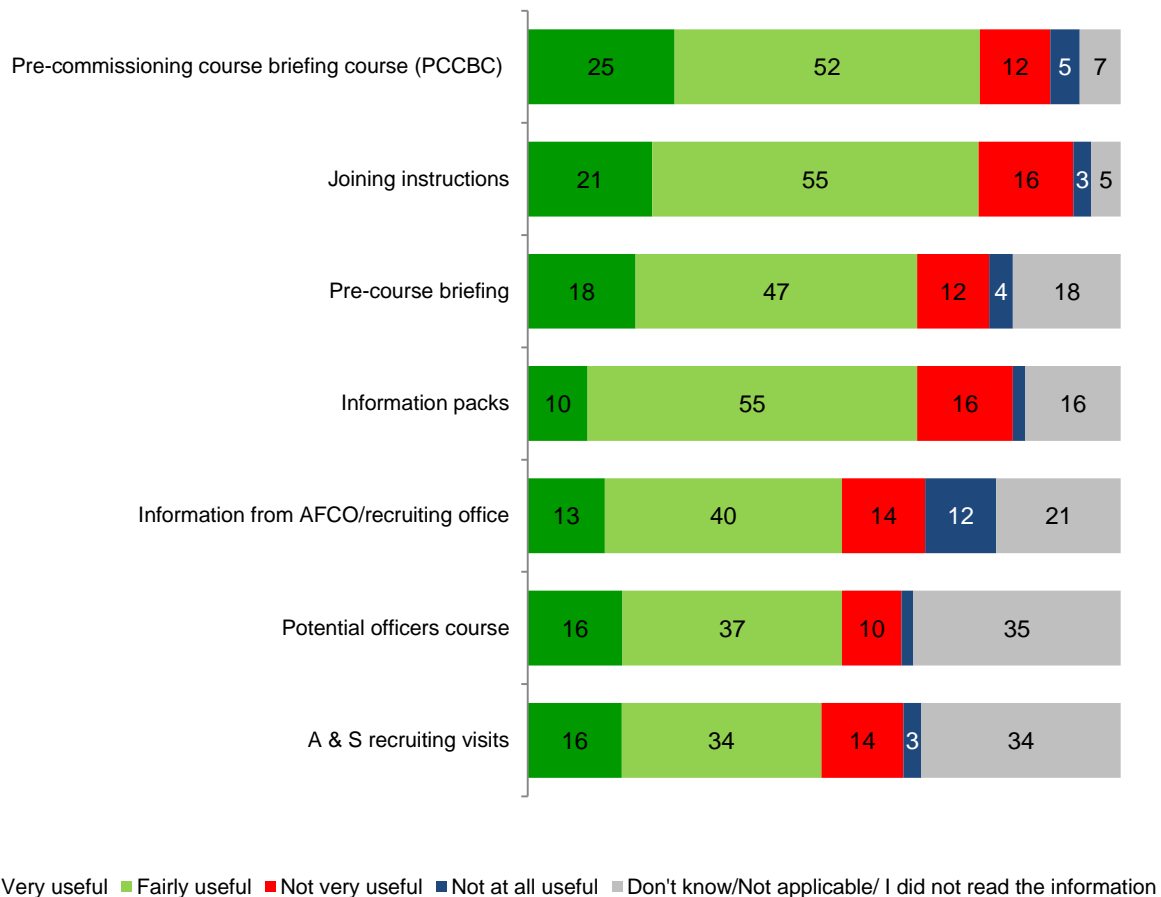
Usefulness of information provided before joining



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

Number of respondents (all respondents): Army (173)

Current year results - Army (%)



Additional information

- The most useful information source for Army officer cadets was the pre-commissioning course brief, despite a decrease in officer cadets saying it was useful (89% to 77%).
- A & S recruiting visits was added as a new option this year and is the least useful source of information, however a third (34%) did not comment.



ARMY



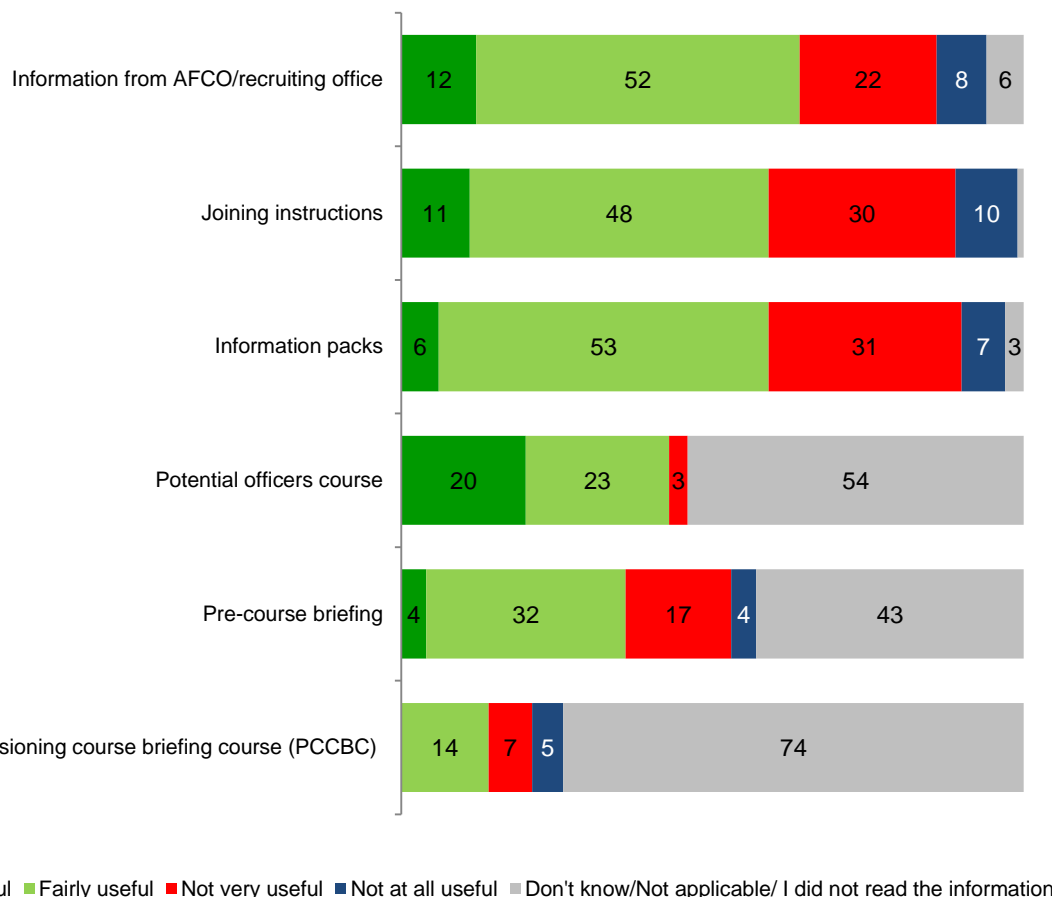
Usefulness of information provided before joining



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

Number of respondents (all respondents): Royal Navy (100)

Current year results - Royal Navy (%)



Additional information

- Most Royal Navy officer cadets found the information from AFCCO/recruiting office, joining instructions and information packs useful. However many also found these sources not useful.
- Many officer cadets did not comment on the potential officers course (54%), pre-course briefing (43%) or pre-commissioning briefing course (74%).



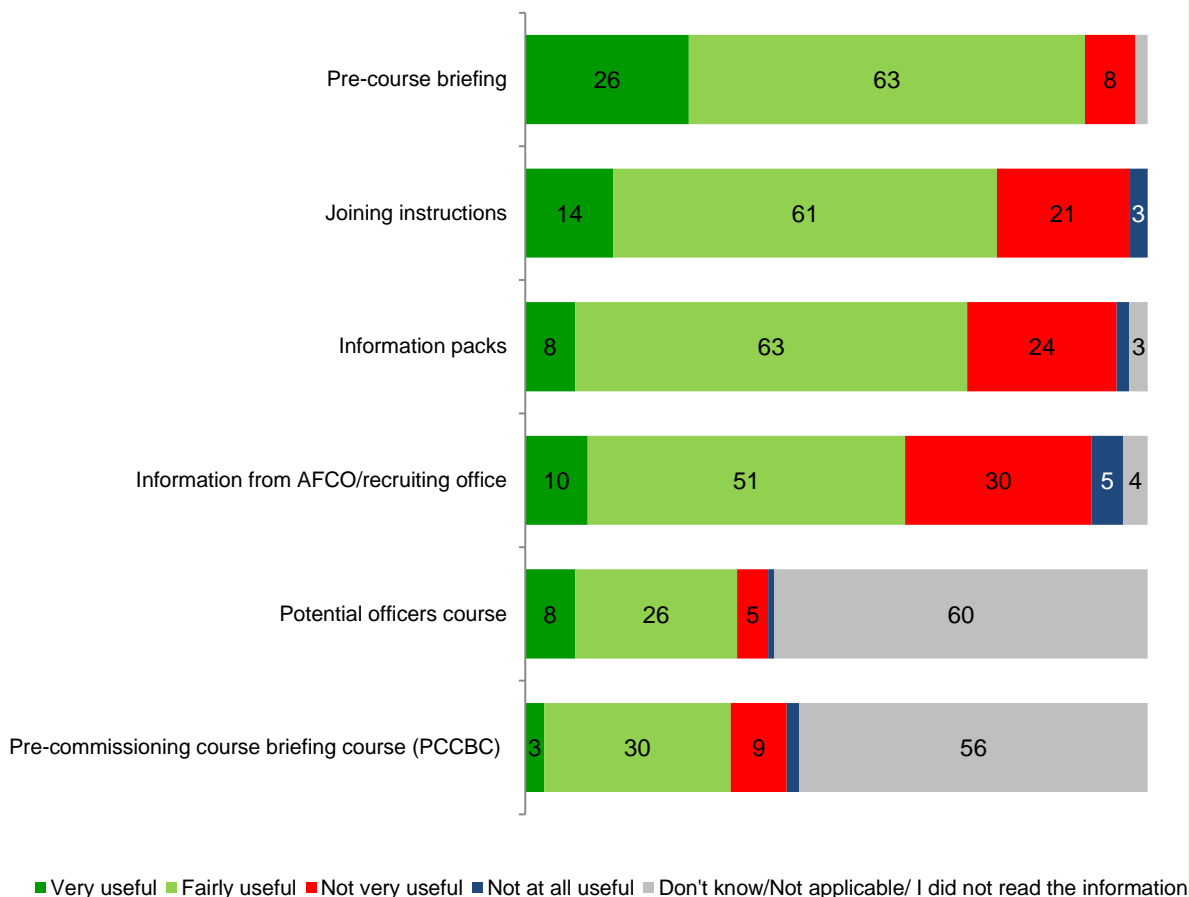
Usefulness of information provided before joining



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

Number of respondents (all respondents): RAF (210)

Current year results - RAF (%)



Additional information

- Almost nine in ten officer cadets found the pre-course briefing useful and this was also the top ranking information source last year.
- Many officer cadets commented on joining packs, information packs, and information from AFCO/recruiting office, however opinions were mixed about their usefulness.
- The majority of officer cadets did not comment on the potential officers course (60%) and pre-commissioning course briefing course (56%).



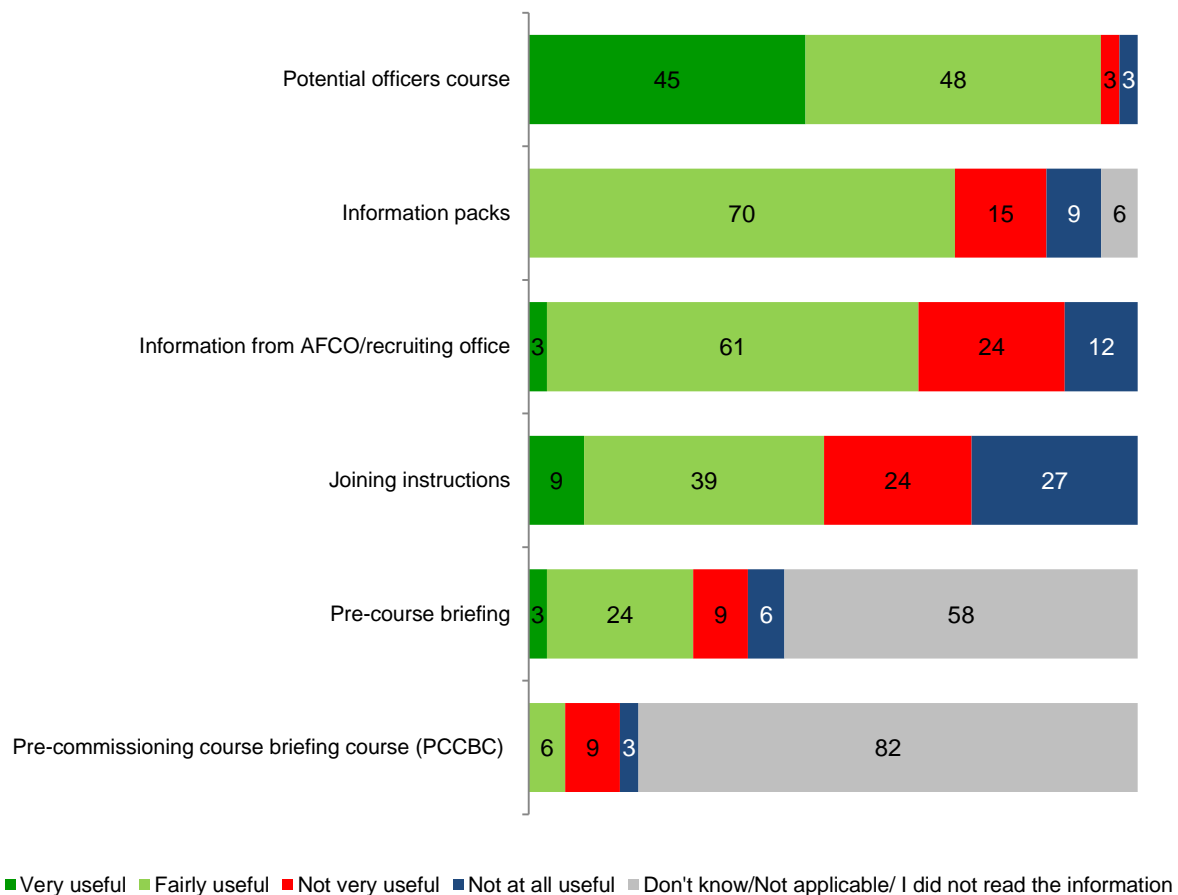
Usefulness of information provided before joining



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

Number of respondents (all respondents): Marines (33)

Current year results – Royal Marines (%)



Additional information

- 94% found the potential officers course useful and this continues to be the top ranking information media for usefulness.
- Views on joining instructions were mixed with over half saying they were not useful. Information from AFCO/recruiting office was not seen as useful by 36% cadets.
- Many officer cadets did not comment on the pre-course briefing or pre-commissioning course briefing course.



Information prior to arrival: Preparing for physical demands

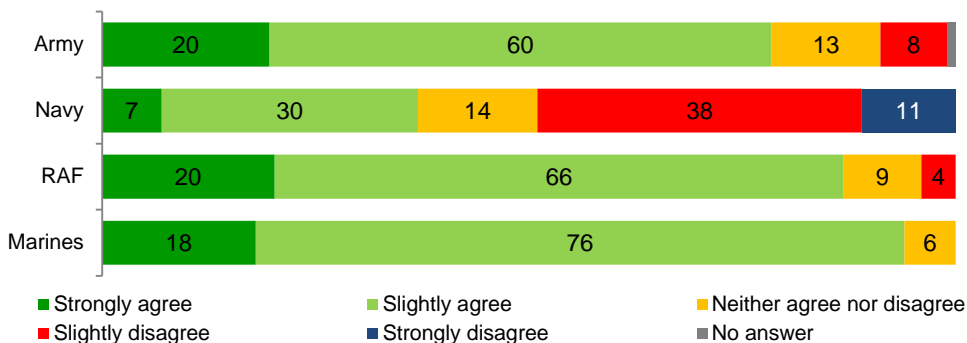


17. Please indicate your agreement with each of the following statements: The information I was given prior to arrival... Enabled me to prepare myself well enough for the physical demands of the course

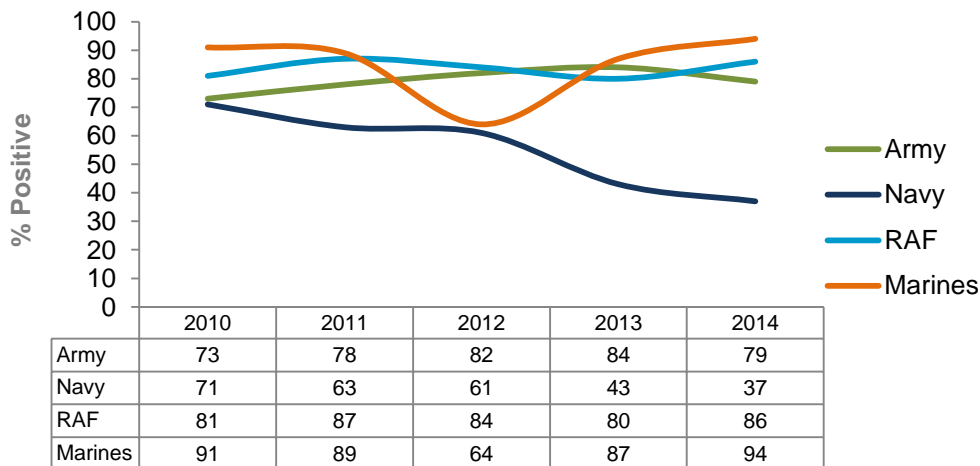
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)

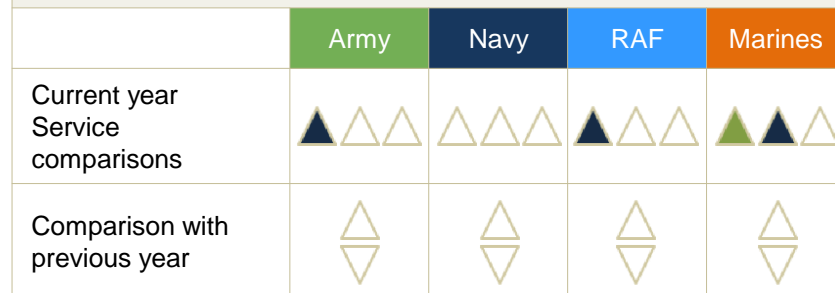


Trend



Please refer to notes page for base size of previous years

Differences



Additional information

- There has been a steady decline in the proportion of Royal Navy officer cadets saying the information they were given prior to arrival prepared them for the physical demands of the course, from 71% in 2010 to 37%.
- Almost half (49%) of Royal Navy officer cadets gave negative responses, and less agreed that the information allowed them to prepare well for the physical demands of the course.
- The Royal Marines scored highest on this measure with 94% agreeing with the statement, significantly higher than the number of Army and Navy officer cadets.



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

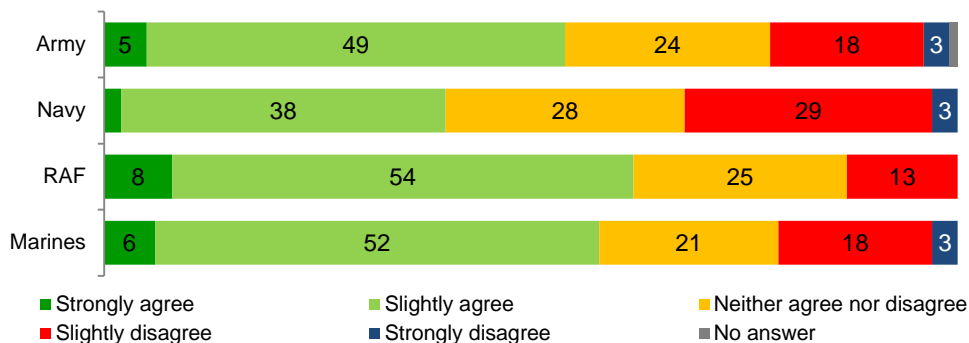


17. Please indicate your agreement with each of the following statements: The information I was given prior to arrival... Gave me an accurate picture of what life would be like at unit

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)



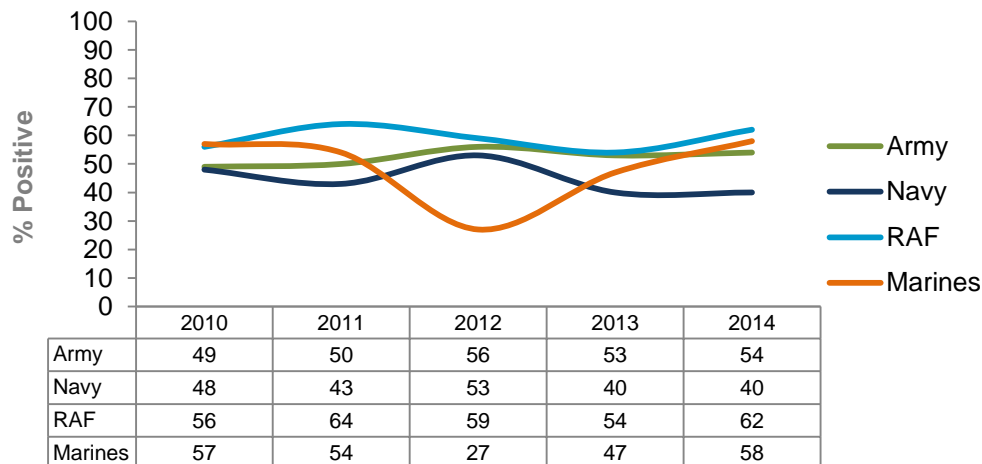
Differences

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

Additional information

- Army and RAF officer cadets both said the information they received prior to arrival gave them a more accurate picture of what life would be like than Royal Navy officer cadets (40%).

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.

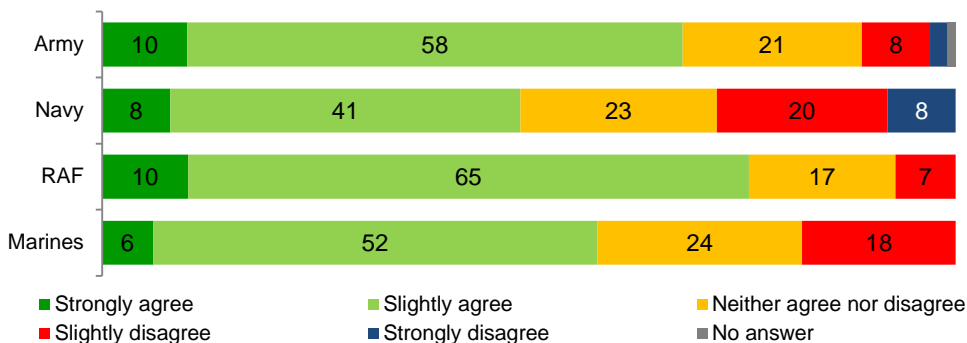
Information prior to arrival: Accurate information about what training involved

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

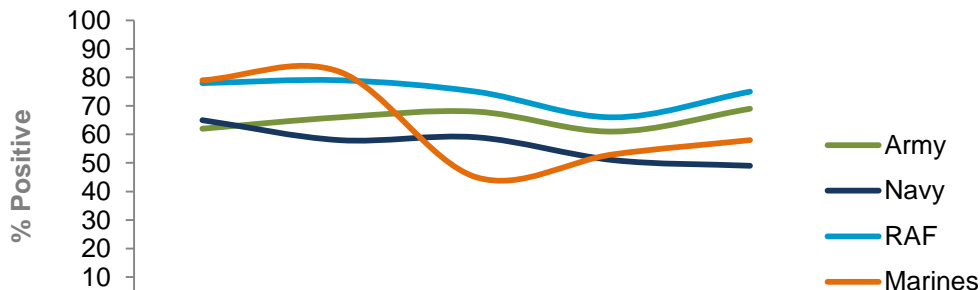
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)

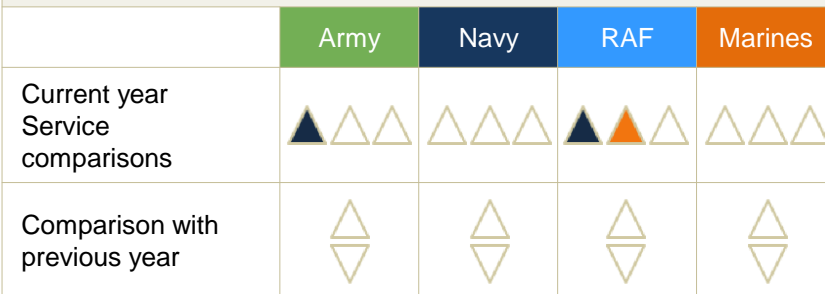


Trend



Please refer to notes page for base size of previous years

Differences



Additional information

- Royal Navy officer cadets tend to agree least with this statement with only 49% agreeing; significantly lower than both Army and RAF officer cadets.
- RAF officer cadets were also more likely to agree with the statement than Royal Marine officer cadets.

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.





Facilities and food

Rating: Standard of living accommodation

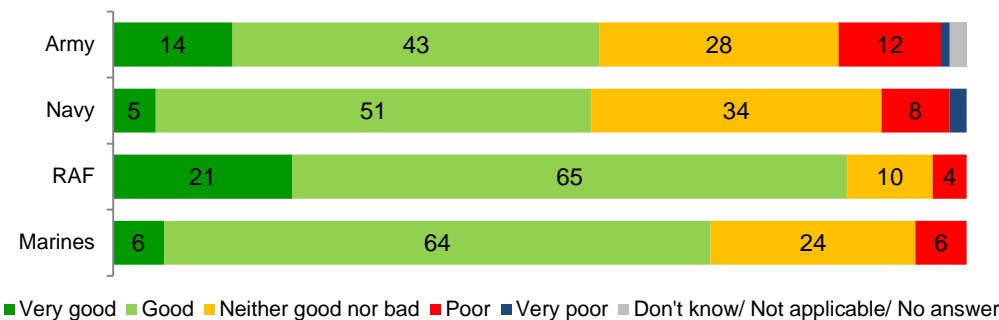


19. How would you rate each of the following: Standard of living accommodation

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)



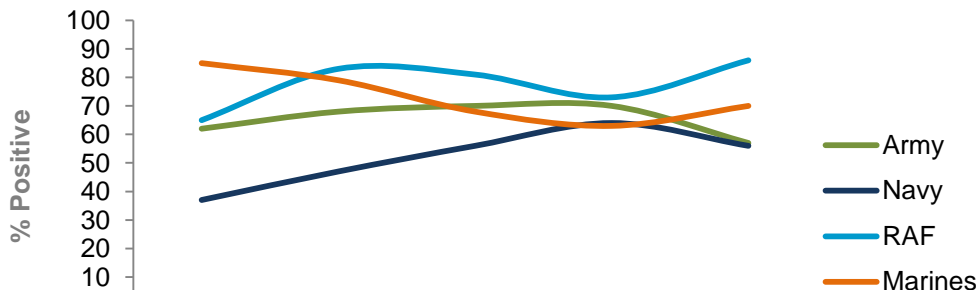
Differences

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

Additional information

- RAF officer cadets gave highest ratings for their living accommodation with 86% giving positive scores. This is higher than last year when 73% rated living accommodation as good and is significantly higher than all other Services.
- The Army have seen a significant drop in accommodation ratings since last year with 57% rating it as good compared with 70% last year.

Trend



	2010	2011	2012	2013	2014
Army	62	68	70	70	57
Navy	37	47	56	64	56
RAF	65	83	81	73	86
Marines	85	79	68	63	70

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.

Rating: Standard of training facilities

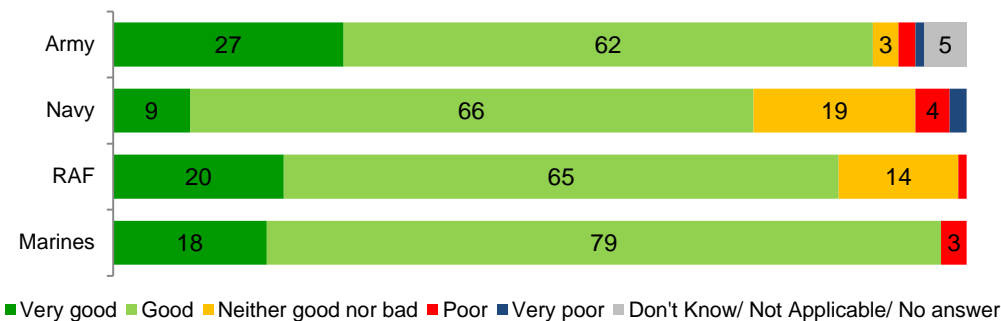


19. How would you rate each of the following: Standard of training facilities

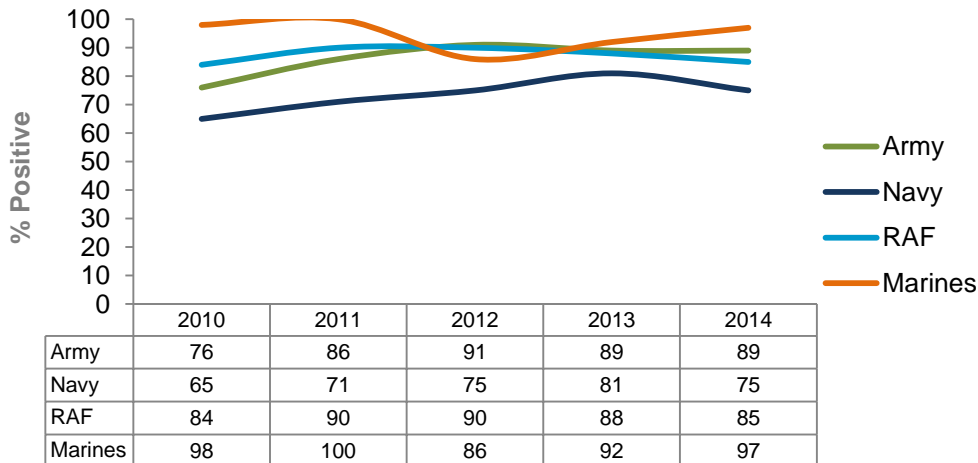
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

% 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
Current year Service comparisons	▲ ▲ ▲	▲ ▲ ▲	▲ ▲ ▲	▲ ▲ ▲
Comparison with previous year	△	△	△	△

Additional information

- The standard of Royal Navy training facilities is rated significantly lower than the other Services with 75% positive responses.
- One in five Royal Navy officer cadets (19%) said that the training facilities were neither good nor bad.



Rating: Sports facilities

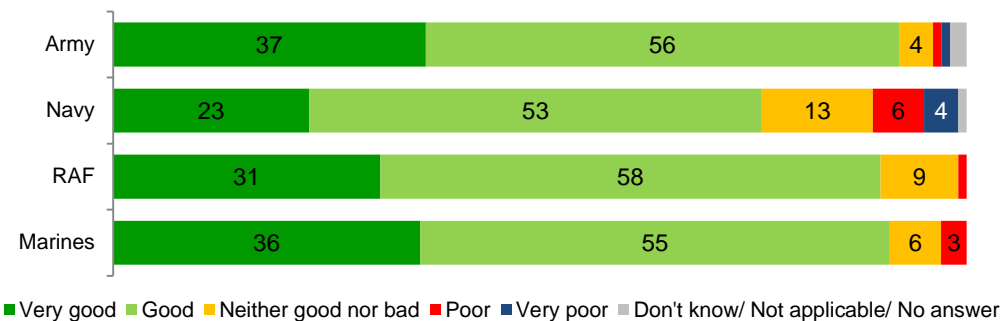


19. How would you rate each of the following: Sports facilities

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)



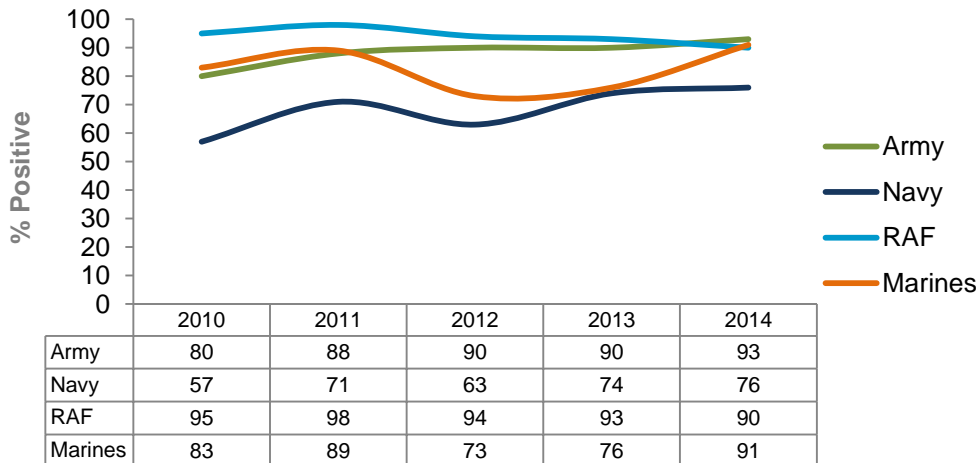
Differences

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

Additional information

- Sports facilities in the Army and the RAF were rated as significantly higher than those in the Royal Navy.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.



Rating: Opportunity for competitive sport

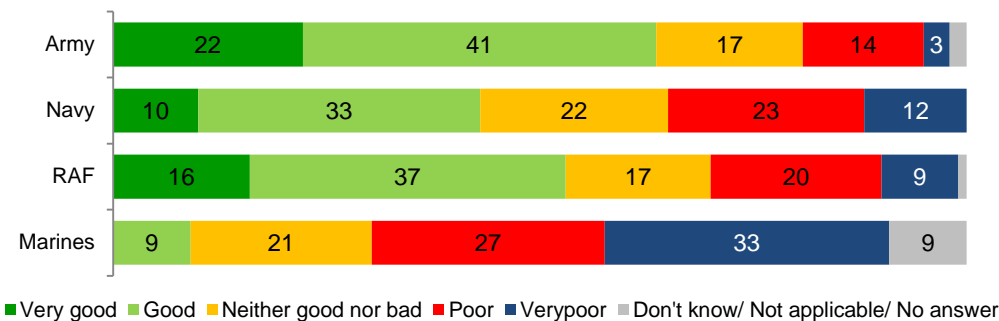


19. How would you rate each of the following: Opportunity for competitive sport

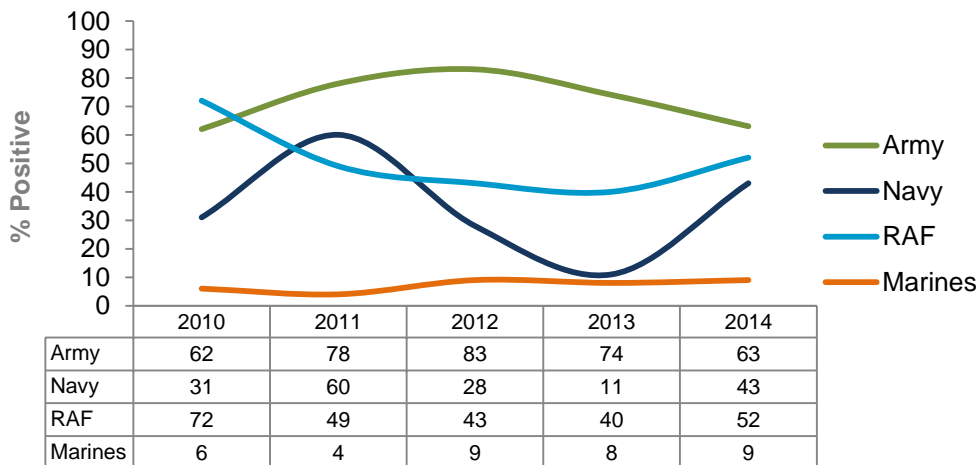
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)

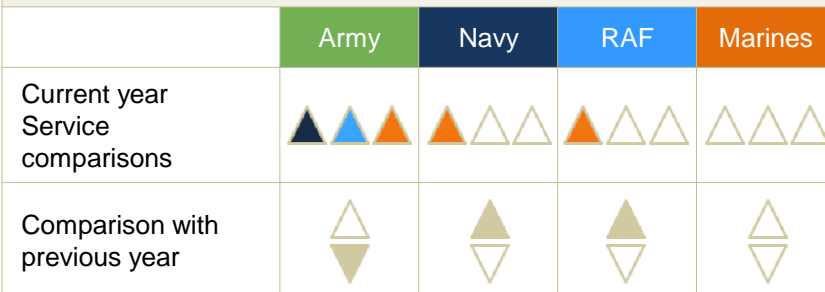


Trend



Please refer to notes page for base size of previous years

Differences



Additional information

- Officer cadets from the Army gave the highest rating for opportunity for competitive sport (63%) and, although there was a decline since last year (74%), the score was significantly higher than for all other Services.
- Results from the Royal Navy and the RAF showed an increase since last year (and in the case of the Royal Navy reversing the decline seen in the last two years) and scores were significantly higher than for the Royal Marines.
- 61% of Royal Marine officer cadets rated the opportunity for competitive sport as poor and results have been stable since the start of the survey.



Rating: Medical care

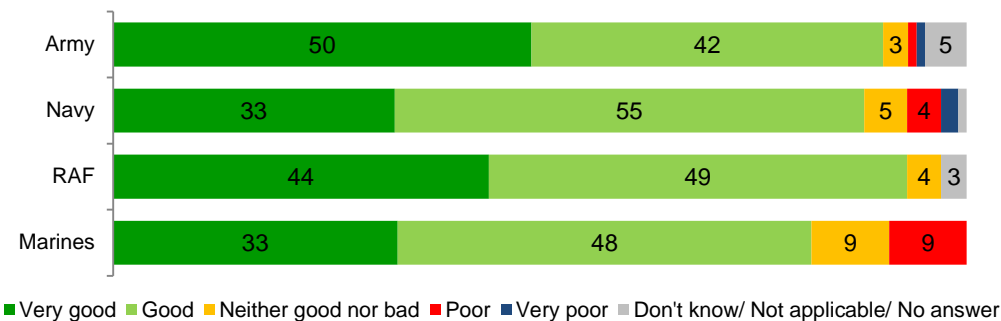


19. How would you rate each of the following: Medical Care

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)



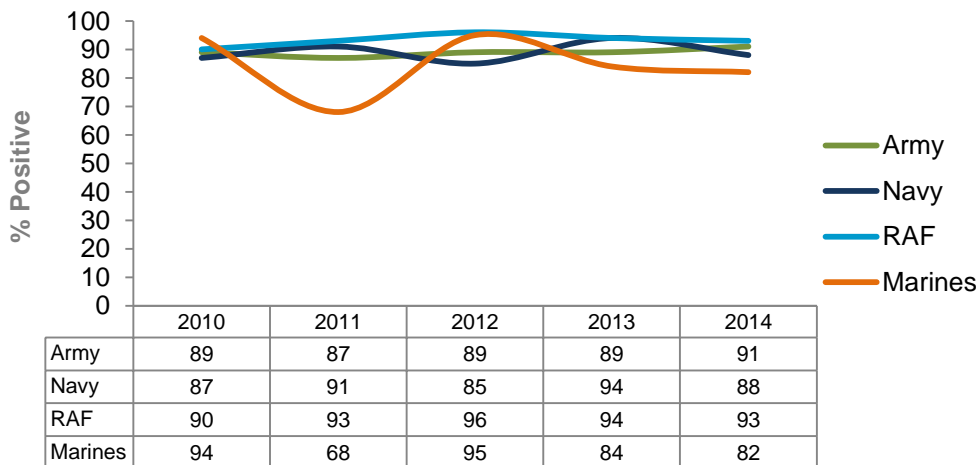
Differences

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

Additional information

- Medical care continued to be rated highly by officer cadets in all Services, with at least 8 in every 10 giving a positive good rating.
- RAF officer cadets were more likely to give a positive rating than those in the Royal Marines.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.



Rating: Dental care

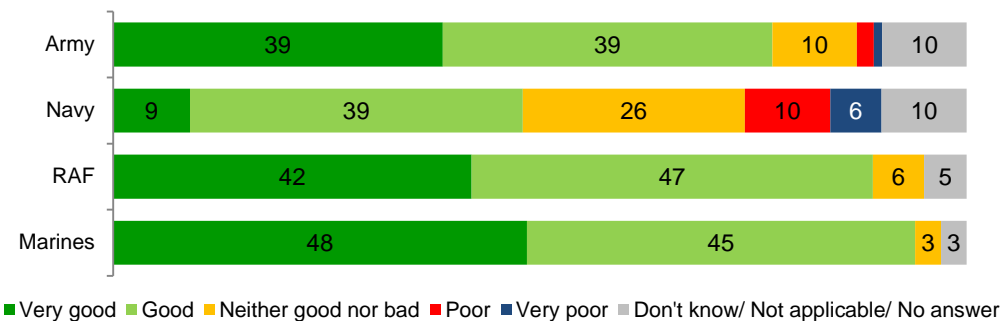


19. How would you rate each of the following: Dental Care

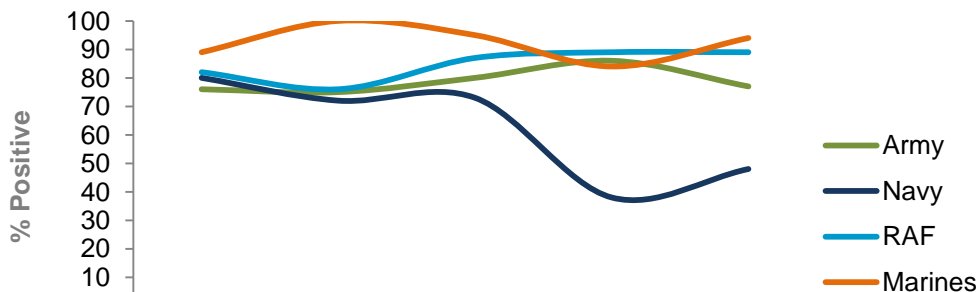
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

% 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
Current year Service comparisons	▲ ▲ ▲	▲ ▲ ▲	▲ ▲ ▲	▲ ▲ ▲
Comparison with previous year	▲ ▼	▲ ▼	▲ ▼	▲ ▼

Additional information

- There was a decline in the proportion of Army officer cadets who rated dental care as good (77%, down from 86%). RAF and Royal Marine officer cadets were more likely to give a positive rating than Army officer cadets.
- The decline in scores for the Royal Navy seen in the previous year looks to be reversed and now almost half (48%) rate dental care as good. However, scores are lower than all other Services.



Rating: Access to IT for personal use

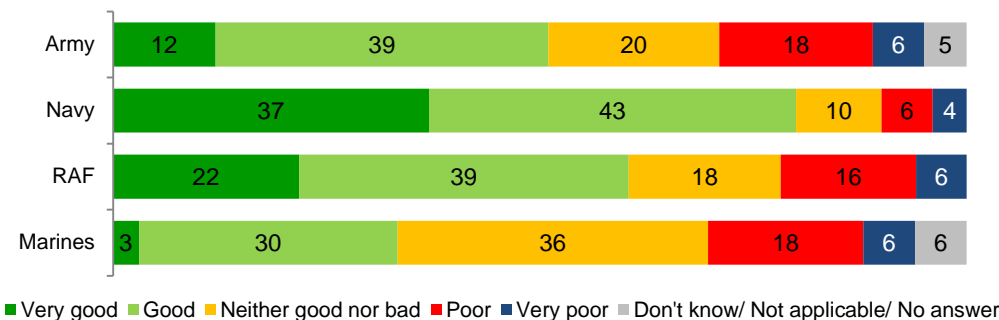


19. How would you rate each of the following: Access to IT for personal use

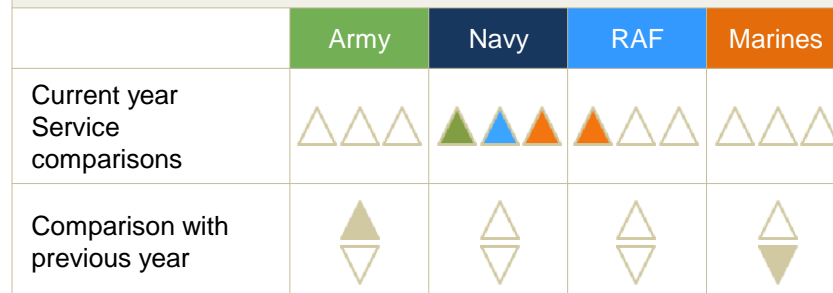
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)



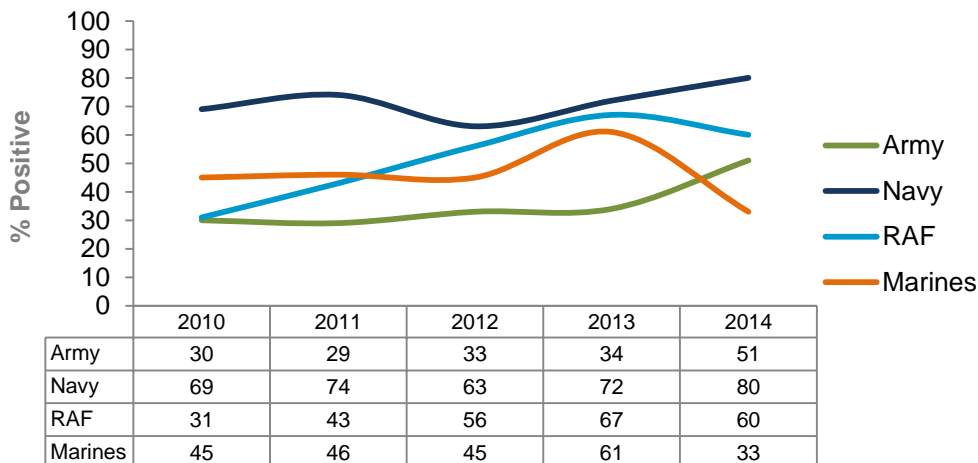
Differences



Additional information

- Access to IT for personal use was rated highest in the Royal Navy and is above all other Services.
- There was a decline in the scores given by officer cadets in the Royal Marines from 61% to 33%.
- RAF officer cadets were more likely to rate access to IT for personal use as good than their colleagues in the Royal Marines.
- Army officer cadets were more likely to rate access to IT for personal use as good than they were last year, up from 34% to 51%.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.

Rating: Internet access

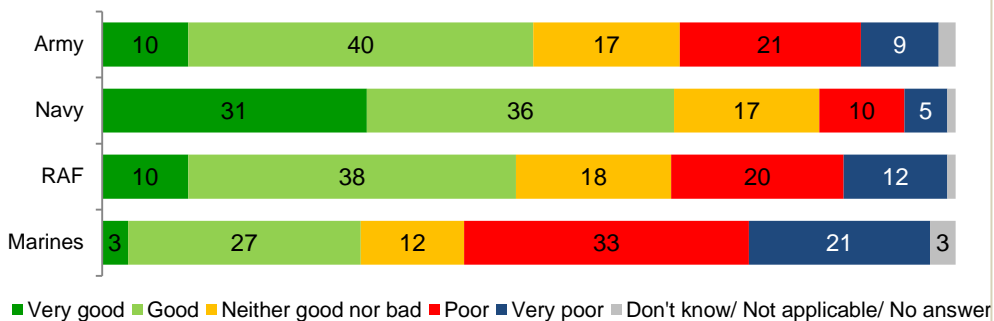


19. How would you rate each of the following: Internet Access

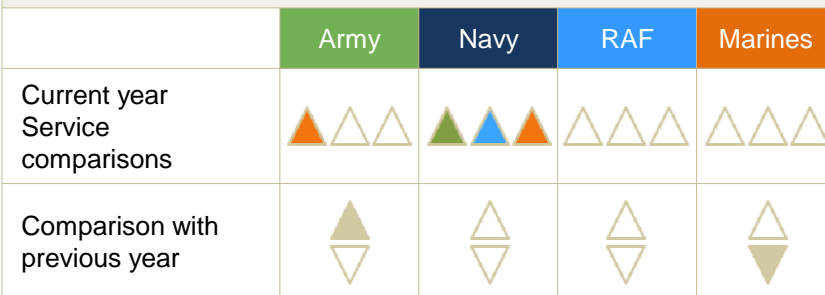
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

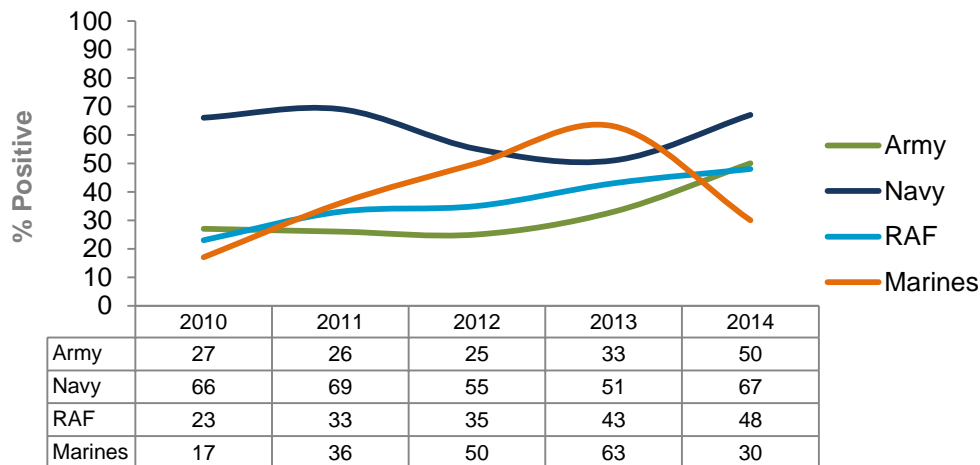
Current year results (%)



Differences



Trend



Please refer to notes page for base size of previous years

Additional information

- Two thirds of Royal Navy officer cadets rated internet access as good and this was higher than all other Services.
- There was an improvement in ratings given by Army officer cadets, and these were significantly higher than the Royal Marines, where a decline in ratings has been seen (30%, down from 63%).



Rating: Access to gym in spare time

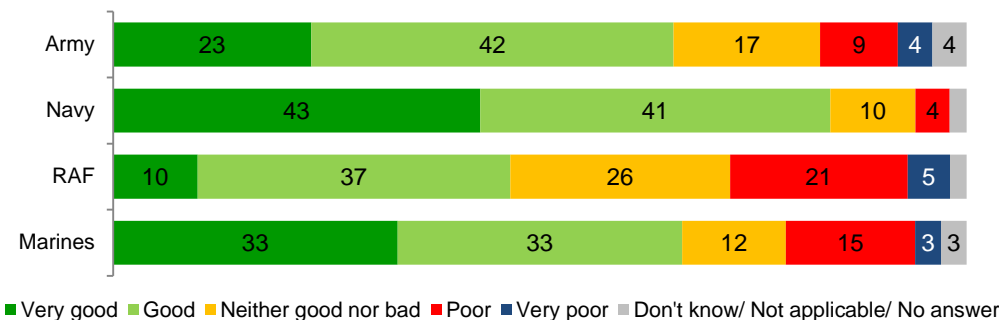


19. How would you rate each of the following: Access to gym in spare time

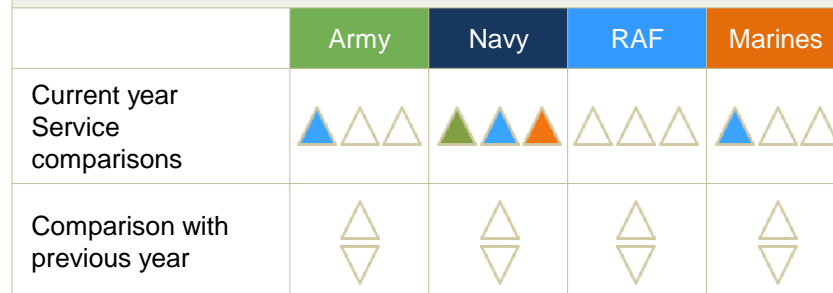
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

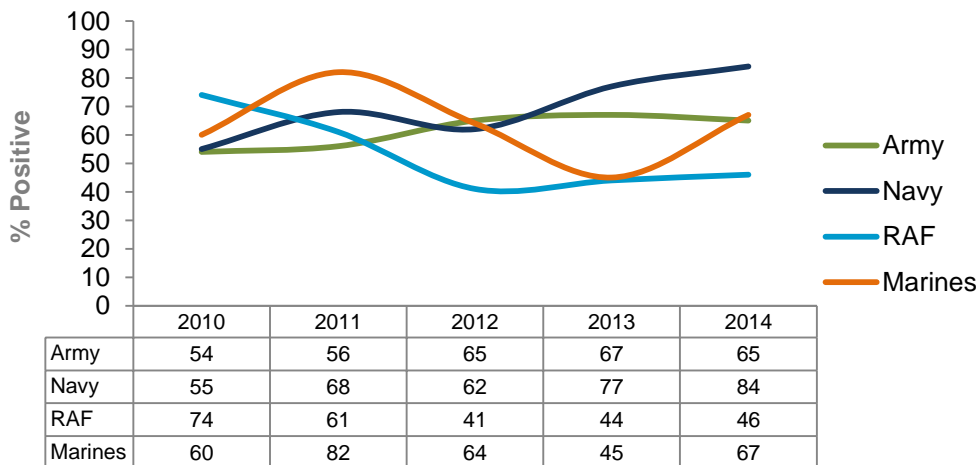
Current year results (%)



Differences



Trend



Please refer to notes page for base size of previous years

Additional information

- Officer cadets in the Royal Navy have the most positive view with 84% rating access to gym in spare time as good. This figure was significantly higher than all other Services.
- Army and Royal Marine officer cadets were more likely to rate gym access as good than officer cadets from the RAF.



Rating: Provision of free Wi-Fi hotspots

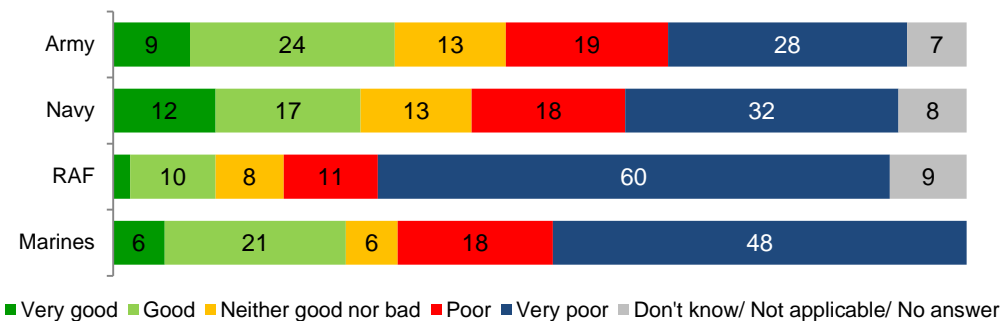


19. How would you rate each of the following: Provision of free Wi-Fi hotspots

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

% 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
Current year Service comparisons	▲ ▲ ▲	▲ ▲ ▲	▲ ▲ ▲	▲ ▲ ▲
Comparison with previous year				

Additional information

- This question was introduced in 2014 so no trend data is available.
- Ratings of free Wi-Fi hotspots were generally low for all Services.
- Only 12% of RAF officer cadets rated provision of free Wi-Fi hotspots as good, and this was lower than all other Services.

This question was introduced in 2014 so no trend data is available.

Please refer to notes page for base size of previous years

Rating: IT support for hardware issues

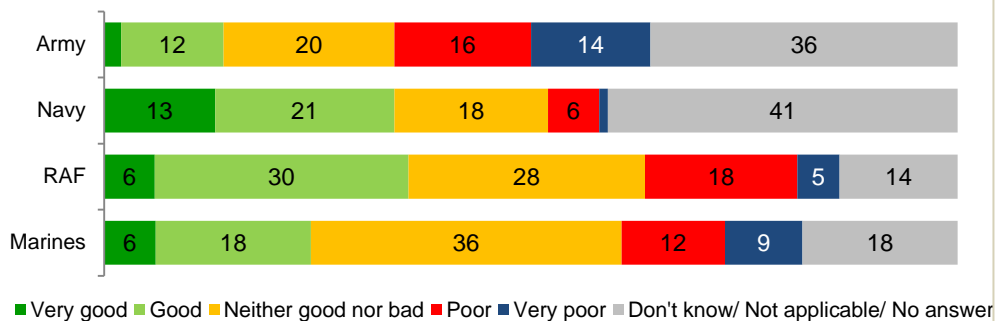


19. How would you rate each of the following: IT support for hardware issues

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

% 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
Current year Service comparisons	△△△△	▲△△△	▲△△△	△△△△
Comparison with previous year				

Additional information

- This question was introduced in 2014 so no trend data is available.
- Ratings for IT support for hardware issues were mixed, with many not being able to answer the question.
- Royal Navy and RAF officer cadets gave higher ratings for IT support for hardware issues than Army officer cadets.

This question was introduced in 2014 so no trend data is available.

Please refer to notes page for base size of previous years

Rating: IT support for software issues

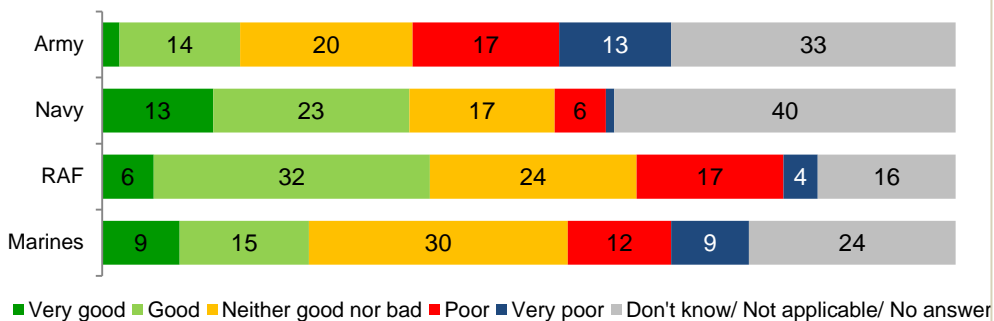


19. How would you rate each of the following: IT support for software issues

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

% 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
Current year Service comparisons	△△△	▲△△	▲△△	△△△
Comparison with previous year				

Additional information

- This question was introduced in 2014 so no trend data is available.
- As with IT support for hardware issues, ratings for IT support for software issues were mixed, with many not being able to answer the question.
- Royal Navy and RAF officer cadets were more likely to rate IT support for software issues as good than officer cadets from the Army.

This question was introduced in 2014 so no trend data is available.

Please refer to notes page for base size of previous years

Rating: Leisure and retail facilities

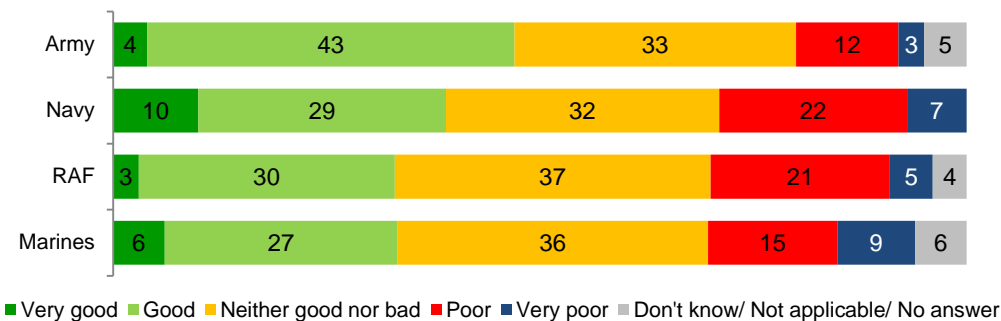


19. How would you rate each of the following: Leisure and retail facilities

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)



This question was introduced in 2014 so no trend data is available.

Differences

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

Additional information

- This question was introduced in 2014 so no trend data is available.
- A range of views were given about leisure and retail facilities, with just over a third of all officer cadets rating them neither good nor bad.
- Army officer cadets were more likely to rate leisure and retail facilities as good than RAF officer cadets.

Please refer to notes page for base size of previous years

Dining halls eaten in and satisfaction with food



20-22. In which of the following dining halls have you eaten in?

23. Overall how satisfied were you with the food at [dining hall]?

Q20 – 22 number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

Q23 number of respondents (all respondents eaten in dining hall): Old College (165), New College (165), BRNC JGR (100), BRNC SGR (100), #1 Mess (181), College Hall Mess (210), Officers Mess (33)

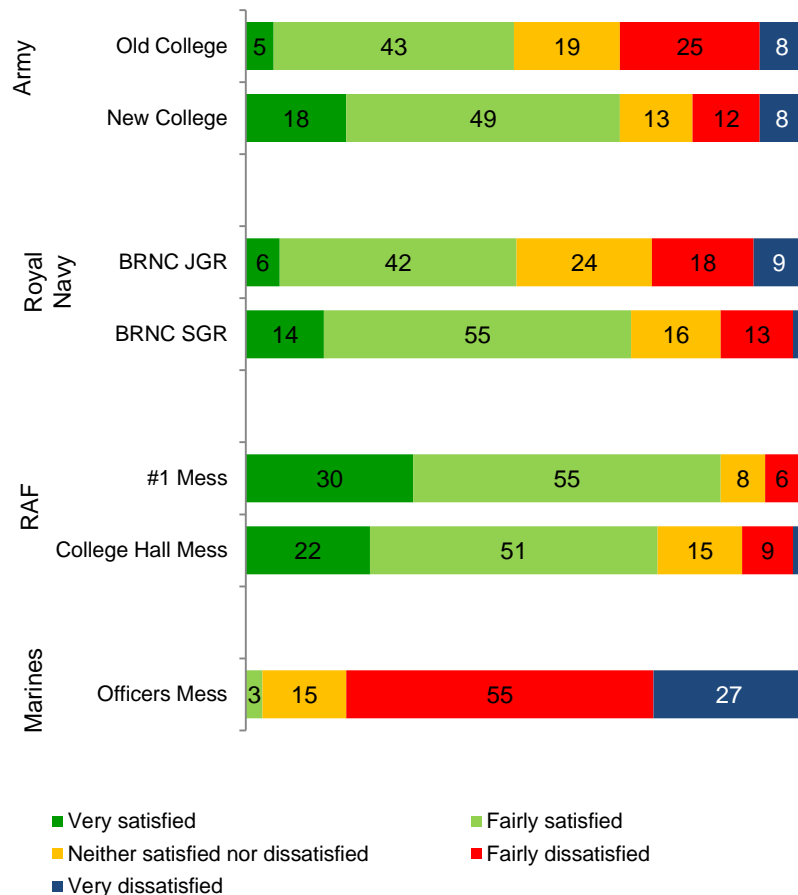
Current year results Q20-22 (%)



Additional information

- Officer cadets were asked which dining halls they have eaten in and all subsequent food questions were asked about each hall.
- There were mixed views on satisfaction of the food; RAF officer cadets were most satisfied with the food at #1 Mess (85% satisfied), whereas only 3% Royal Marine officer cadets were satisfied with the food at CTCRM.
- Reasons for dissatisfaction are given on the next page.

Current year results Q23 (%)



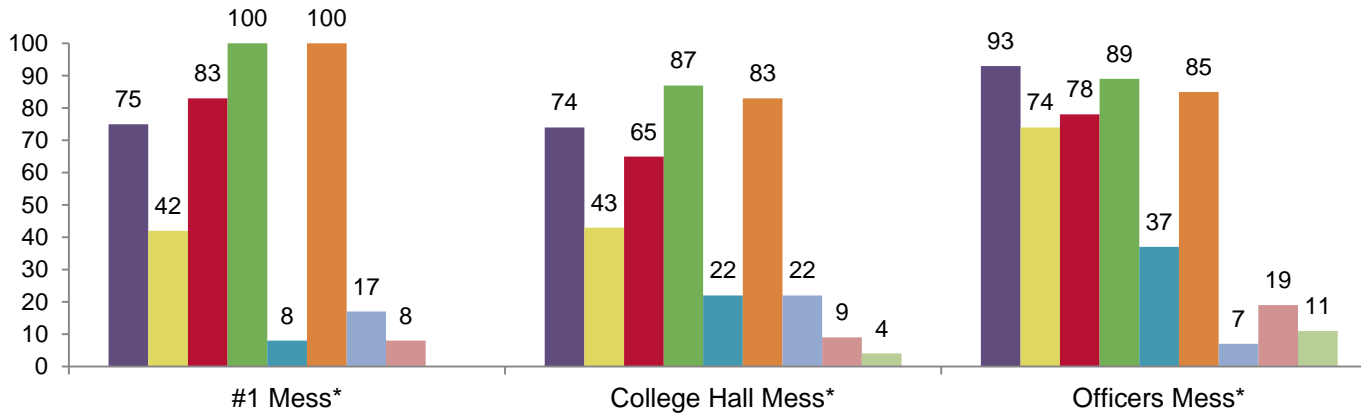
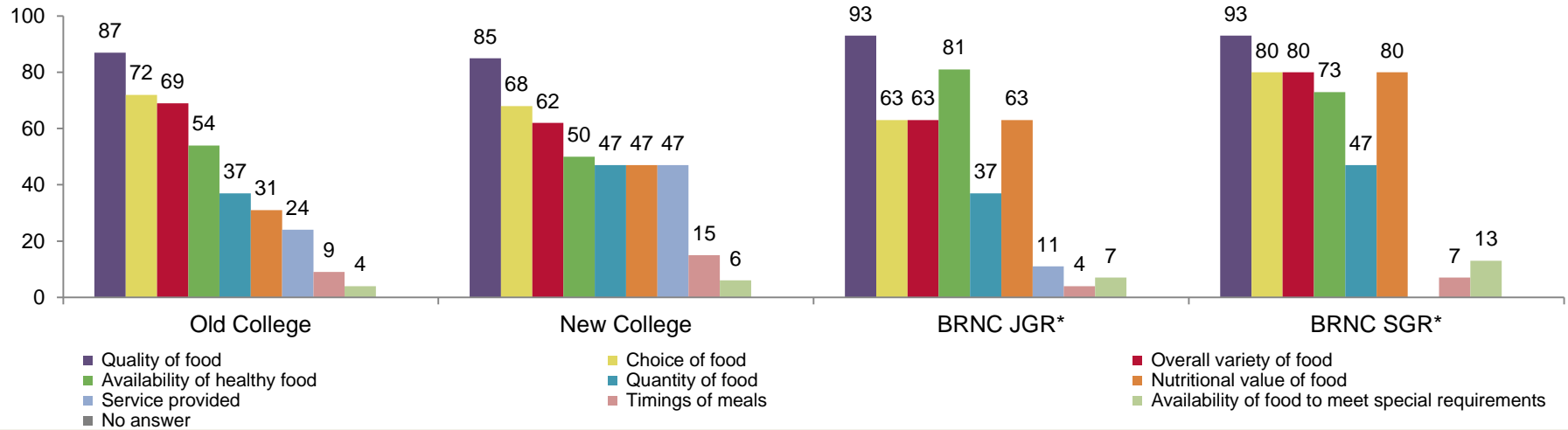
Aspects of food dissatisfied with



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

Number of respondents (all respondents eaten in dining hall and dissatisfied with the food): Old College (54), New College (34), BRNC JGR (27*), BRNC SGR (15*), #1 Mess (12*), College Hall Mess (23*), Officers Mess (27*)

Current year results (%)



Whether given enough time to eat meals

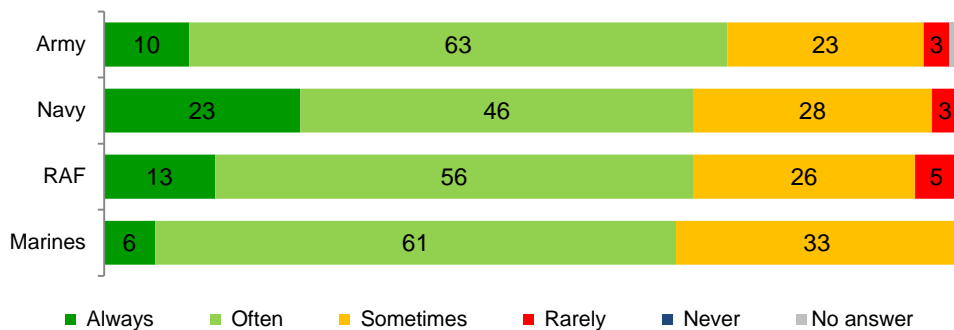


25. Were you given enough time to eat your meals?

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)



Differences

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

Trend



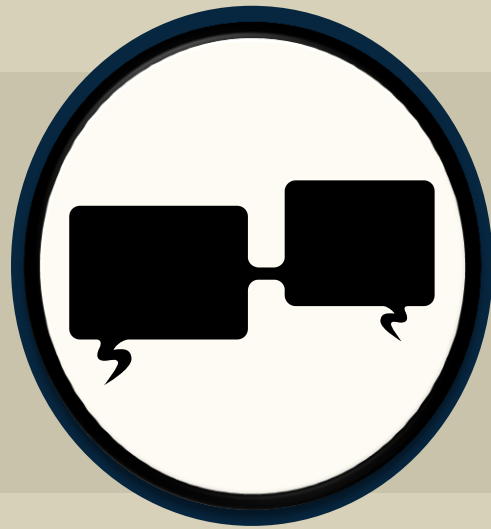
	2010	2011	2012	2013	2014
Army	47	59	65	64	73
Navy	43	56	66	51	69
RAF	68	61	47	48	69
Marines	62	68	41	55	67

Please refer to notes page for base size of previous years

Additional information

- Most officer cadets were given enough time to eat their meals with only small numbers saying it happened rarely or never.
- More Army, Royal Navy and RAF officer cadets said they were given enough time to eat their meals than last year.





Support

Opportunity to talk privately with training staff

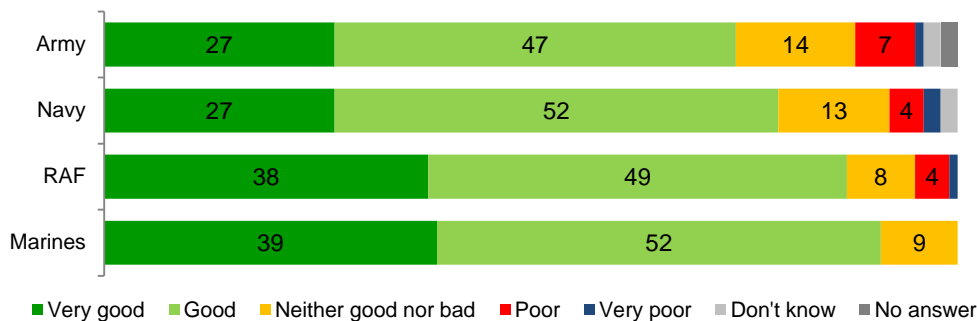


27. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to... Talk privately with training staff

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

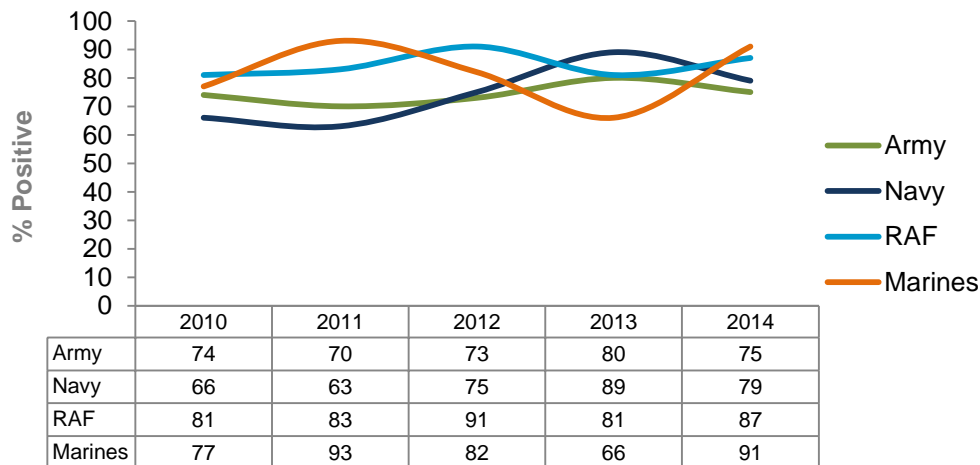
Current year results (%)



Differences

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

Trend



Please refer to notes page for base size of previous years

Additional information

- A higher proportion of Royal Marine officer cadets said they had the opportunity to talk privately to training staff than last year (91%, up from 66%).
- RAF and Royal Marine officer cadets were more likely to say they had the opportunity than Army officer cadets.
- Officer cadets aged 25 years and older were more likely to say that they had the opportunity to talk privately with training staff (86%) than those aged 18 – 21 years old (71%).



Opportunity to talk privately with chaplains/padre

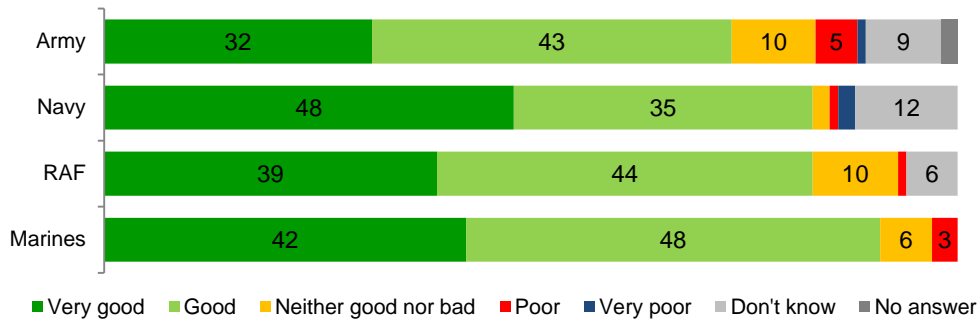


27. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to ...Talk privately with chaplains/padre

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

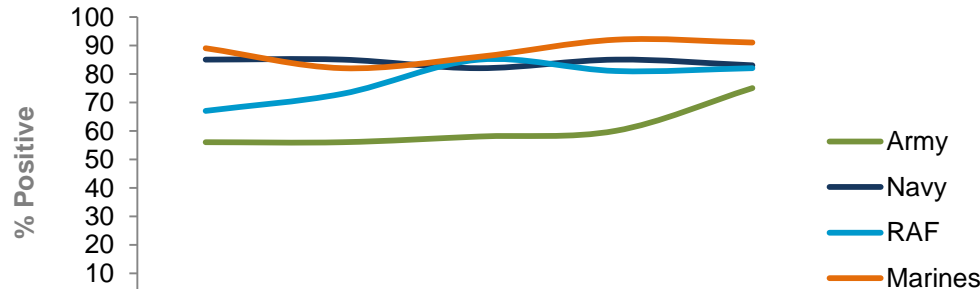
Current year results (%)



Differences

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

Trend



	2010	2011	2012	2013	2014
Army	56	56	58	60	75
Navy	85	85	82	85	83
RAF	67	73	85	81	82
Marines	89	82	86	92	91

Please refer to notes page for base size of previous years

Additional information

- Results have stayed relatively stable this year, except for Army officer cadets who were more likely to say they had the opportunity to talk privately with Chaplains/Padre than they were last year (75%, up from 60%).
- Royal Marine officer cadets were more likely to agree with the statement that Army officer cadets.



Opportunity to keep in contact with family and friends

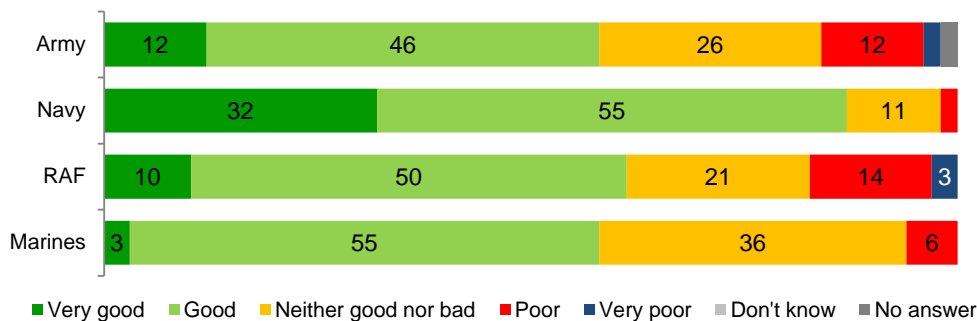


27. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to ...Keep in contact with family and friends

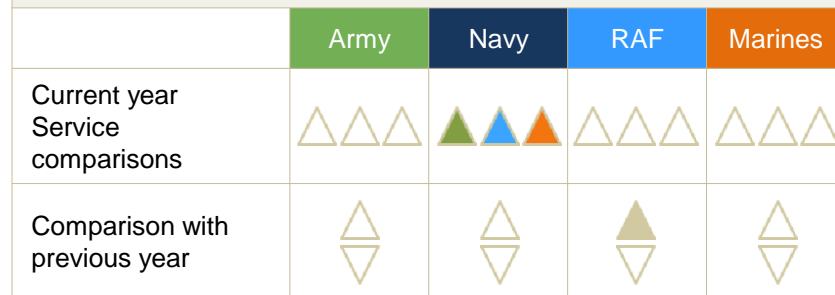
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

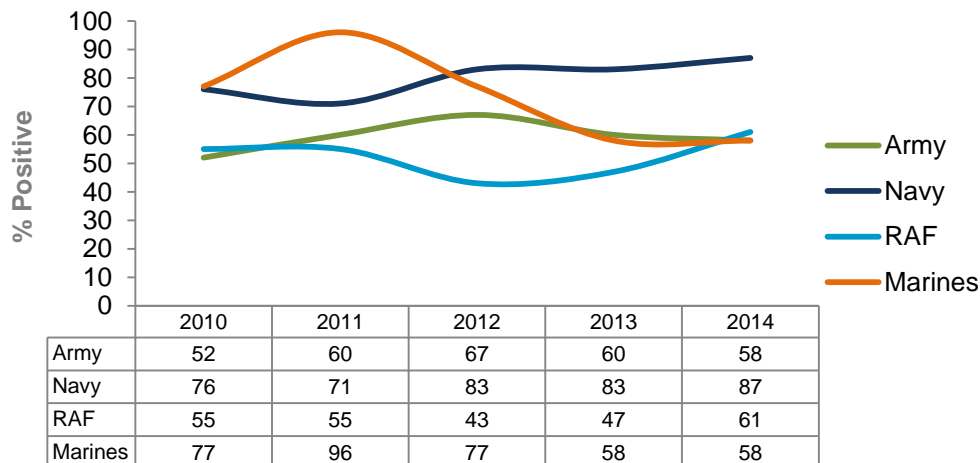
Current year results (%)



Differences



Trend



Please refer to notes page for base size of previous years

Additional information

- Royal Navy officer cadets were the most likely to rate the opportunity to keep in touch with family and friends as good than any other Service.
- There was an increase in the proportion of RAF officer cadets agreeing to this statement from 47% to 61%.



Opportunity to practise your faith/religion

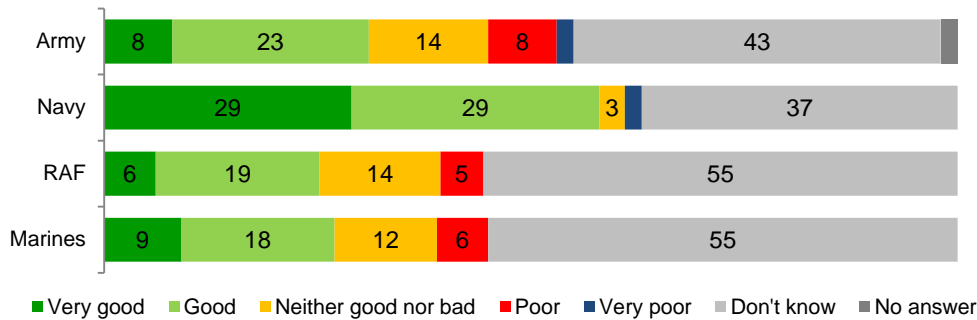


27. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to ...Practise your faith/religion

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)



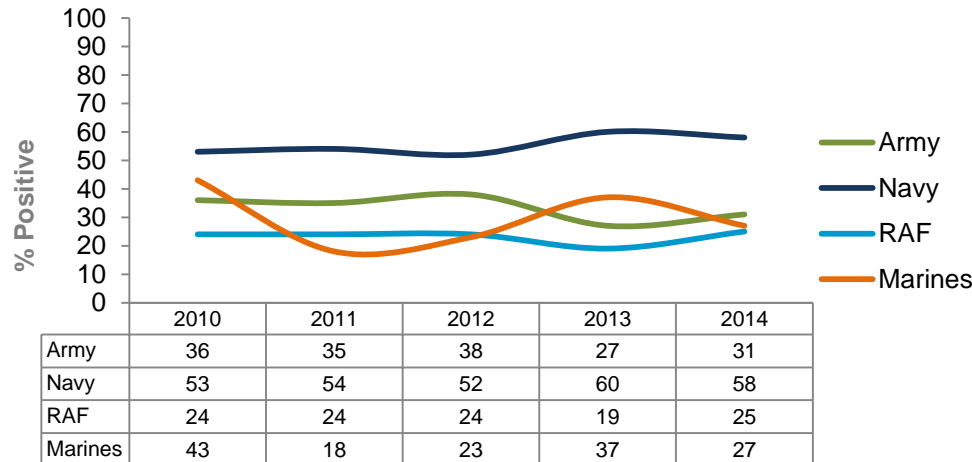
Differences

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

Additional information

- Approximately half of all officer cadets said they did not know the response to this question. When those who did not answer are excluded from the results, the % giving a good rating is:
 - Army: 56%
 - Royal Navy: 92%
 - RAF: 56%
 - Royal Marines: 60%
- Royal Navy officer cadets were more likely to agree that they had the opportunity to practice their faith or religion than those in the other Services.
- There were no significant differences based on religion, however base sizes for each type of religion are low.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.



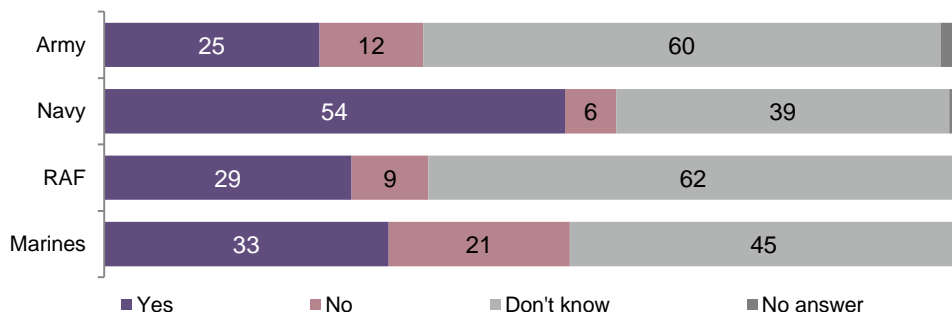
Someone to go to for administrative problems



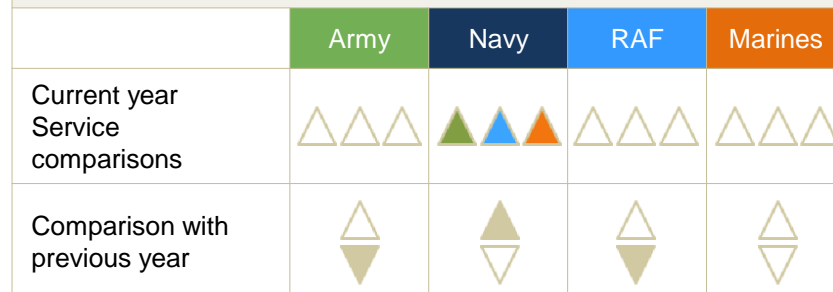
28. Whether or not you needed to, if you had any problems with administration (pay, posting, JPA etc.) was there someone to help you deal with them?

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33), % positive equals the proportion who say 'yes' – significant differences and comments based on this

Current year results (%)



Differences



Trend



	2010	2011	2012	2013	2014
Army	34	35	33	39	25
Navy	43	41	46	36	54
RAF	46	51	41	42	29
Marines	74	50	36	55	33

Please refer to notes page for base size of previous years

Additional information

- There were mixed results for this statement with many not knowing if there was someone to go to for administrative problems.
- Fewer Army and RAF officer cadets agreed with the statement than last year.
- However the proportion of Royal Navy officer cadets agreeing with the statement rose from 36% to 54% and this is significantly higher than all other Services.
- Officer cadets aged 25 years and over were more likely to agree that there was someone to help deal with administrative problems (40%) than officer cadets aged 22 – 25 years old (29%).

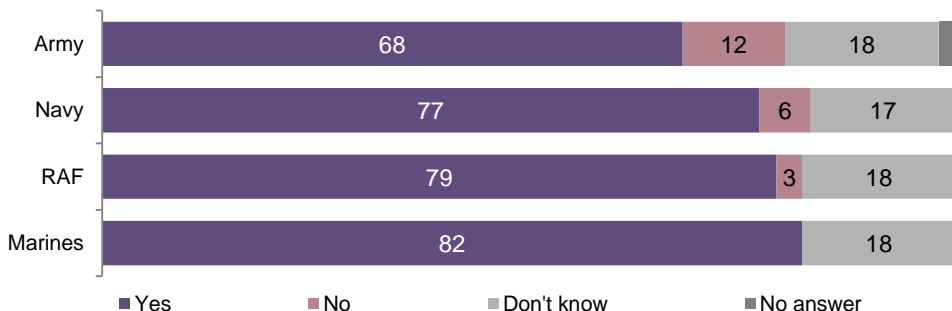
Availability of staff for problems out of training hours



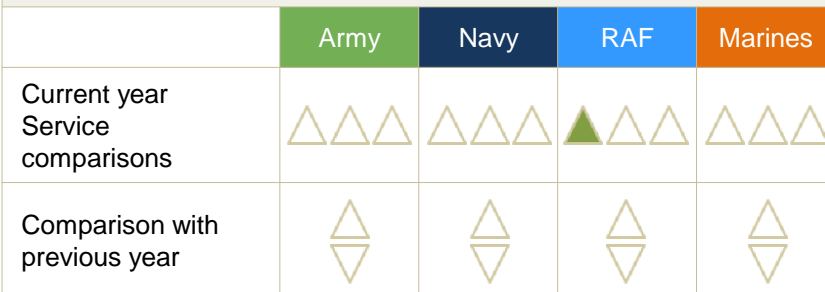
30. Whether or not you needed to, was there a member of staff easily available for you to go to if you had a problem outside of training hours?

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

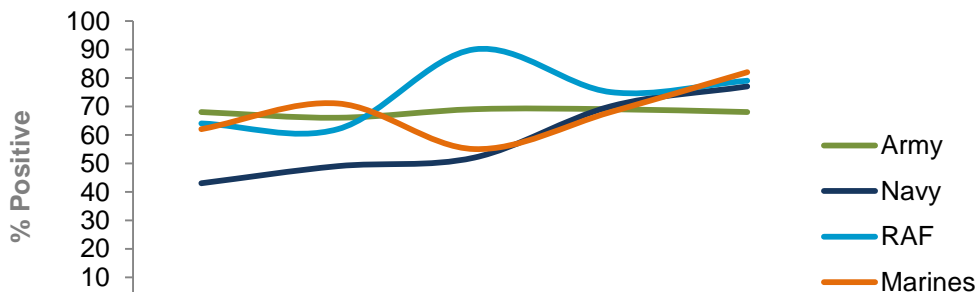
Current year results (%)



Differences



Trend



	2010	2011	2012	2013	2014
Army	68	66	69	69	68
Navy	43	49	52	70	77
RAF	64	62	90	75	79
Marines	62	71	55	68	82

Please refer to notes page for base size of previous years

Additional information

- The majority of officer cadets from all Services said there was a member of staff easily available if they had any problems outside of training hours, however almost one in five did not know.
- RAF officer cadets were more likely to agree with the statement than Army officer cadets.

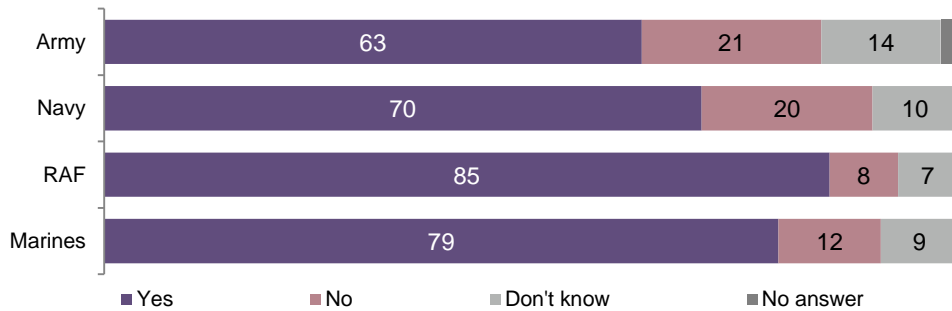
Opportunity to raise all concerns with person in authority



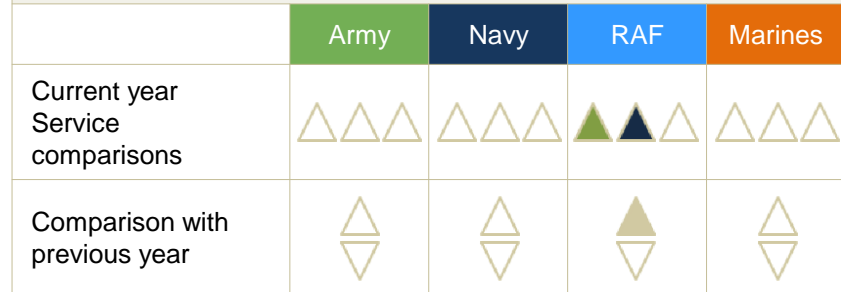
30. Whether or not you needed to, did you feel that you had the opportunity to raise all your concerns with a person in authority at unit?

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

Current year results (%)



Differences



Trend



	2010	2011	2012	2013	2014
Army	65	70	76	71	63
Navy	69	70	69	81	70
RAF	73	81	87	73	85
Marines	77	75	77	63	79

Please refer to notes page for base size of previous years

Additional information

- Most officer cadets felt they had the opportunity to raise all their concerns with a person in authority.
- RAF officer cadets were more likely to agree than Army and Royal Navy officer cadets (up from 73% last year to 85%).



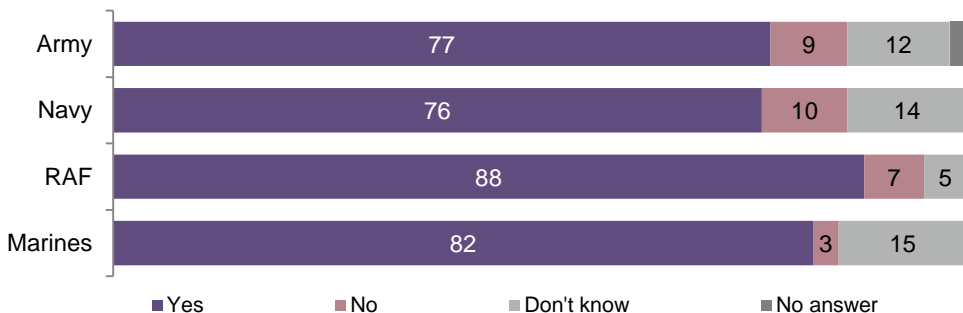
Someone to go to for personal or emotional problems



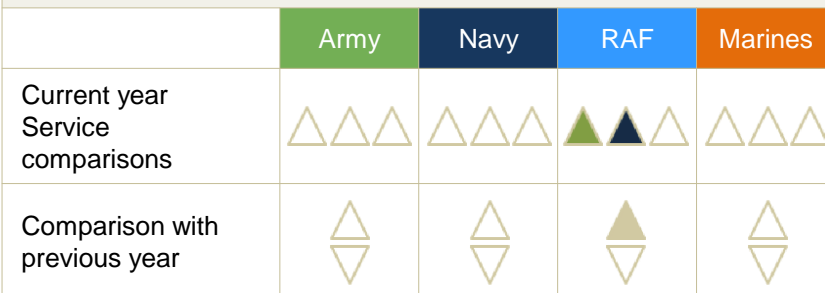
30. Whether or not you needed to, did you have someone at unit that you were happy to go to if you had any personal or emotional problems?

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

Current year results (%)



Differences



Trend



	2010	2011	2012	2013	2014
Army	71	70	76	73	77
Navy	80	78	80	89	76
RAF	78	86	91	79	88
Marines	77	71	68	71	82

Please refer to notes page for base size of previous years

Additional information

- Over three quarters of all officer cadets said they had someone to go to for personal and emotional problems.
- RAF officer cadets were more likely to say there was someone they were happy to go to than they were last year (88%, up from 79%).
- More RAF officer cadets agreed with the statement than Army and Royal Navy officer cadets.

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.



Fairness

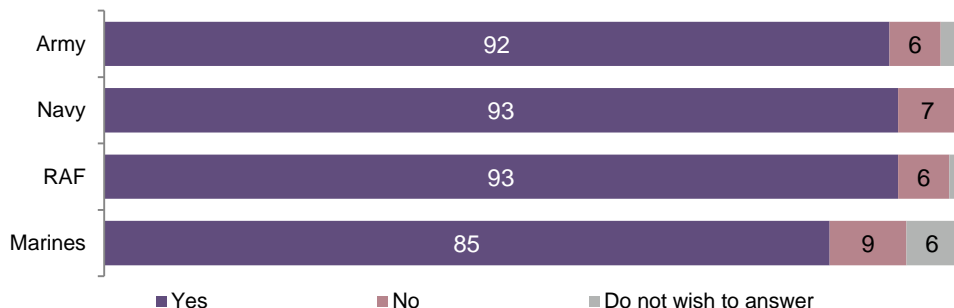
Awareness of how to complain about poor or unfair treatment or bullying



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

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

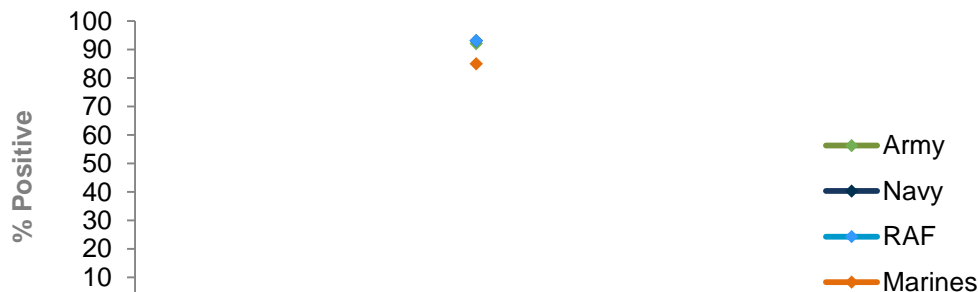
Current year results (%)



Differences

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

Trend



	2014
Army	92
Navy	93
RAF	93
Marines	85

Please refer to notes page for base size of previous years

Additional information

- This question was introduced in 2014 so no trend data is available.
- The vast majority of officer cadets from all Services agreed that they knew how to complain about poor or unfair treatment or bullying.



Awareness of who to go to if wanted to make complaint



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

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

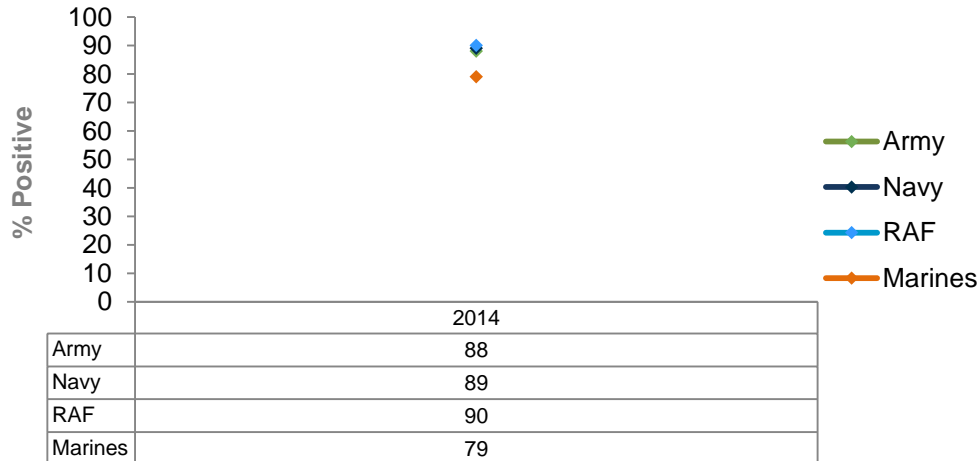
Current year results (%)



Differences

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

Trend



Please refer to notes page for base size of previous years

Additional information

- This question was introduced in 2014 so no trend data is available.
- The vast majority of respondents in all Services knew who to go to if they wanted to make a complaint.



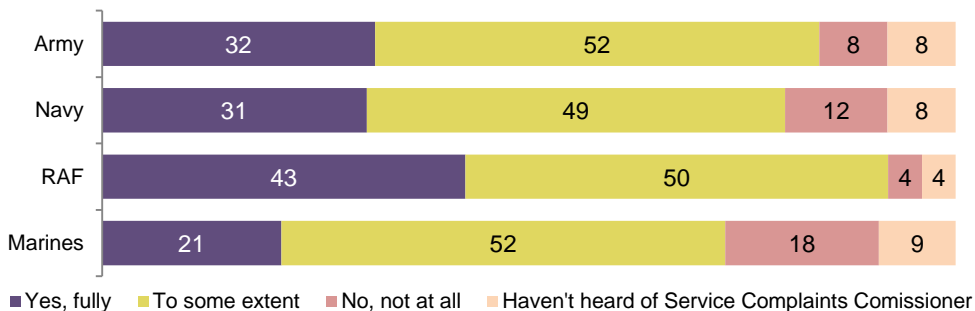
Knowledge of Service Complaints Commissioner



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

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)
 % positive equals the proportion who say 'yes fully' – significant differences and comments based on this

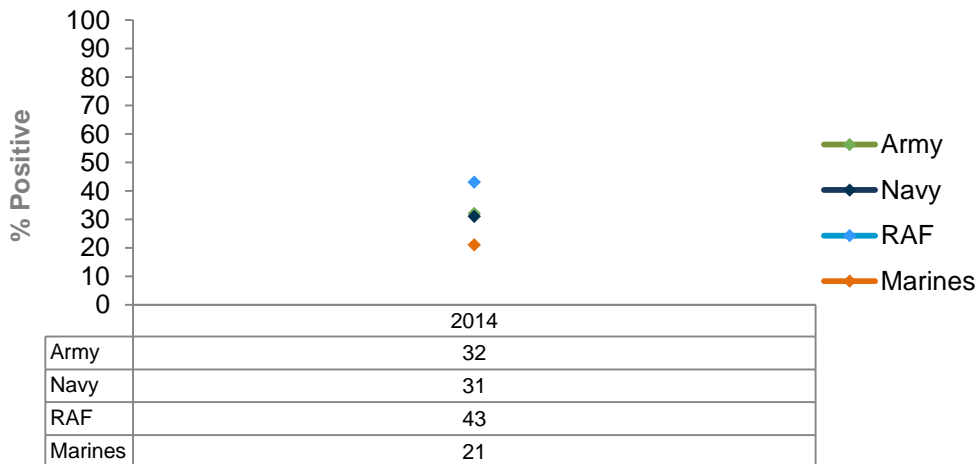
Current year results (%)



Differences

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

Trend



Please refer to notes page for base size of previous years

Additional information

- This question was introduced in 2014 so no trend data is available.
- The majority of respondents were aware of the Service Complaints Commissioner, but smaller numbers were fully aware of how she could help with a discrimination, harassment and/or bullying complaint.
- RAF officer cadets were more likely to be fully aware of how the Service Complaints Commissioner can help than all other Services.

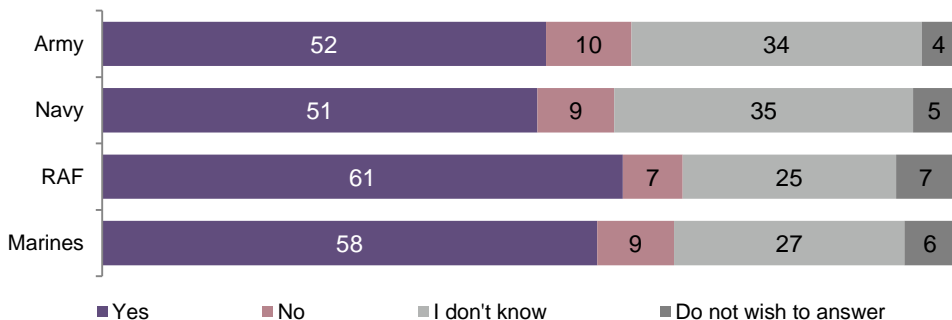
Whether believe complaints are dealt with in a fair manner



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

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

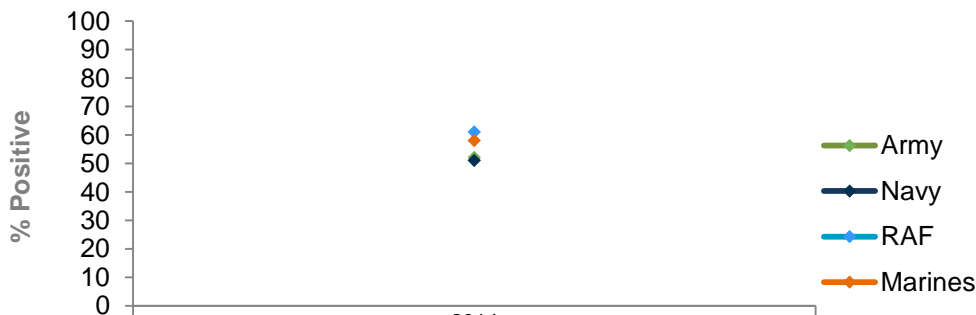
Current year results (%)



Differences

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

Trend



	2014
Army	52
Navy	51
RAF	61
Marines	58

Please refer to notes page for base size of previous years

Additional information

- This question was introduced in 2014 so no trend data is available.
- Over half of all officer cadets believed that complaints were dealt with in a fair manner, however approximately a third said they did not know.
- Slightly less than 10% of officer cadets didn't think complaints were dealt with fairly.

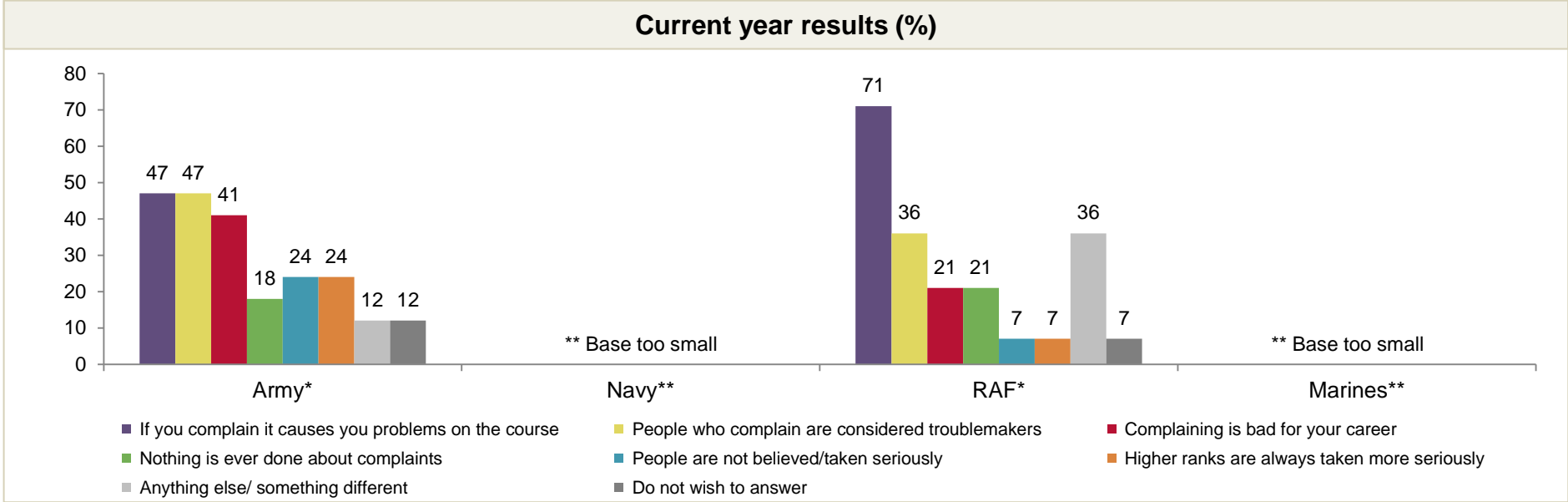


Reason why complaints are not dealt with in a fair manner



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): Army (17*), Royal Navy (9**), RAF (14*), Marines (3**)



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. This was followed by the belief that people who complain are considered troublemakers.
- Base sizes for this question are low.

Equal treatment of officer cadets

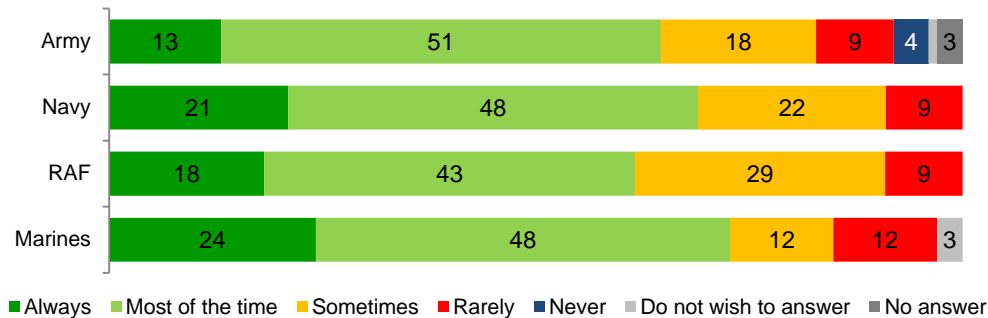


40. Please indicate how often the following statements apply: Officer Cadets were all treated equally

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

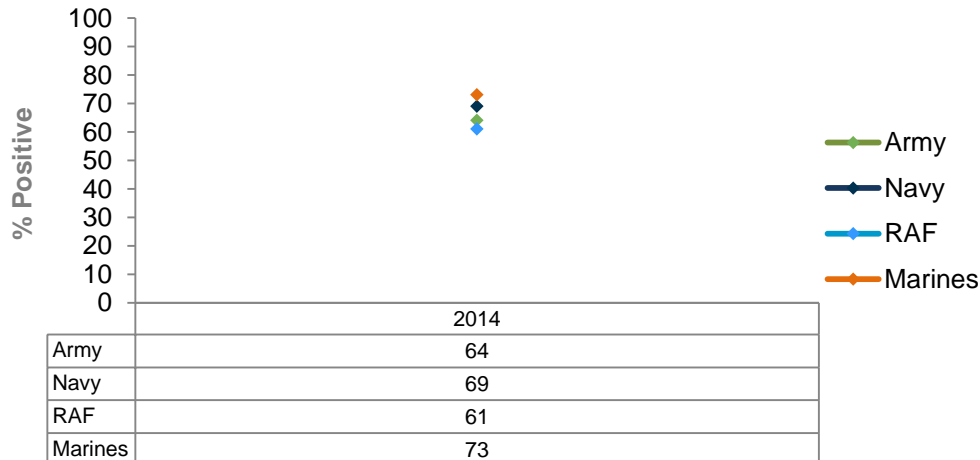
Current year results (%)



Differences

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

Trend



Please refer to notes page for base size of previous years

Additional information

- This question was introduced in 2014 so no trend data is available.
- Most officer cadets agreed they were all treated equally, either always or most of the time.
- Officer cadets aged 18-21 years old were more likely to say that officer cadets were treated equally always or most of the time (85%) than officer cadets aged 22 years and above (62%).



Fair treatment

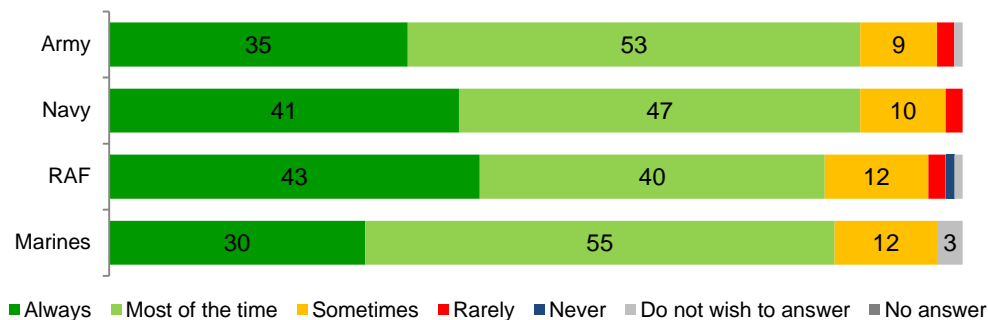


40. Please indicate how often the following statements apply: I was treated fairly

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

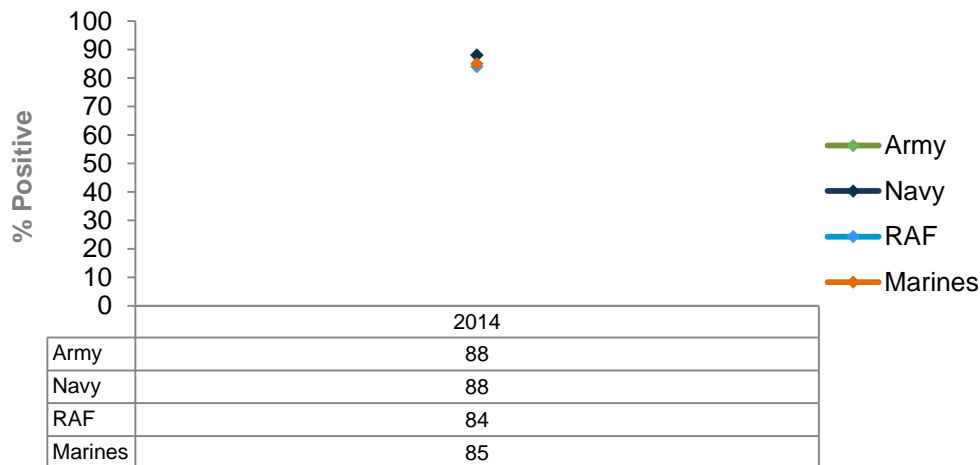
Current year results (%)



Differences

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

Trend



Please refer to notes page for base size of previous years

Additional information

- This question was introduced in 2014 so no trend data is available.
- Almost nine in ten officer cadets agreed that they were treated fairly either always or most of the time.



Fair application of rules

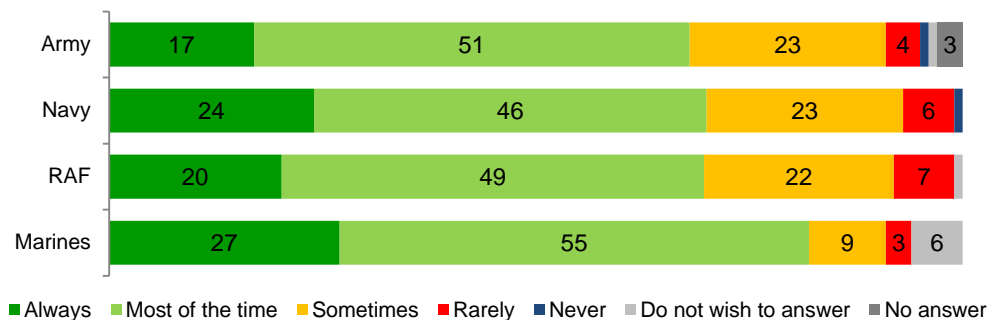


40. Please indicate how often the following statements apply: Rules were applied fairly

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

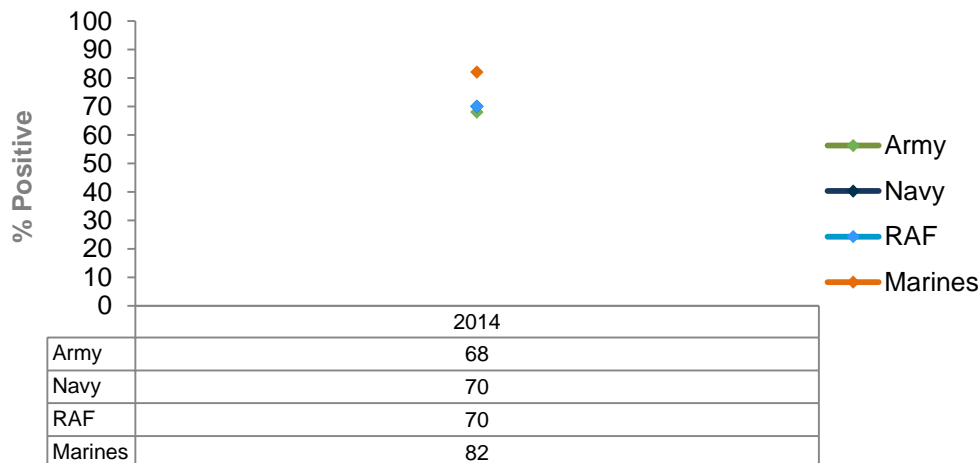
Current year results (%)



Differences

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

Trend



Please refer to notes page for base size of previous years

Additional information

- This question was introduced in 2014 so no trend data is available.
- Most officer cadets agreed that rules were applied fairly but around one in five said this only happened sometimes.



Sexual or racial harassment during training

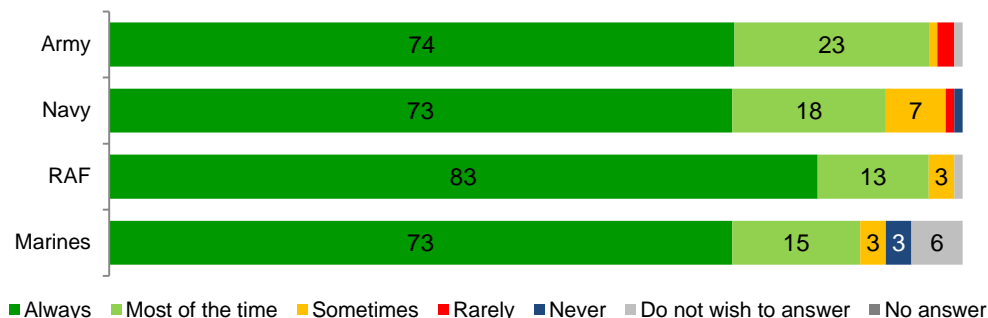


40. Please indicate how often the following statements apply: Training was conducted without sexual or racial harassment

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

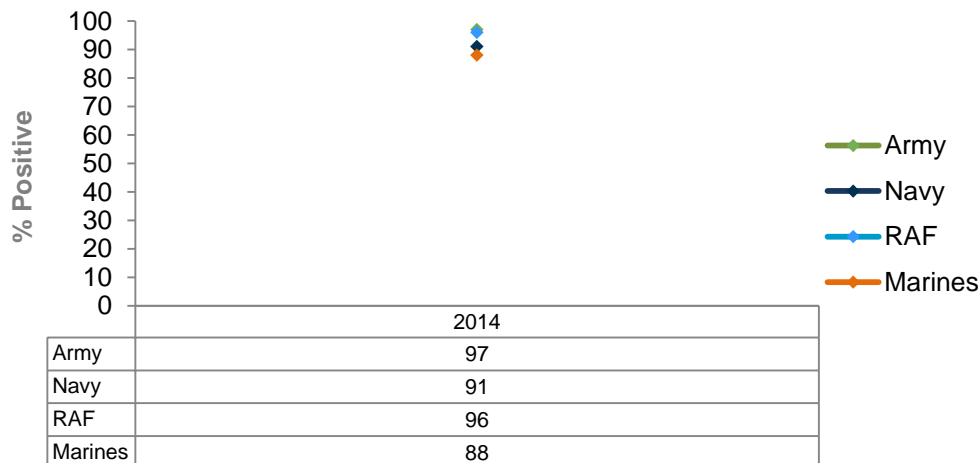
Current year results (%)



Differences

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

Trend



Please refer to notes page for base size of previous years

Additional information

- This question was introduced in 2014 so no trend data is available.
- The vast majority of officer cadets agreed that training was conducted without sexual or racial harassment either always or most of the time.
- Army and RAF officer cadets were more likely to agree than Royal Marines. Army officer cadets were also more likely to agree than those in the Royal Navy.



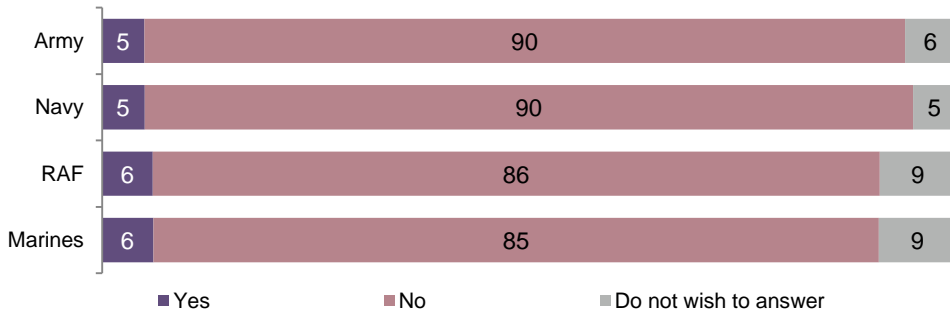
Whether badly or unfairly treated by staff



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

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)
 Significant differences based on % who say 'yes'

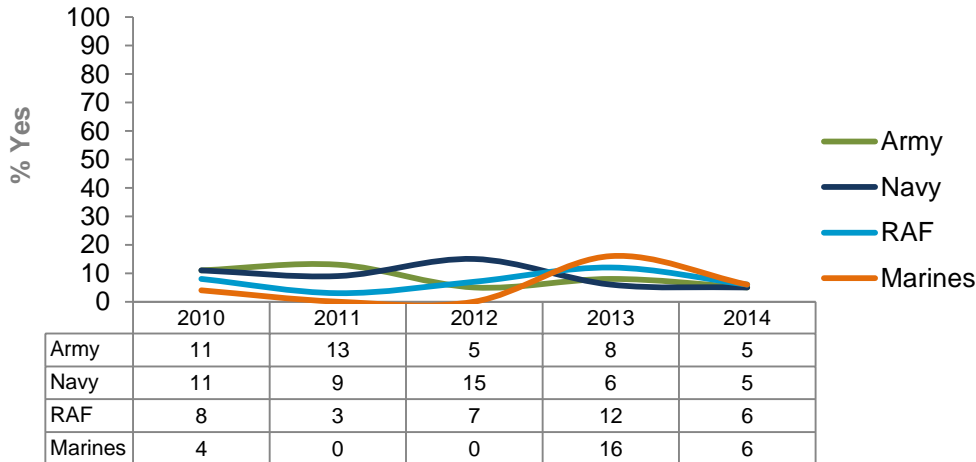
Current year results (%)



Differences

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

Trend



Please refer to notes page for base size of previous years

Additional information

- The vast majority of officer cadets did not think they were badly unfairly treated by staff.
- There were no significant differences by gender, age or ethnicity.

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.



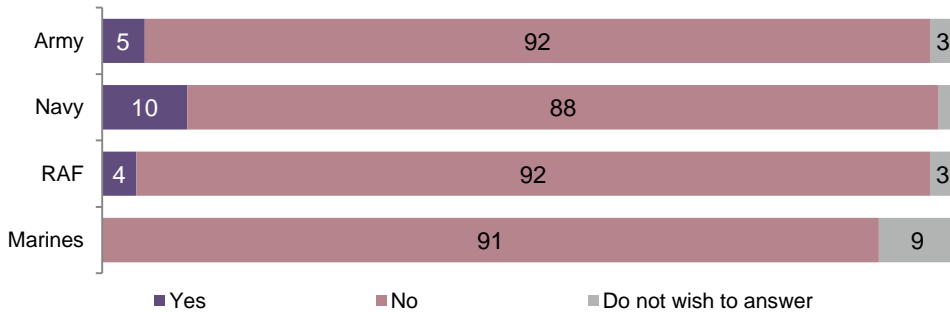
Whether badly or unfairly treated by other cadets



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

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)
 Significant differences based on % who say 'yes'

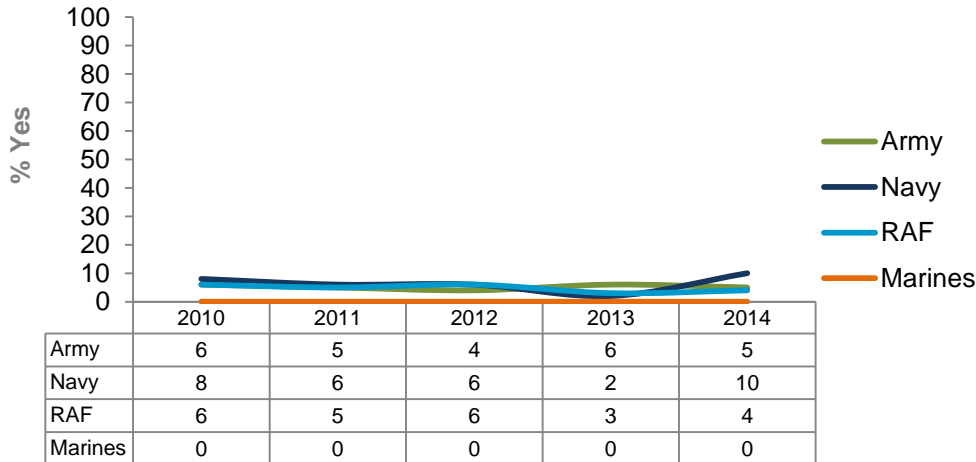
Current year results (%)



Differences

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

Trend



Please refer to notes page for base size of previous years

Additional information

- The vast majority of officer cadets did not think they were badly unfairly treated by other cadets.
- Continuing the trend seen since the start of the survey, 0% Royal Marine officer cadets thought were badly or unfairly treated by other officer cadets
- The proportion of Royal Navy officer cadets agreeing rose from 2% to 10%.
- There were no significant differences for gender, age or ethnicity.

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.



Whether badly or unfairly treated by staff or other cadets



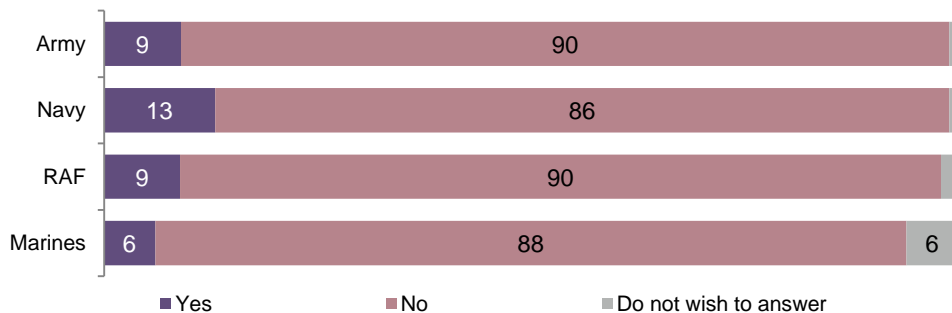
41a. Do you believe that you were badly or unfairly treated by other cadets whilst at unit?

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

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

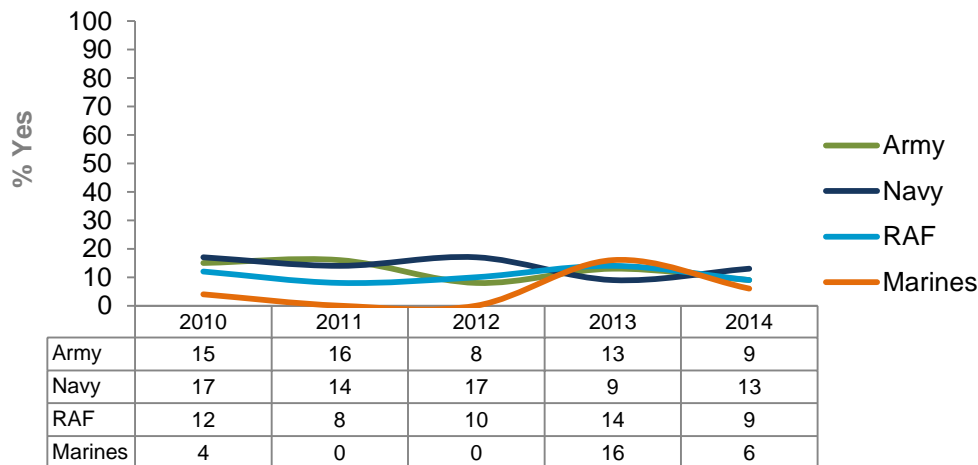
Current year results (%)



Differences

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

Trend



Please refer to notes page for base size of previous years

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.



Types of unfair treatment

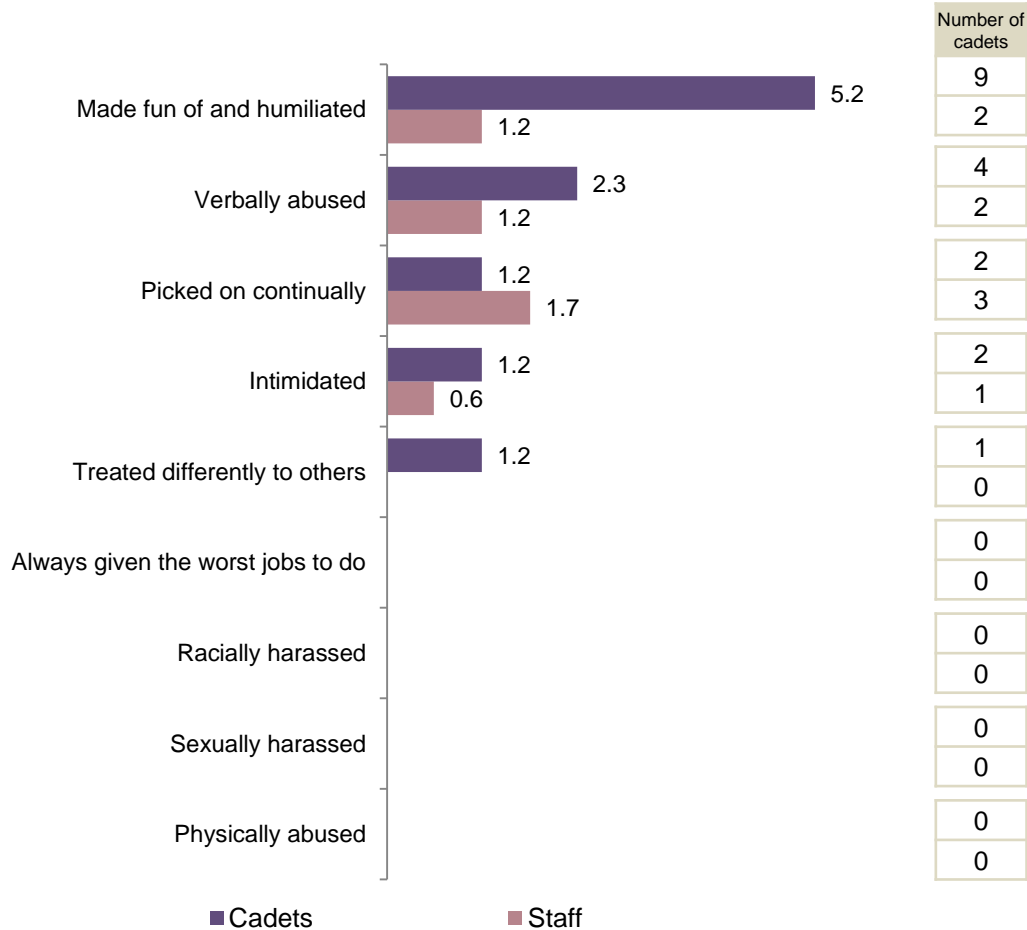


43a. Please read the list below and tick the boxes that apply to you. 43b. Who [insert treatment type] you?

All results recalculated on full base of Army officer cadets (173)

Number of respondents asked the question (all respondents who were badly or unfairly treated): Army (15*)

Current year results – Army * (% all officer cadets)



Additional information

- Results are displayed as percentage of all officer cadets.
- The most common form of unfair treatment was being made fun of and humiliated, with 9 saying this was done by other cadets and 2 by members of staff. This was also the most common reason last year.



Types of unfair treatment

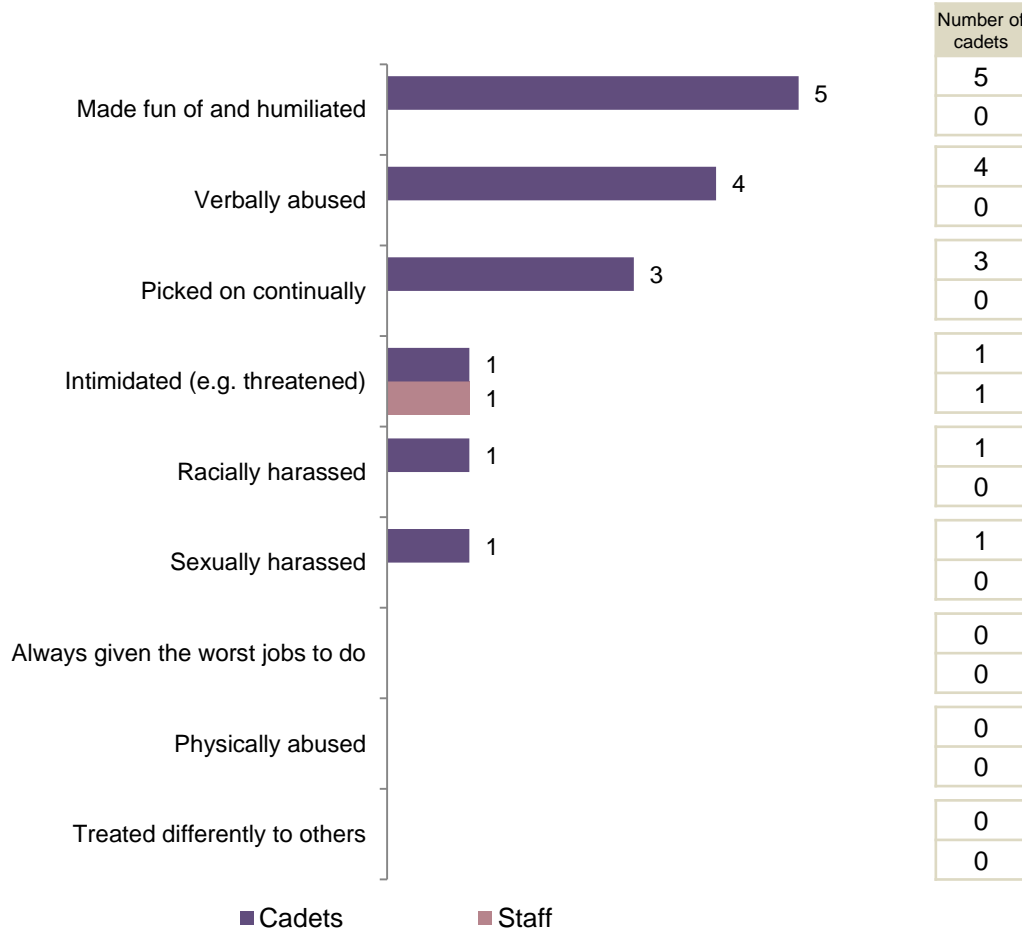


43a. Please read the list below and tick the boxes that apply to you. 43b. Who [insert treatment type] you?

All results recalculated on full base of Royal Navy officer cadets (100)

Number of respondents asked the question (all respondents who were badly or unfairly treated): Royal Navy (13*)

Current year results – Royal Navy * (% all officer cadets)



Additional information

- Results are displayed as percentage of all officer cadets.
- The most common form of unfair treatment was being made fun of and humiliated, with 5 saying this was done by other cadets. This was also the most common reason last year.



Types of unfair treatment

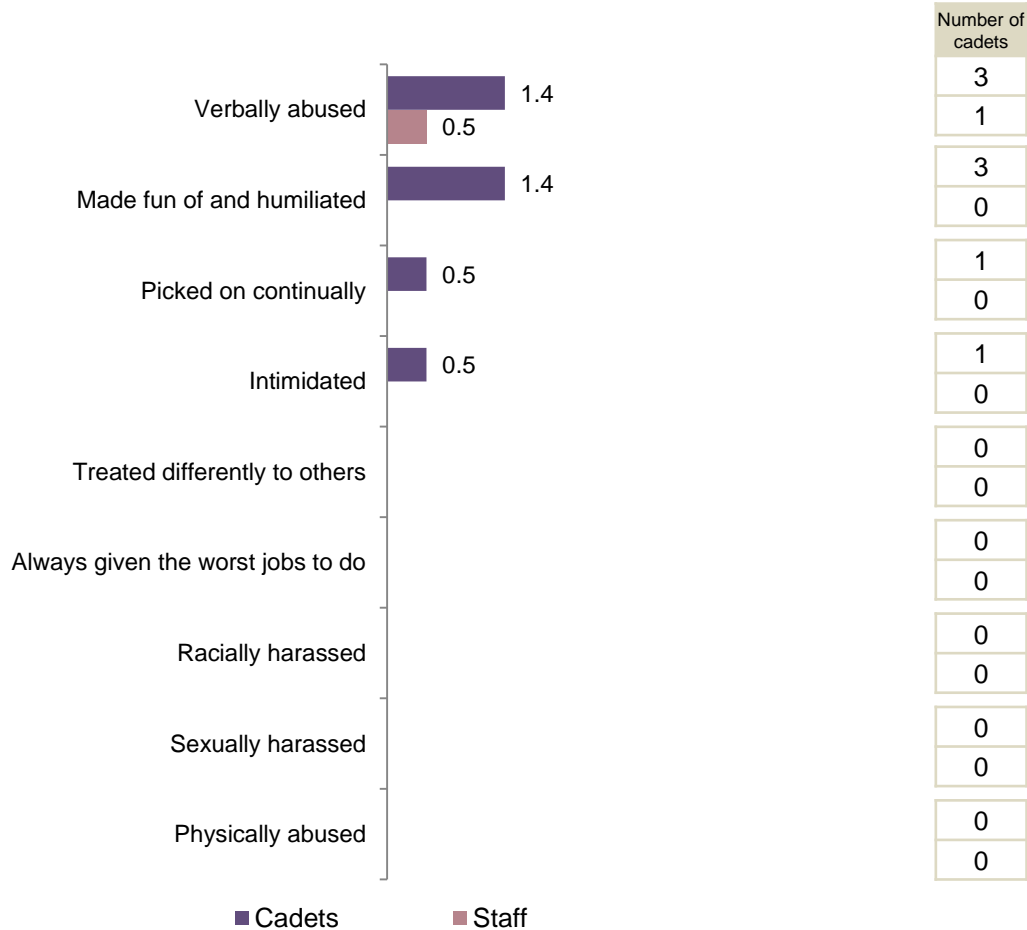


43a. Please read the list below and tick the boxes that apply to you. 43b. Who [insert treatment type] you?

All results recalculated on full base of RAF officer cadets (210)

Number of respondents asked the question (all respondents who were badly or unfairly treated): RAF (18*)

Current year results – RAF * (% all officer cadets)



Additional information

- Results are displayed as percentage of all officer cadets.
- Most RAF officer cadets did not wish to answer the question.



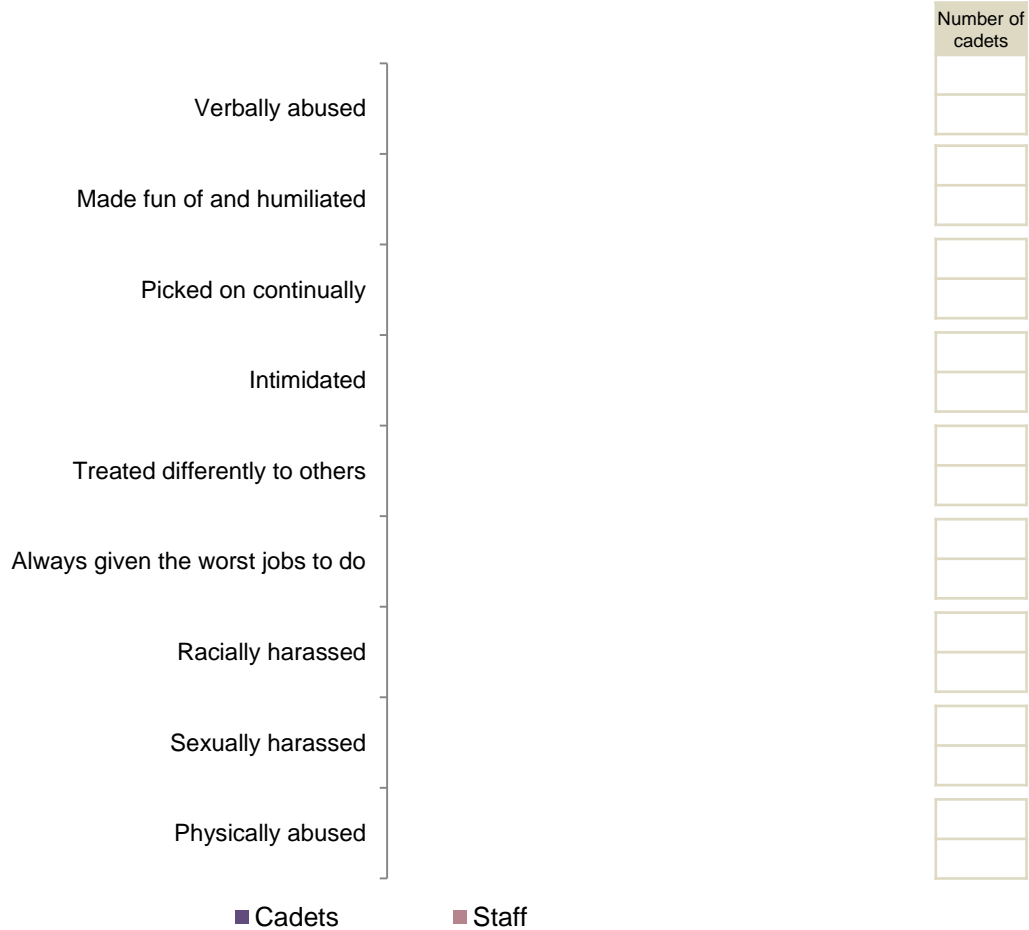
Types of unfair treatment



43a. Please read the list below and tick the boxes that apply to you. 43b. Who *[insert treatment type]* you?

Number of respondents (all respondents who were badly or unfairly treated): Marines (2**)

Current year results – Marines** (% all officer cadets)



Additional information

- The base size is too low to report on the Royal Marine officer cadets for this question.



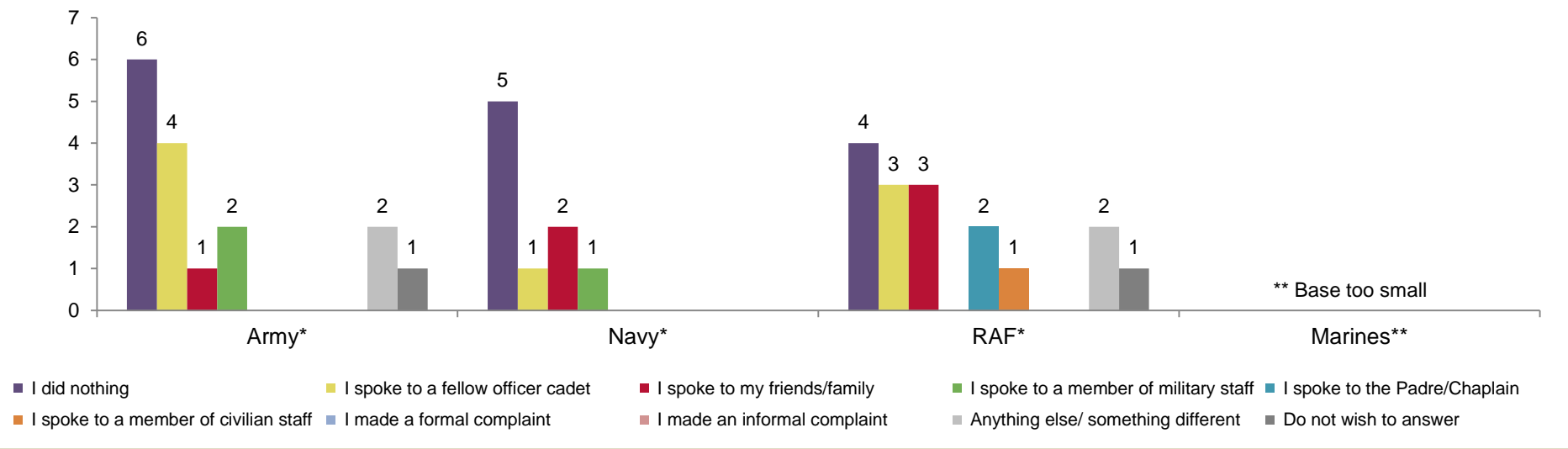
Action taken as a result of bad or unfair treatment



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): Army (15*), Royal Navy (13*), RAF (18*), 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.

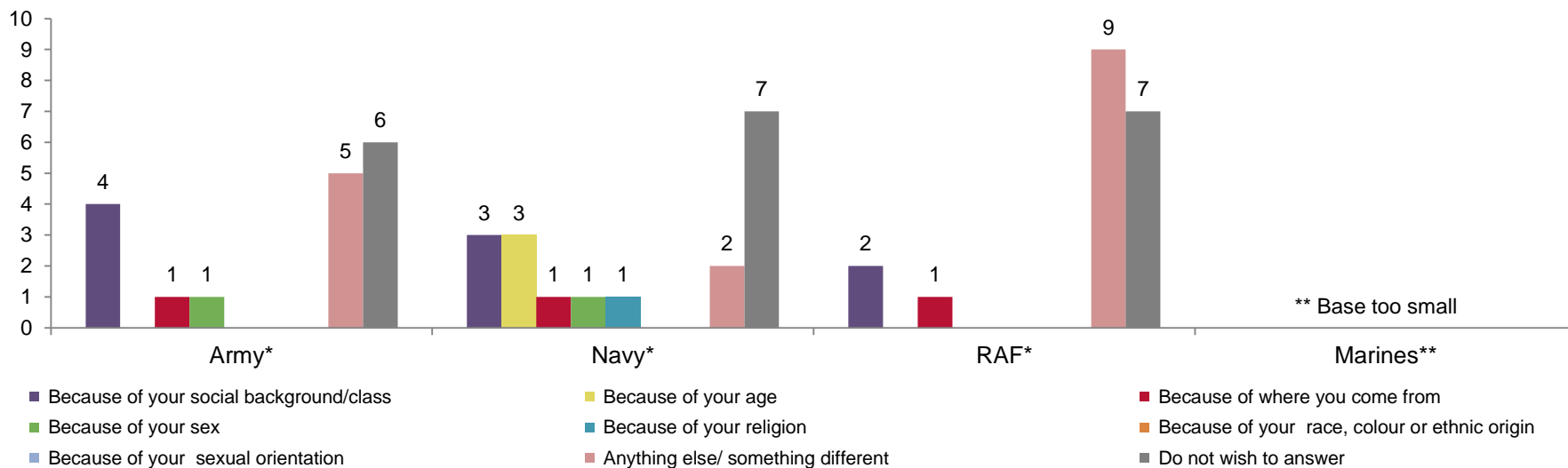
Perceived reason for bad or unfair treatment



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

Number of respondents (all respondents who felt they were badly or unfairly treated): Army (15*), Royal Navy (13*), RAF (18*), 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 and looking at verbatim answers provided, a small number of officer cadets mentioned that international officer cadets were treated better than British cadets.

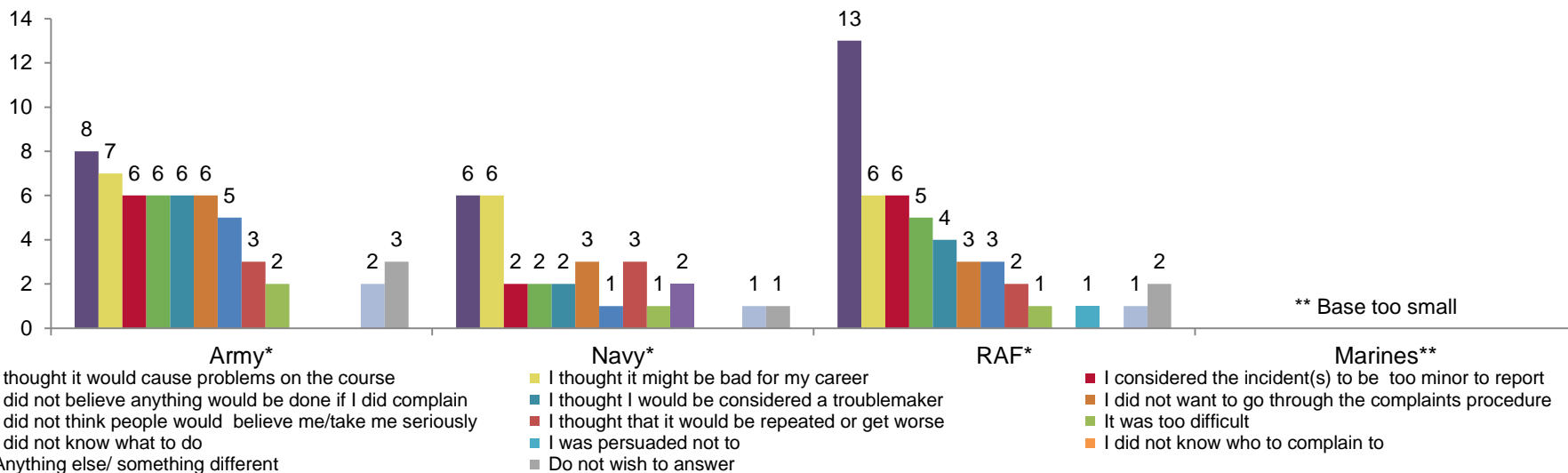
Reason for not complaining about bad or unfair treatment



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): Army (15*), Royal Navy (13*), RAF (18*), 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 did it because they thought it would cause problems on their course or that it would be bad for their career.



Setbacks during training

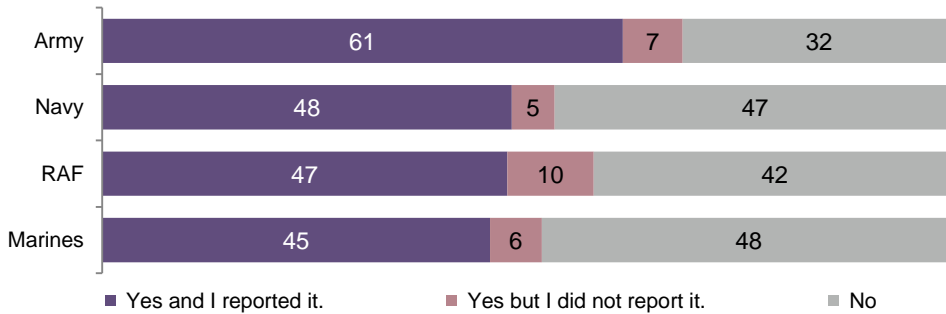
Illness or injury during training



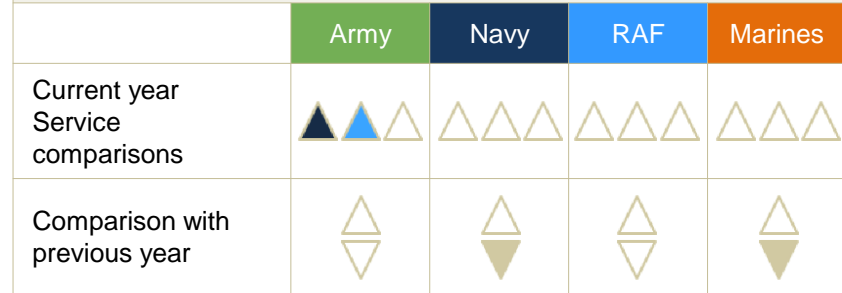
51. Were you ever ill or injured during training?

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)
 Comments and significant differences based on % saying 'yes and I reported it'

Current year results (%)



Differences



Trend



	2010	2011	2012	2013	2014
Army	66	65	66	62	61
Navy	61	56	53	79	48
RAF	53	53	62	51	47
Marines	64	64	77	79	45

Please refer to notes page for base size of previous years

Additional information

- Army officer cadets were the most likely to be ill or injured during training and report it (61%) and were more likely to do so than those in the Royal Navy and RAF.
- Fewer Royal Navy and Royal Marine officer cadets were ill or injured and reported it than last year.

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.



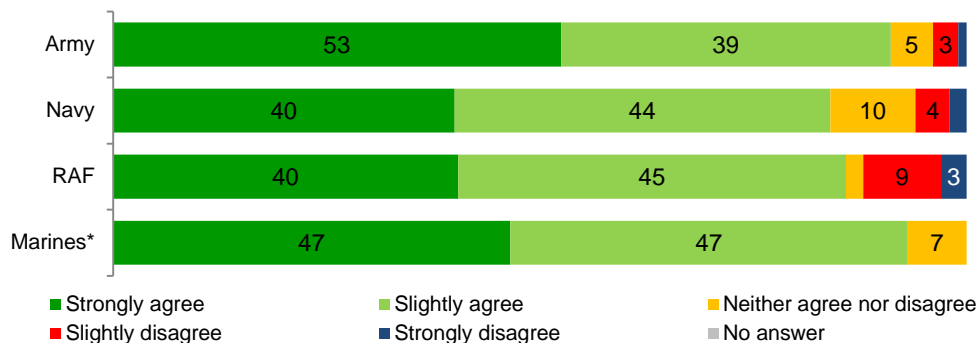
Whether illness/injury was properly dealt with



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): Army (106), Royal Navy (48), RAF (99), Marines (15*)
 % positive equals the proportion who say 'strongly or slightly agree' – significant differences and comments based on this

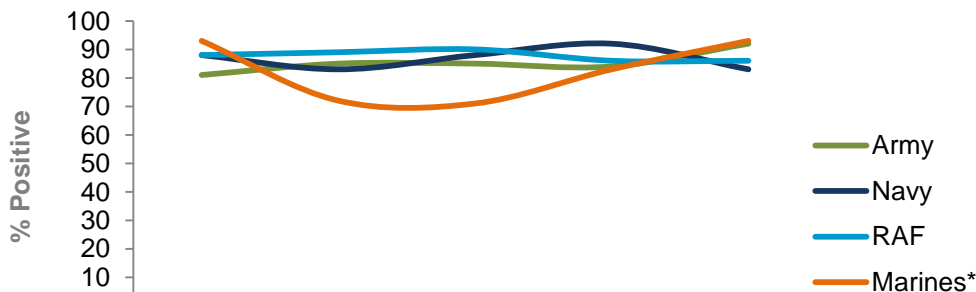
Current year results (%)



Differences

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

Trend



	2010	2011	2012	2013	2014
Army	81	85	85	84	92
Navy	88	83	88	92	83
RAF	88	89	90	86	86
Marines*	93	72	71	83	93

Please refer to notes page for base size of previous years

Additional information

- The vast majority of officer cadets that were ill or injured and reported it agreed that their illness or injury was properly dealt with.
- Results are stable with no significant changes since last year.



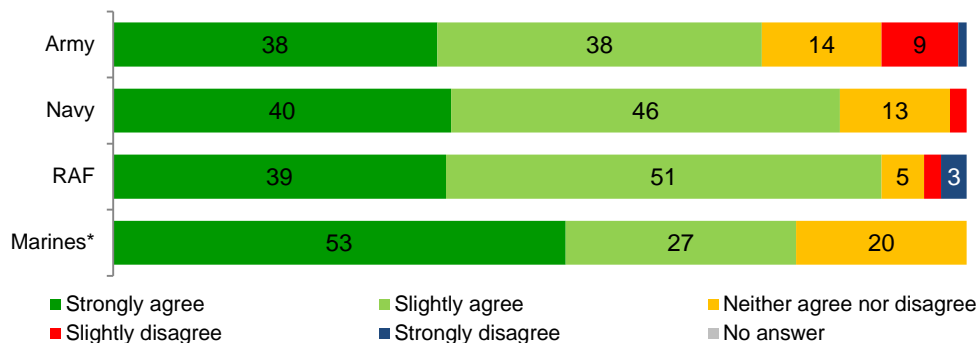
Staff help and support during illness/injury



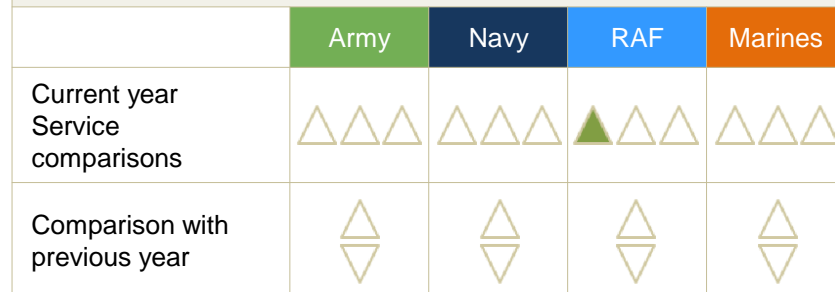
52. Please indicate how you feel about the following statements: Staff helped and supported me when I was ill/injured

Number of respondents (all respondents who were ill or injured and reported it): Army (106), Royal Navy (48), RAF (99), Marines (15*)
 % positive equals the proportion who say 'strongly or slightly agree' – significant differences and comments based on this

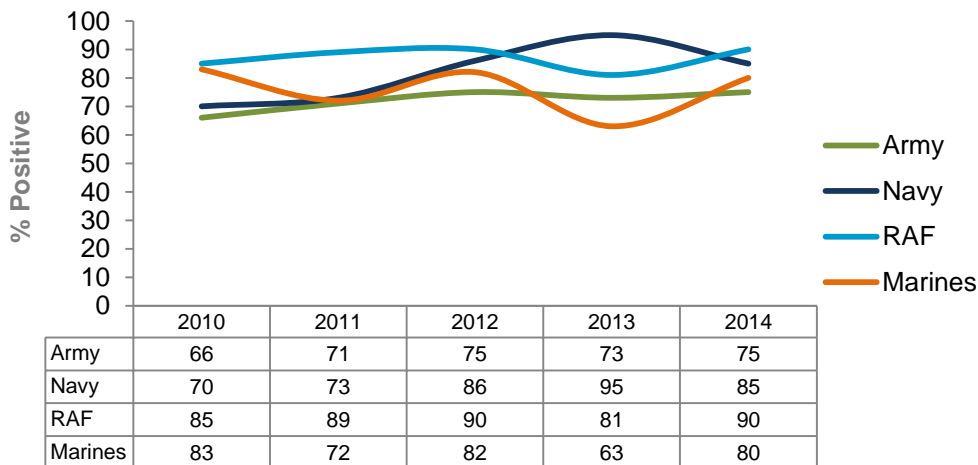
Current year results (%)



Differences



Trend



Please refer to notes page for base size of previous years

Additional information

- RAF officer cadets who were ill or injured during training and reported it were more likely to agree that staff helped and supported them during their illness or injury than Army officer cadets.

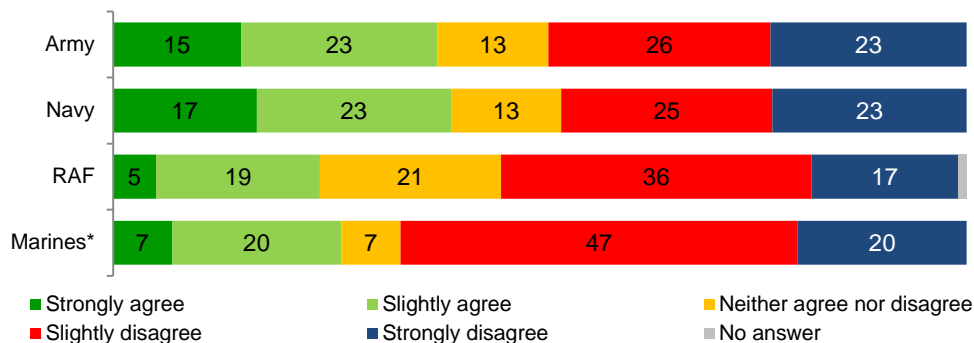
Advice for others on reporting sick



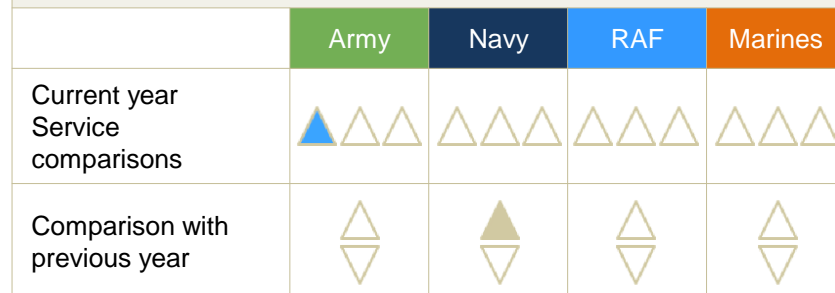
52. Please indicate how you feel about the following statements: I would advise others in a similar situation not to report sick if they can avoid it

Number of respondents (all respondents who were ill or injured and reported it): Army (106), Royal Navy (48), RAF (99), Marines (15*)
 % measure equals the proportion who say 'strongly or slightly agree' – significant differences and comments based on this

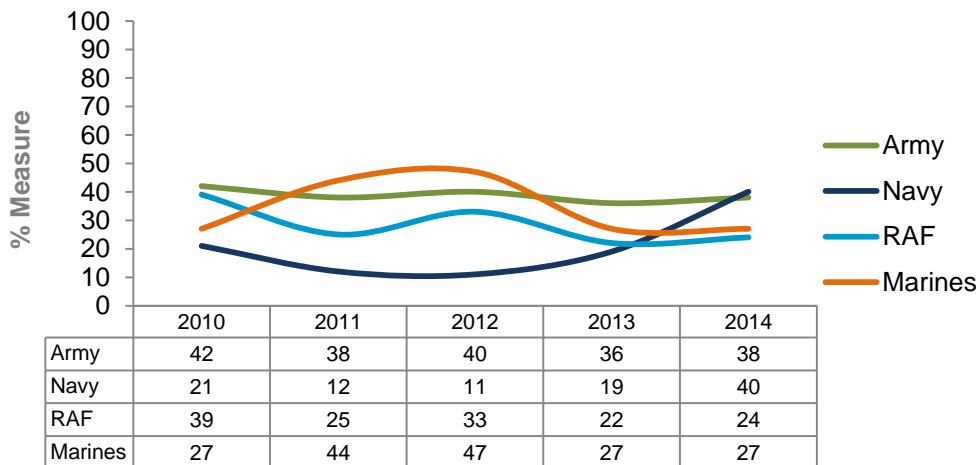
Current year results (%)



Differences



Trend



Please refer to notes page for base size of previous years

Additional information

- At least half of all officer cadets who were ill or injured and reported it disagreed that they would advise others in a similar situation to report sick if they could avoid it.
- Army officer cadets were more likely to say that they would advise others not to report sick than RAF officer cadets.
- A higher proportion of Royal Navy officer cadets would advise others to report sick than last year (40%, up from 19%).

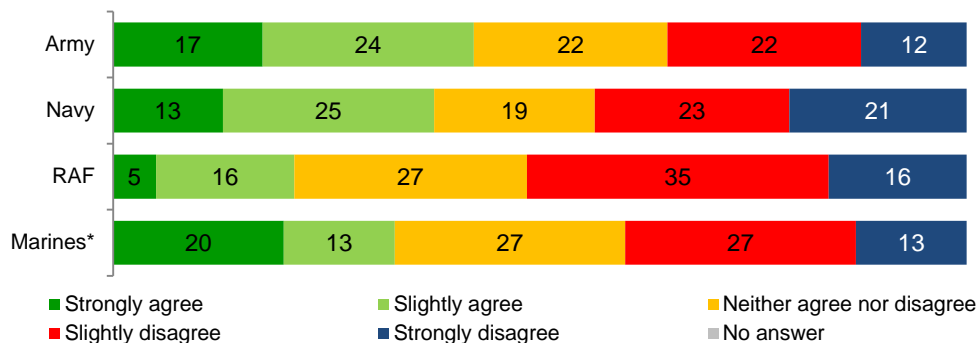
Whether others considered me weak because I reported sick



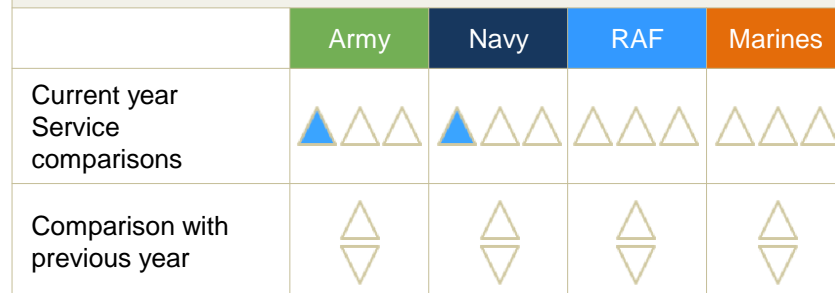
52. Please indicate how you feel about the following statements: I felt that people considered me weak because I reported sick

Number of respondents (all respondents who were ill or injured and reported it): Army (106), Royal Navy (48), RAF (99), Marines (15*)
 % measure equals the proportion who say 'strongly or slightly disagree' – significant differences and comments based on this

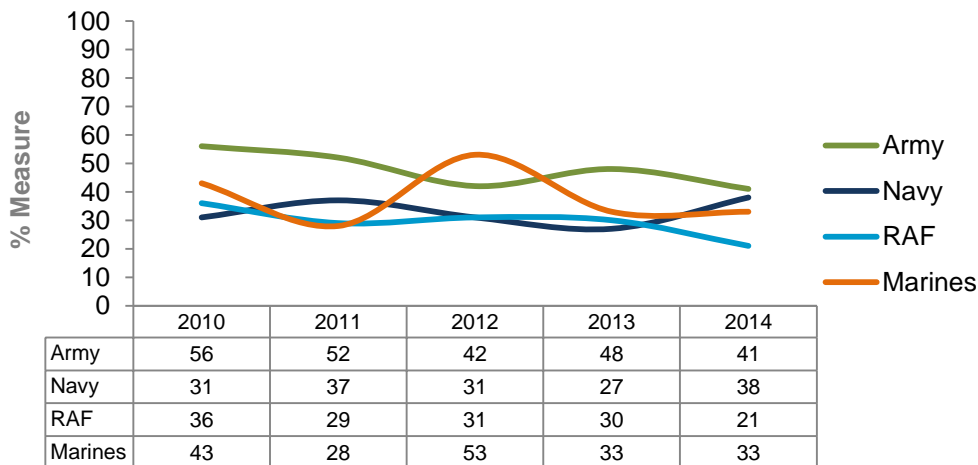
Current year results (%)



Differences



Trend



Please refer to notes page for base size of previous years

Additional information

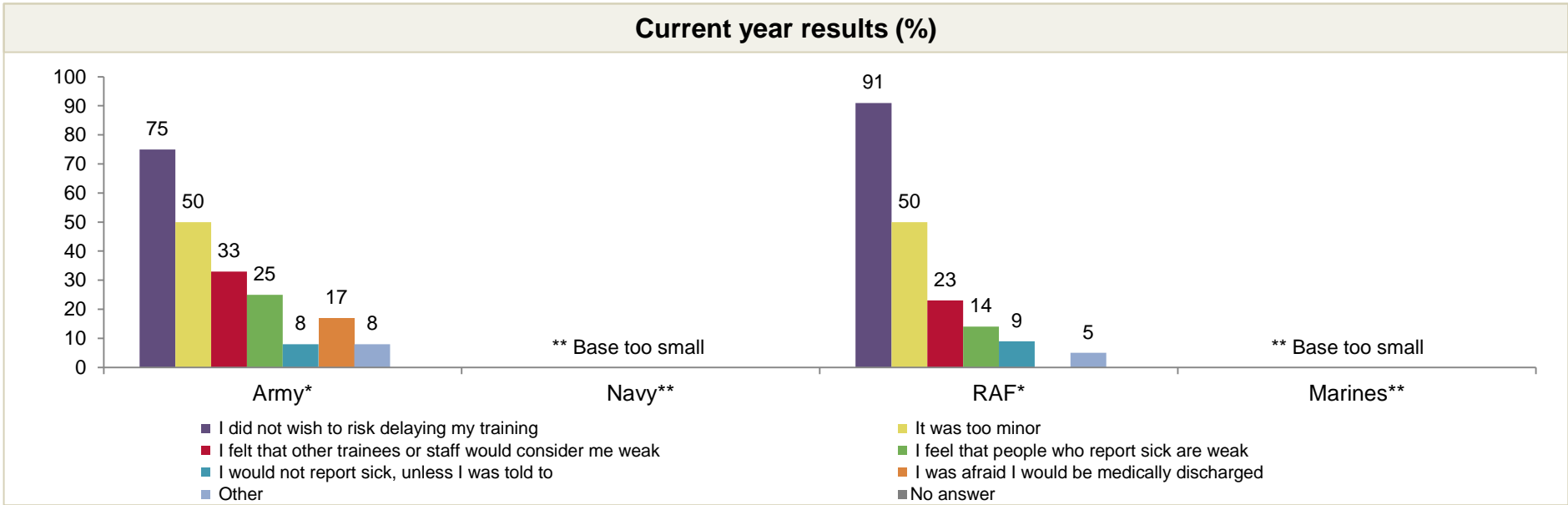
- Results were mixed on whether others considered them weak because they reported sick.
- Army and Royal Navy officer cadets were more likely to agree that others considered them weak for reporting sick than officer cadets in the RAF.

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): Army (12*), Royal Navy (5**), RAF (22*), Marines (2**)



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, and this was also the main reason given by officer cadets last year.
- There was no change in the second and third ranking reasons – the illness/injury was too minor and the feeling that others would consider them weak.

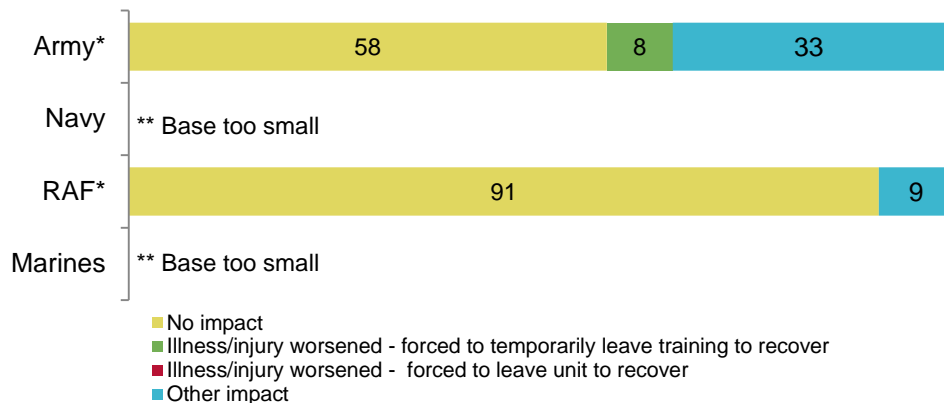
Result of not reporting sick



54. What was the result of not reporting sick?

Number of respondents (all respondents who were ill or injured and did not report it): Army (12*), Royal Navy (5**), RAF (22), Marines (2**) Significant differences and comments based on proportion who say 'No impact'

Current year results (%)



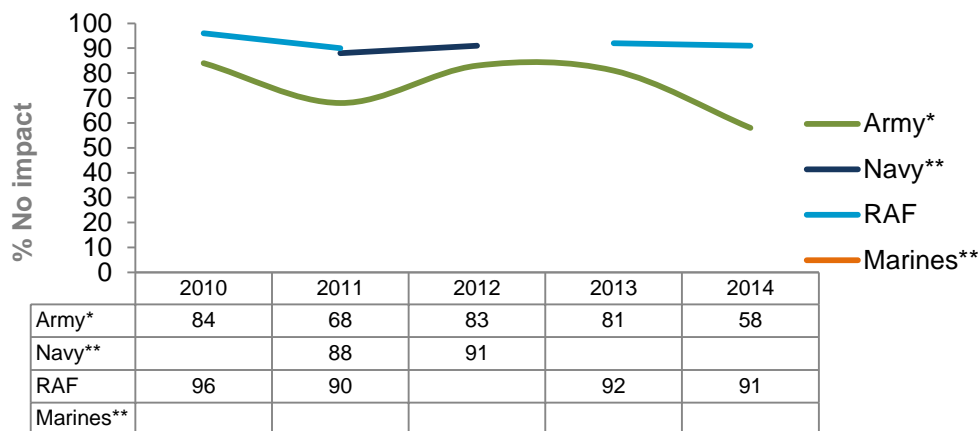
Differences

	Army	Navy	RAF	Marines
Current year Service comparisons	Base size too low to test significant differences			
Comparison with previous year	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.
- However base sizes for this question are particularly low so results should be viewed with some caution.

Trend



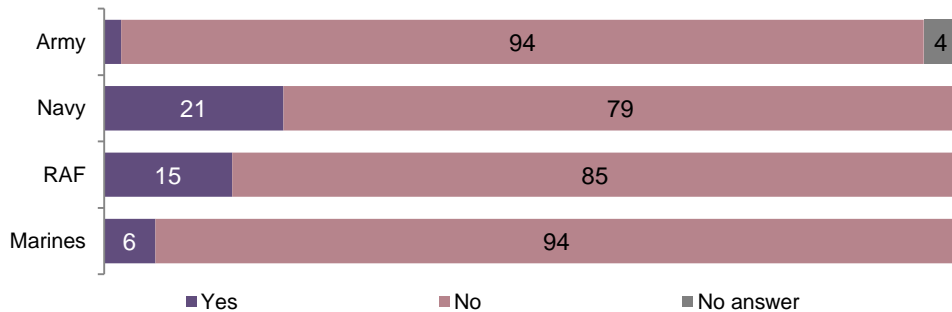
Repeating training



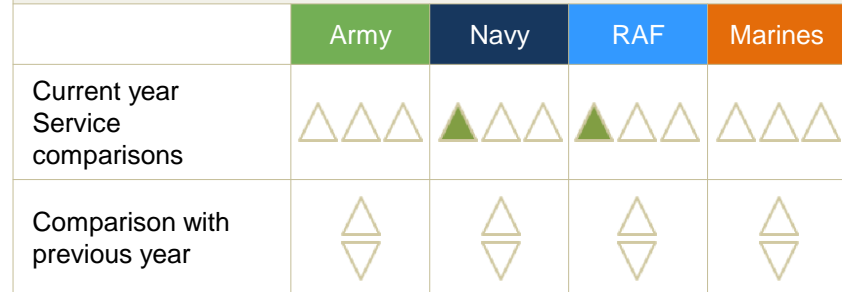
61. Were you back-squadded?

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)
 Significant differences and comments based on proportion who say 'yes'

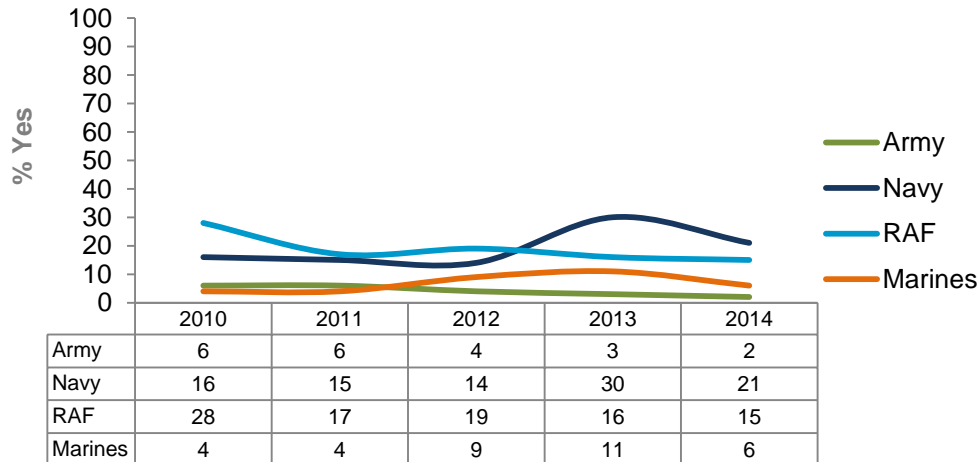
Current year results (%)



Differences



Trend



Please refer to notes page for base size of previous years

Additional information

- Around one in ten of all officer cadets repeated training, with only 2% of Army officer cadets having to do so.
- Royal Navy and RAF officer cadets were more likely to have repeated training than Army officer cadets.



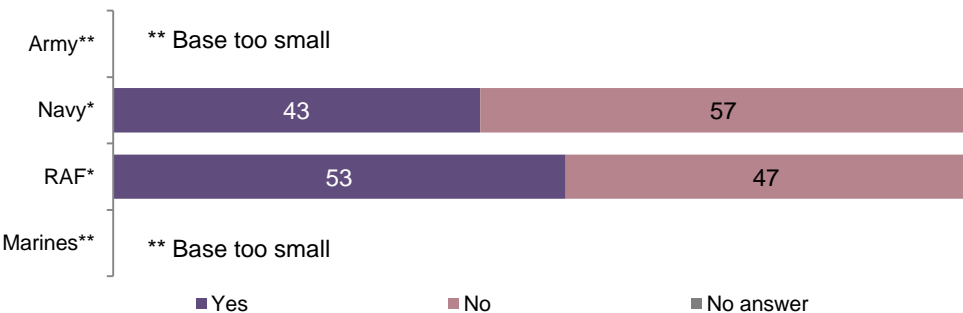
Personal warning of possibility of repeating training



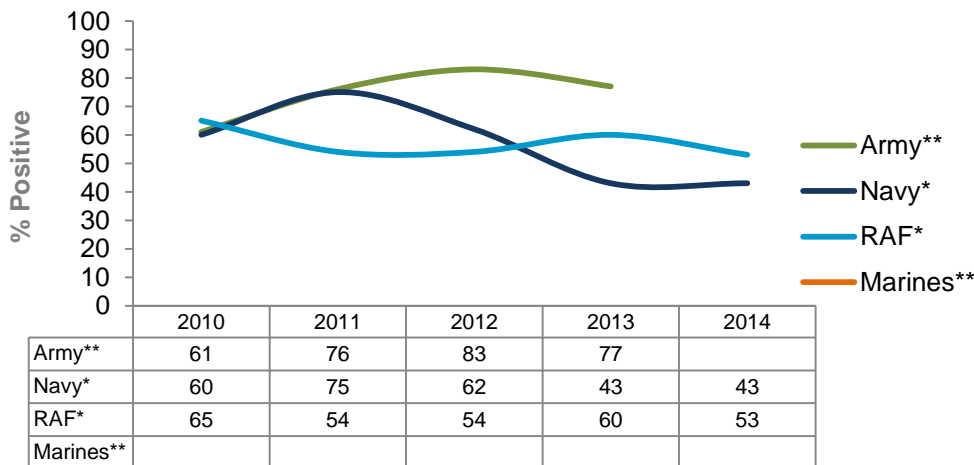
62. Were you warned personally that there was a possibility that you would be back-squadded?

Number of respondents (all respondents who were back-squadded): Army (3**), Royal Navy (21*), RAF (32*), Marines (2**) % positive equals the proportion who say 'yes' – 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
Current year Service comparisons	Base size too low to test significant differences			
Comparison with previous year	Base size too low to test significant differences			

Additional information

- When officer cadets who had to repeat training were asked if they were warned personally of the possibility of being back-squadded, results were mixed.
- Please note the low base sample size.

Totals may not add up to 100% due to rounding.

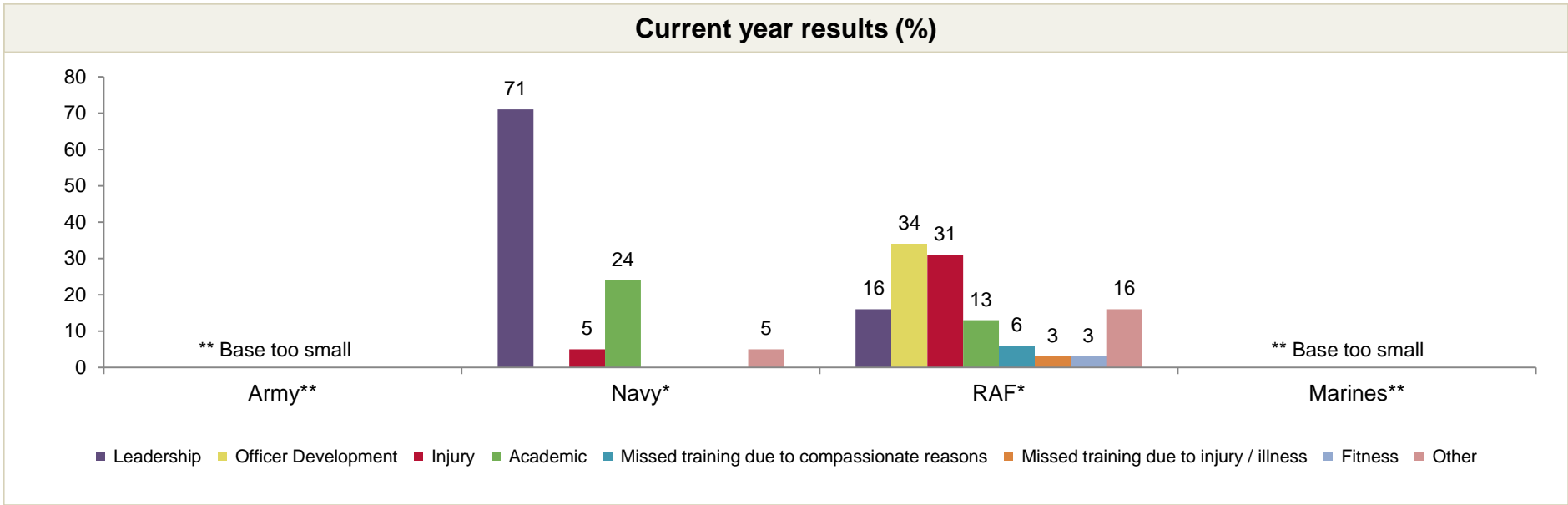


Reason given for repeating training



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

Number of respondents (all respondents who were back-squadded): Army (3**), Royal Navy (21*), RAF (32*), Marines (2**)



Additional information

- The top reason given for having to repeat training was leadership, and this was also the main reason given last year.
- Base sizes for this question are particularly low.

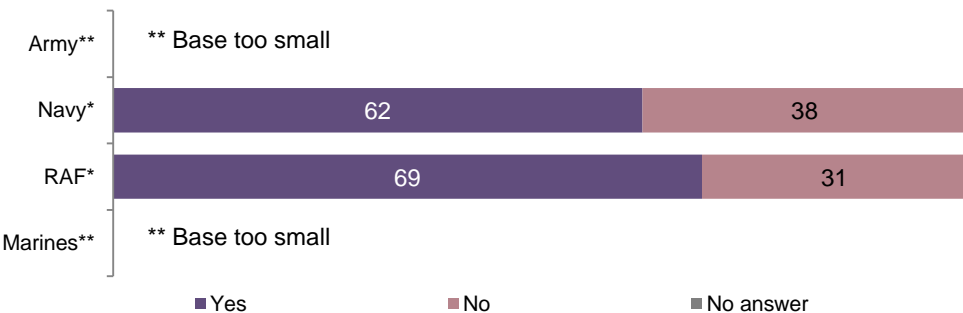
Whether agreed with repeating training



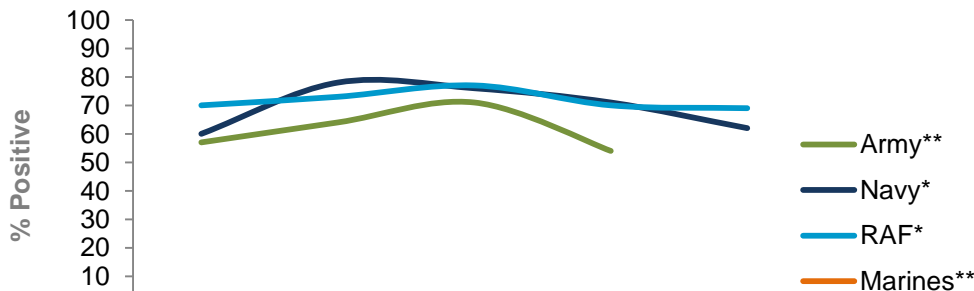
64. Did you agree with the reasons given for you to be back-squadded?

Number of respondents (all respondents who were back-squadded): Army (3**), Royal Navy (21*), RAF (32*), Marines (2**) % positive equals the proportion who say 'yes' – significant differences and comments based on this

Current year results (%)



Trend



	2010	2011	2012	2013	2014
Army**	57	64	71	54	
Navy*	60	78	76	71	62
RAF*	70	73	77	70	69
Marines**					

Please refer to notes page for base size of previous years

Differences

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

Additional information

- Most officer cadets who had to repeat training agreed with the reasons given to them for repeating training.
- Base sizes for this question are particularly low.

Totals may not add up to 100% due to rounding.



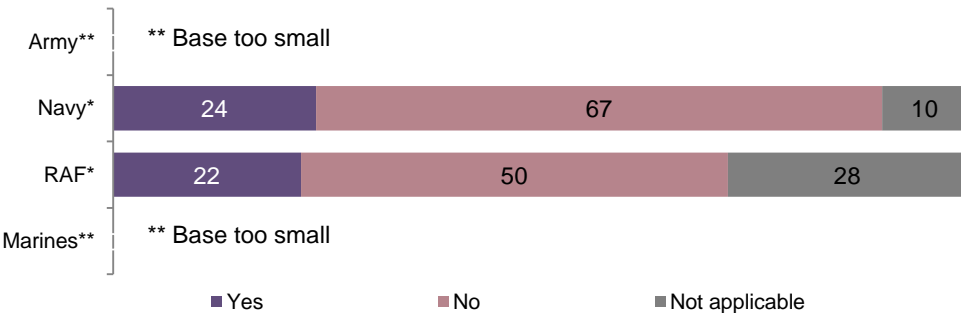
Opportunity to avoid repeating training



66. Do you feel you were given every opportunity to improve in order to avoid being back-squadded?

Number of respondents (all respondents who were back-squadded): Army (3**), Royal Navy (21*), RAF (32*), Marines (2**)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

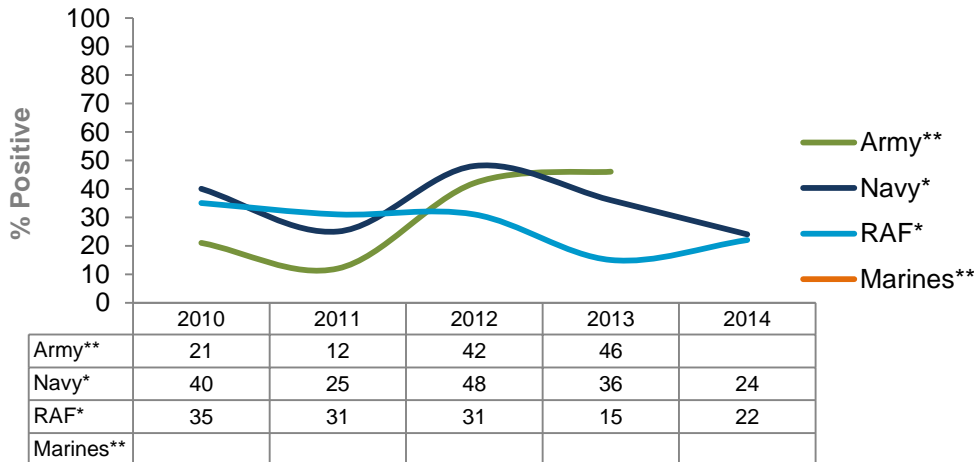
Current year results (%)



Differences

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

Trend



Please refer to notes page for base size of previous years

Additional information

- Most officer cadets who had to repeat training did not think they were given every opportunity to improve to avoid being back-squadded.
- Base sizes for this question are particularly low.

Totals may not add up to 100% due to rounding.





General

Personal benefit from the course

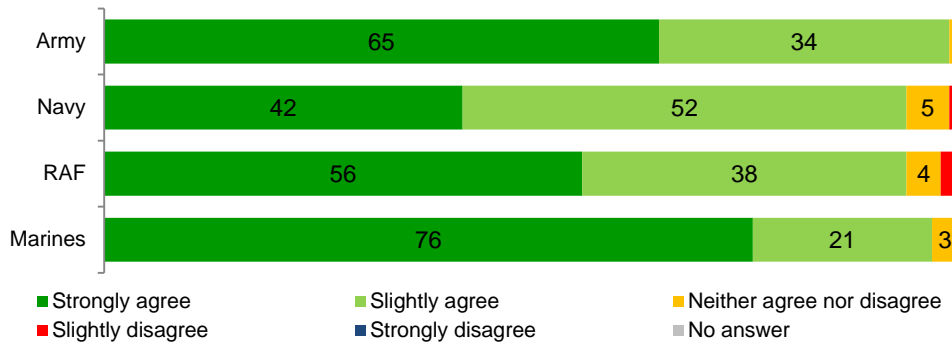


68. Below are some statements ... To what extent do you agree or disagree with each? I feel I personally benefited from the course

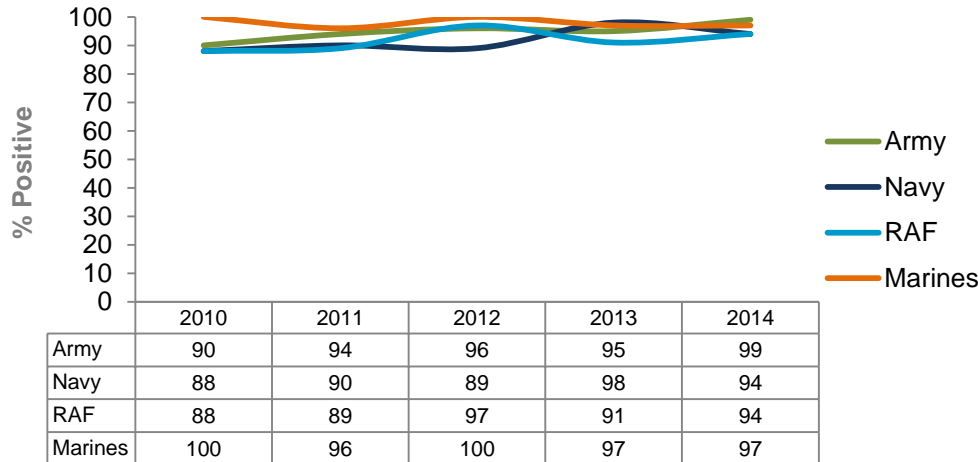
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)

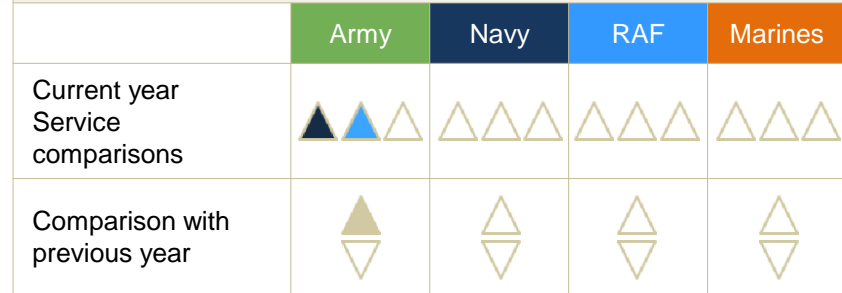


Trend



Please refer to notes page for base size of previous years

Differences



Additional information

- The vast majority of officer cadets agreed that they felt a personal benefit from the course.
- Army officer cadets were more likely to feel a personal benefit than last year (99%, up from 95%) and were more likely to do so than those in the Royal Navy and RAF.



Sense of achievement

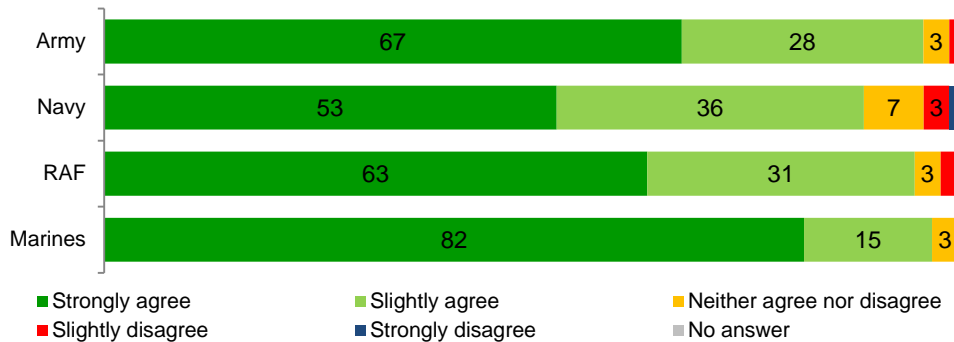


68. Below are some statements ... To what extent do you agree or disagree with each? I feel a sense of achievement

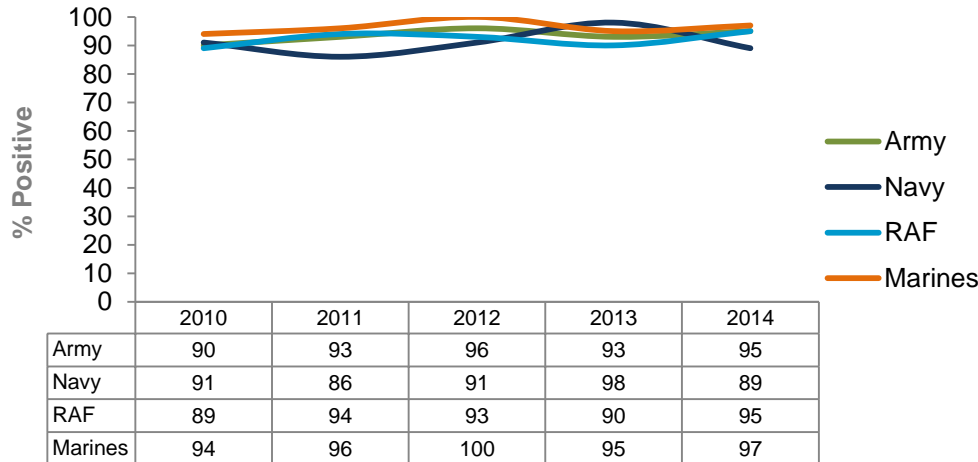
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

% positive equals the proportion who say 'strongly or slightly 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
Current year Service comparisons	▲ ▲ ▲ ▲	▲ ▲ ▲ ▲	▲ ▲ ▲ ▲	▲ ▲ ▲ ▲
Comparison with previous year	▲ ▼	▲ ▼	▲ ▼	▲ ▼

Additional information

- The vast majority of officer cadets felt a sense of personal achievement.
- Army officer cadets were more likely to do so than those in the Royal Navy.



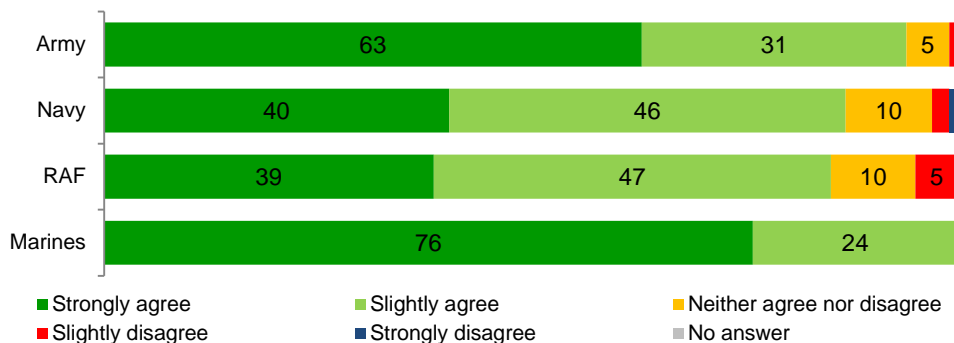


68. Below are some statements ... To what extent do you agree or disagree with each? I felt challenged

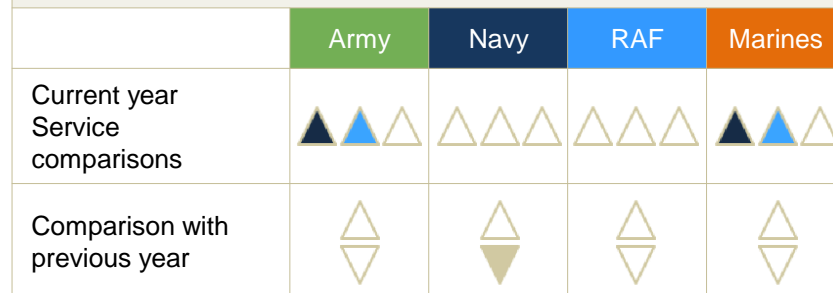
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)



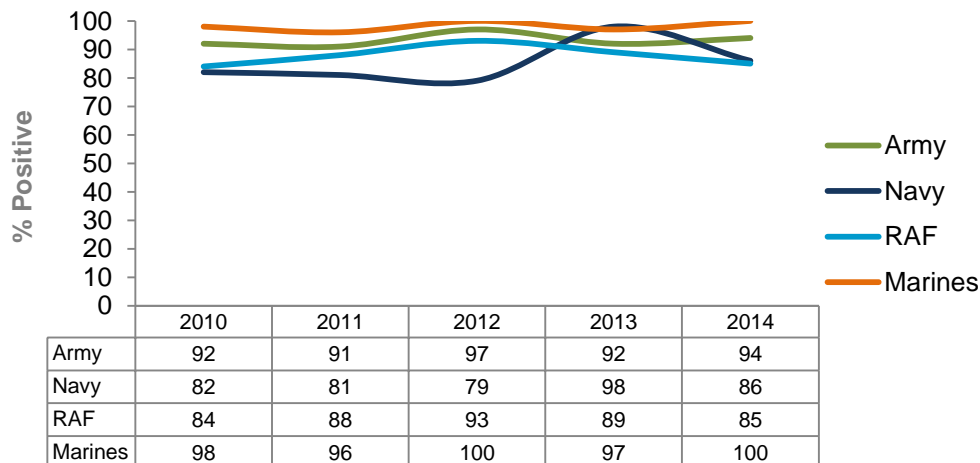
Differences



Additional information

- 100% of Royal Marine officer cadets felt challenged.
- Royal Navy officer cadets felt less challenged than they did last year (86%, down from 98%).
- Army and Royal Marine officer cadets were more likely to feel challenged than Royal Navy and RAF officer cadets.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.



Training comparison to expectations

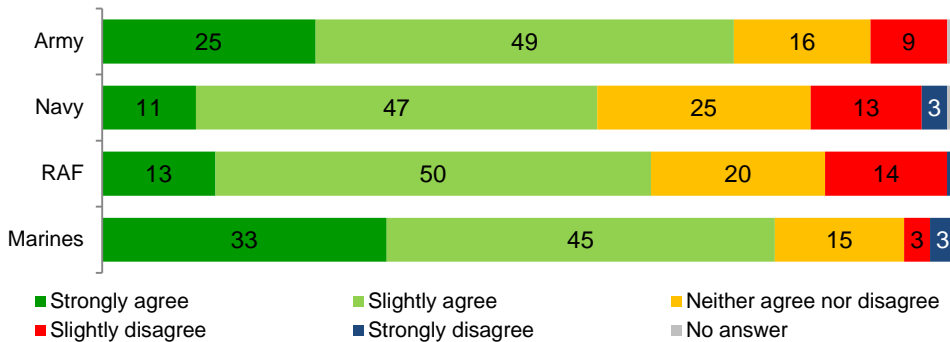


68. Below are some statements ... To what extent do you agree or disagree with each? The training was what I expected

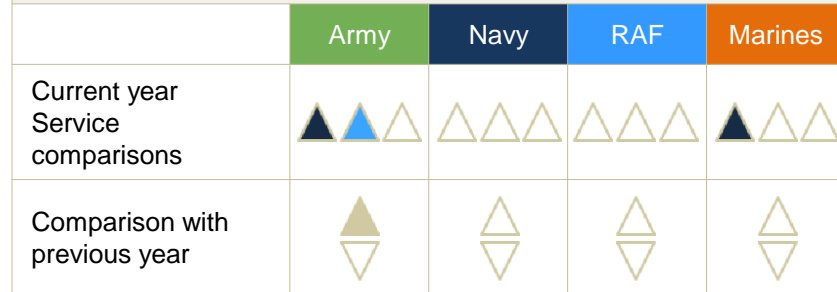
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)



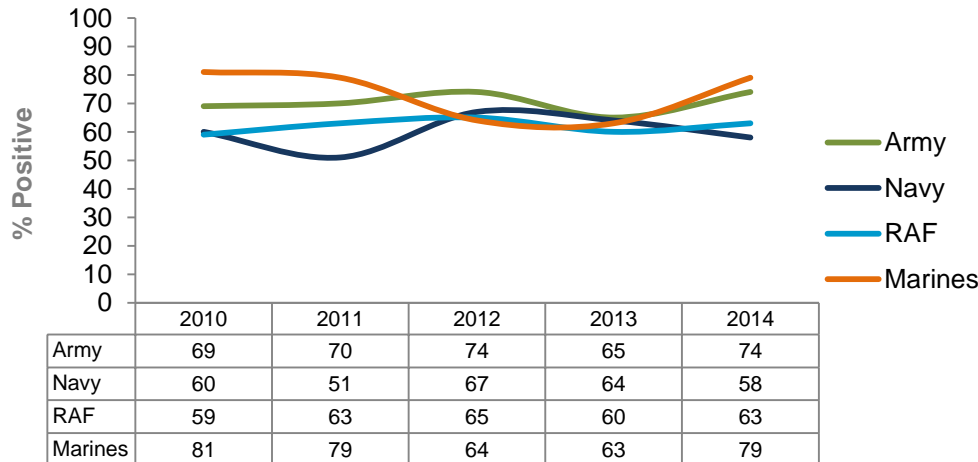
Differences



Additional information

- 74% of Army officer cadets agreed the training was what they expected, significantly more than last year (65%) and Royal Navy and RAF officer cadets.
- Royal Marine officer cadets were also more likely to agree with the statement than Royal Navy officer cadets.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.



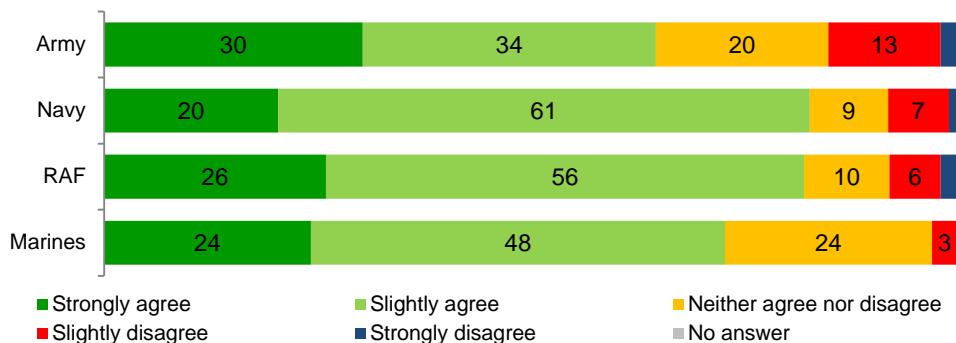


68. Below are some statements ... To what extent do you agree or disagree with each? I enjoyed the course

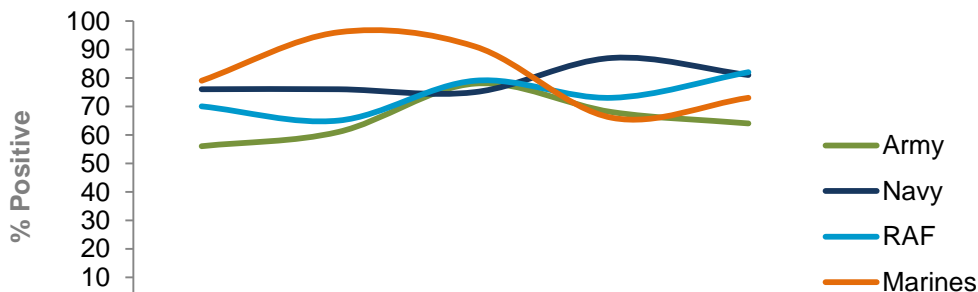
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)

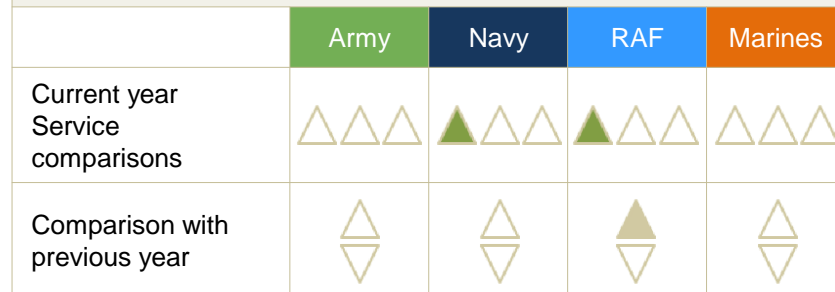


Trend



Please refer to notes page for base size of previous years

Differences



Additional information

- There was an increase in the proportion of RAF officer cadets saying they enjoyed the course from 73% to 82%.
- RAF and Royal Navy officer cadets were more likely to enjoy the course than Army officer cadets.



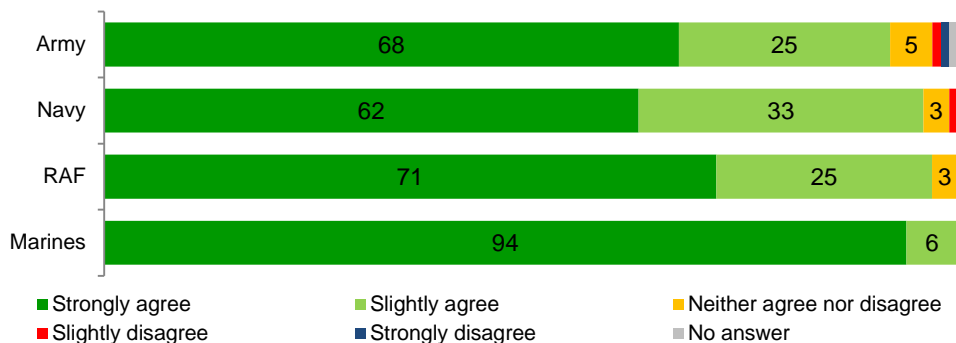


68. Below are some statements ... To what extent do you agree or disagree with each? I feel proud to be in the [SERVICE]

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

% positive equals the proportion who say 'strongly or slightly 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
Current year Service comparisons	△△△	△△△	△△△	△△△
Comparison with previous year	△ △	△ △	△ △	△ △

Additional information

- The vast majority of officer cadets across all Services felt proud, including 100% of Royal Marine officer cadets.



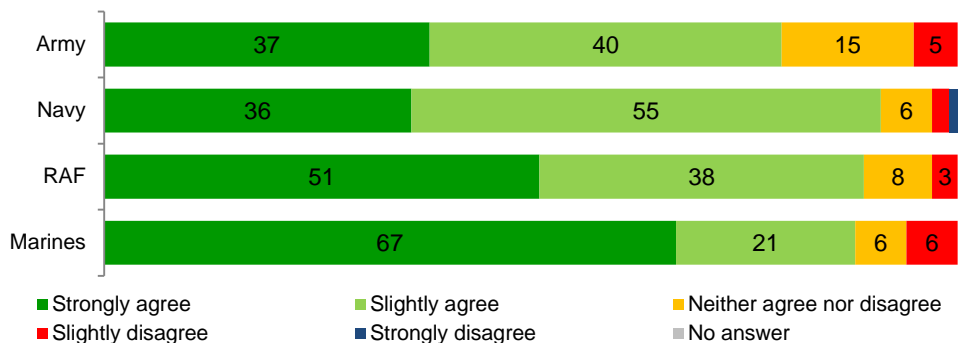


68. Below are some statements ... To what extent do you agree or disagree with each? Morale was good on my course

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)



Trend



	2010	2011	2012	2013	2014
Army	77	83	90	85	77
Navy	81	85	86	94	91
RAF	77	84	75	87	89
Marines	100	93	95	63	88

Please refer to notes page for base size of previous years

Differences

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

Additional information

- Feelings of morale improved for Royal Marine officer cadets from 63% to 88%.
- Morale decreased for Army officer cadets (85% to 77%) and was higher amongst Royal Navy and RAF officer cadets.



Regular feedback on performance

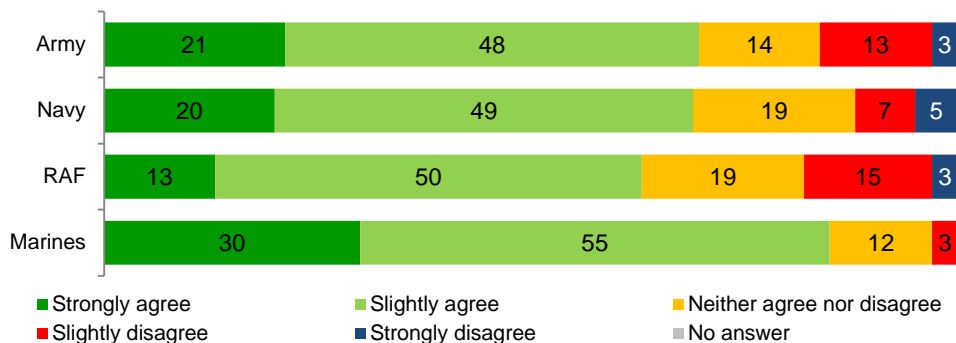


68. Below are some statements ... To what extent do you agree or disagree with each? I received regular feedback on my performance

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)

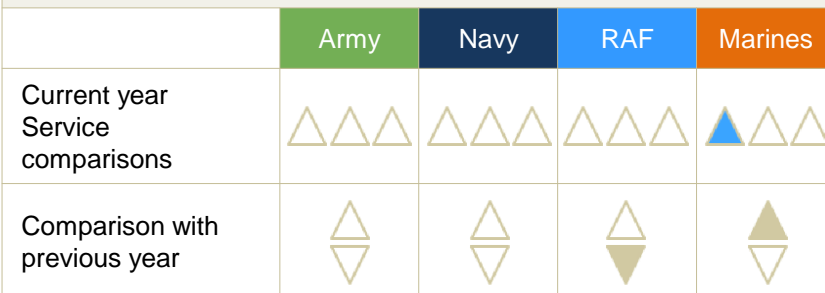


Trend



Please refer to notes page for base size of previous years

Differences



Additional information

- Generally, officer cadets agreed that they received regular feedback on their performance.
- Royal Marine officer cadets said that they were more likely to receive regular feedback than they were last year (55% to 85%) and RAF officer cadets (64%, down from 77%).



Explanation of reasons for doing things

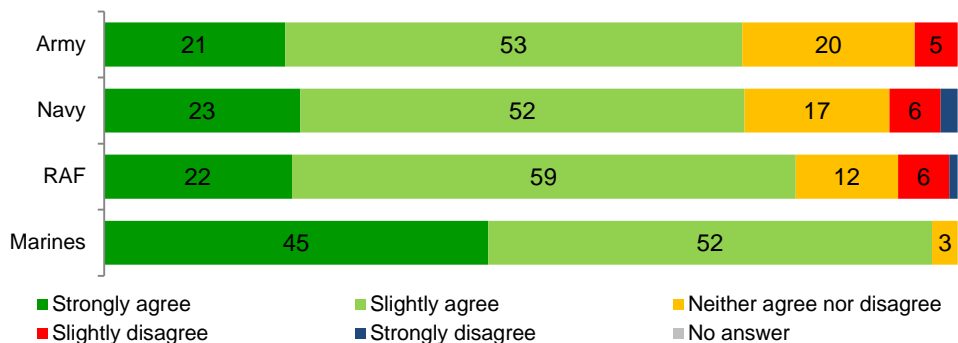


68. Below are some statements ... To what extent do you agree or disagree with each? The reasons for doing things were explained to me

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)



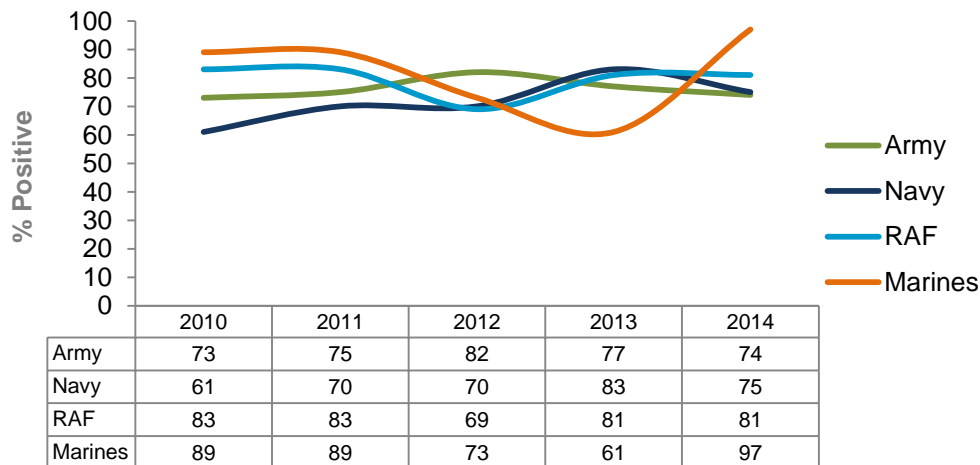
Differences

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

Additional information

- Royal Marine officer cadets were more likely to say that the reason for doing things was explained to them than last year, from 61% to 97%.
- They were also more likely to say so than those in the Army, Royal Navy and RAF.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.



Commitment of staff/instructors to support success

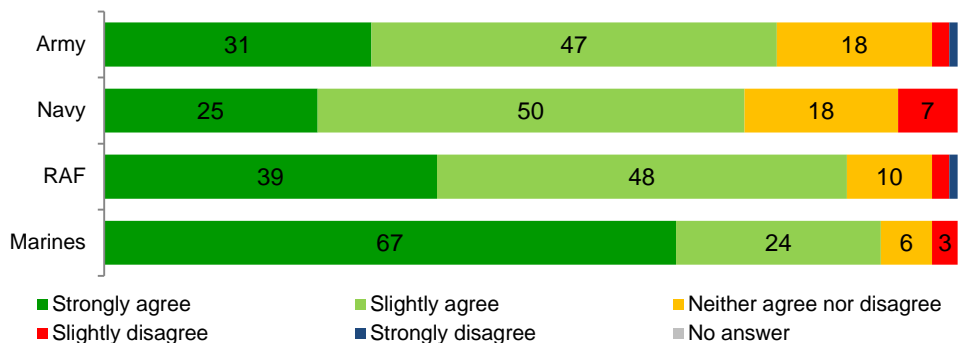


68. Below are some statements ... To what extent do you agree or disagree with each? The staff/instructors did all they could to help me succeed

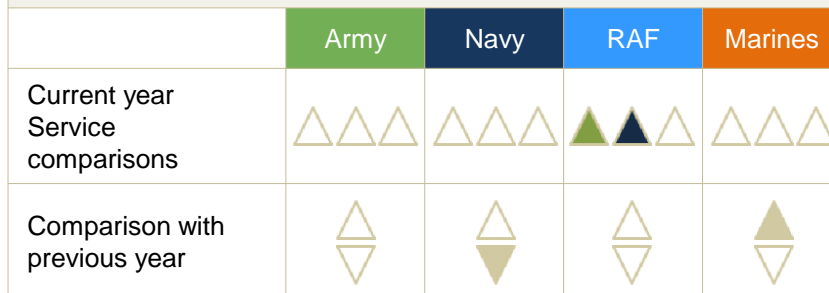
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)



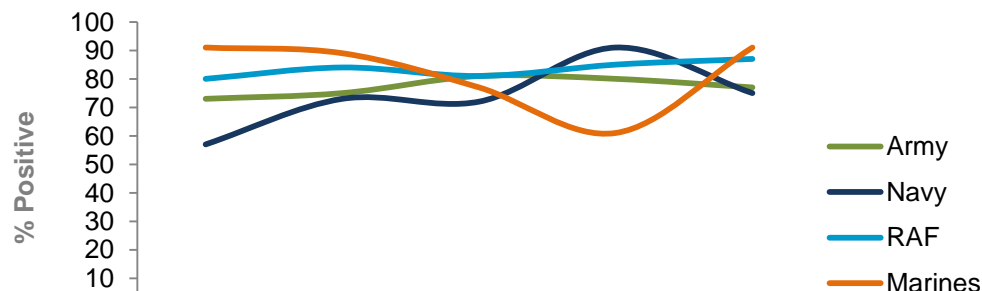
Differences



Additional information

- Staff and instructors were seen to be committed to supporting success.
- More Royal Marine officer cadets said the staff/instructors did everything they could to support them (91%, from 61%), reversing the downward trend seen since the start of the survey.
- Fewer Royal Navy officer cadets said they had full support from staff/instructors than last year (91%, down to 75%).
- RAF officer cadets were more likely to say the staff/instructors did all they could to help them succeed than Army and Royal Navy cadets.

Trend



	2010	2011	2012	2013	2014
Army	73	75	81	80	77
Navy	57	73	72	91	75
RAF	80	84	81	85	87
Marines	91	89	77	61	91

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.

Recommendation of joining Service

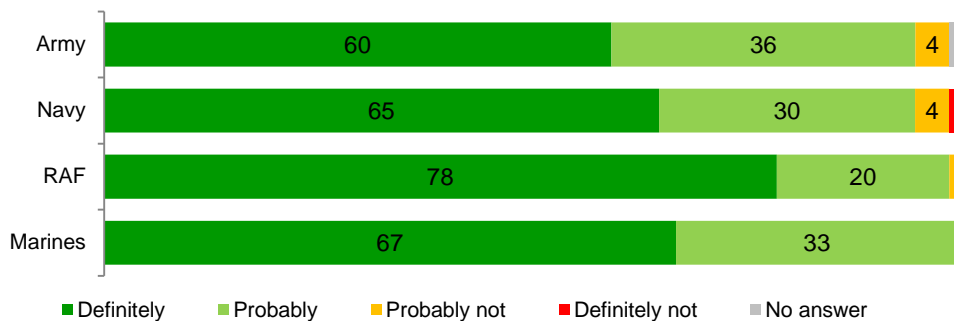


69. Would you recommend joining your Service to others?

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

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

Current year results (%)



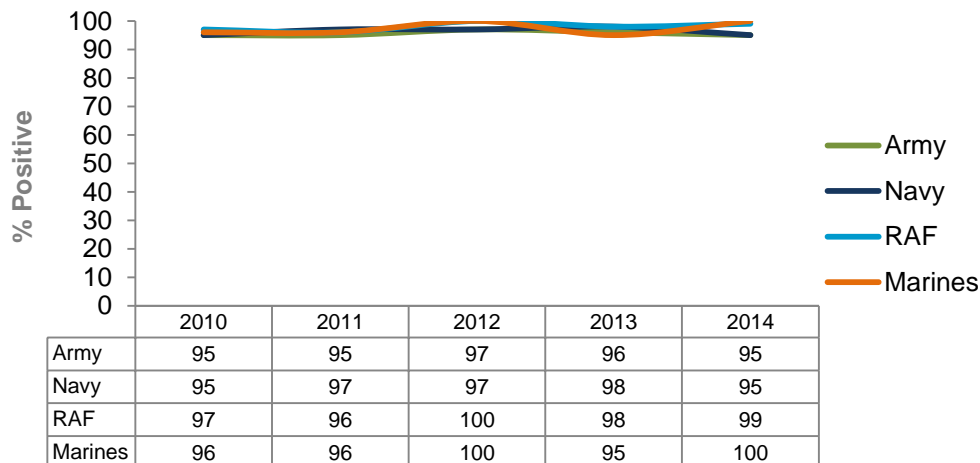
Differences

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

Additional information

- Over 95% of officer cadets in all Services would recommend joining their Service to others, notably 100% of Royal Marine officer cadets.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.

Perceptions of pay compared with non-military friends at home

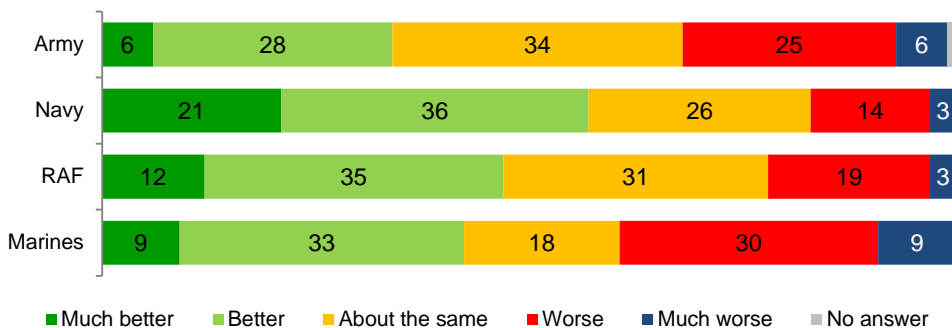


Q71. How do you think your pay compares with your non-military friends at home?

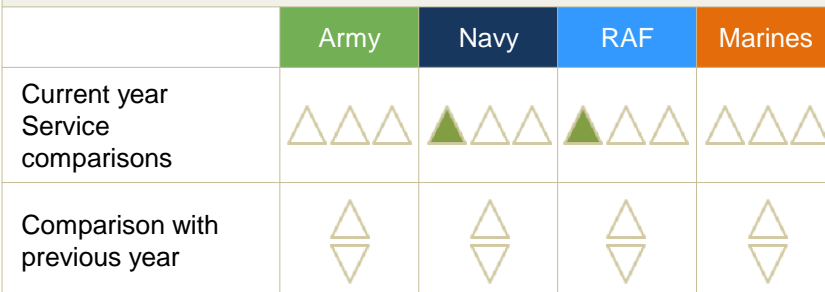
Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

% 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



Additional information

- Views were mixed on perceptions of pay compared with non-military friends at home.
- Royal Navy and RAF officer cadets were more likely to say their pay is better than their non-military friends than Army officer cadets.

Trend



	2010	2011	2012	2013	2014
Army	35	36	34	33	34
Navy	63	65	61	68	57
RAF	62	55	56	48	47
Marines	43	54	73	63	42

Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.





Hopes for the future

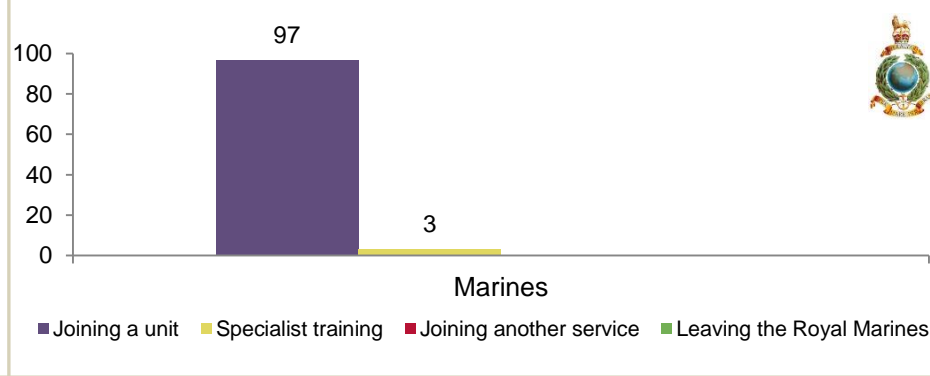
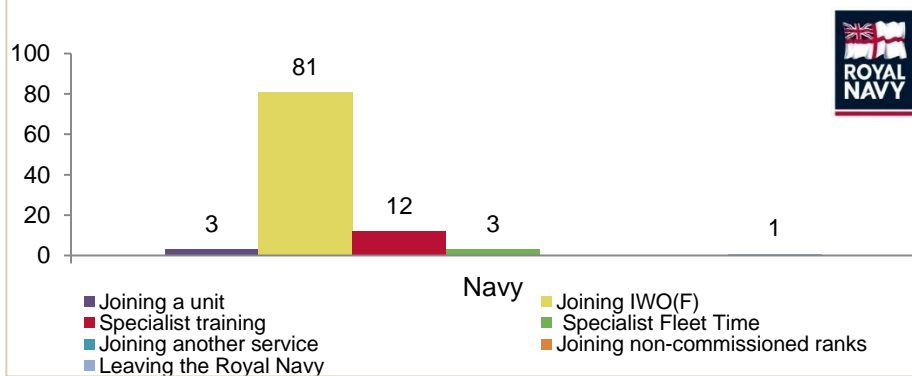
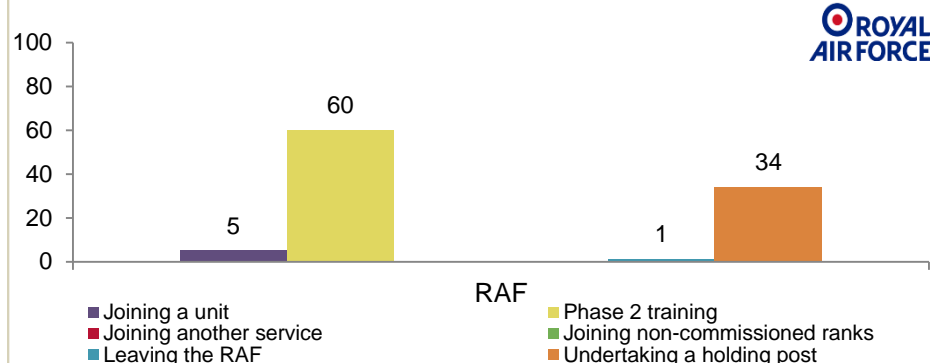
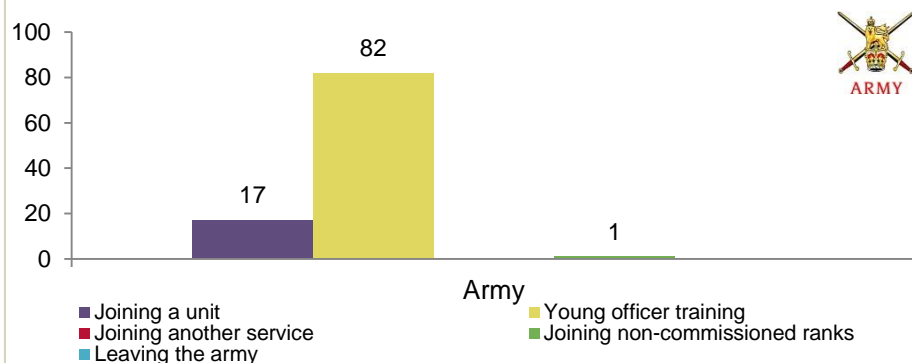
Plan for after training



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

Number of respondents (all respondents): Army (173), Royal Navy (100), RAF (210), Marines (33)

Current year results (%)



Additional information

- Most Army and Royal Navy officer cadets were doing further training, whilst the majority of Royal Marine cadets were joining a unit. Most RAF officer cadets were either doing Phase 2 training (60%) or undertaking a holding post (34%).
- 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.

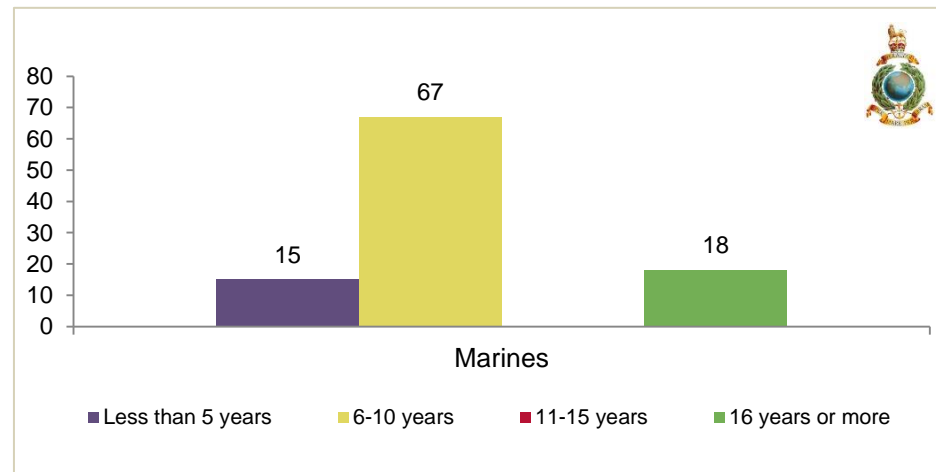
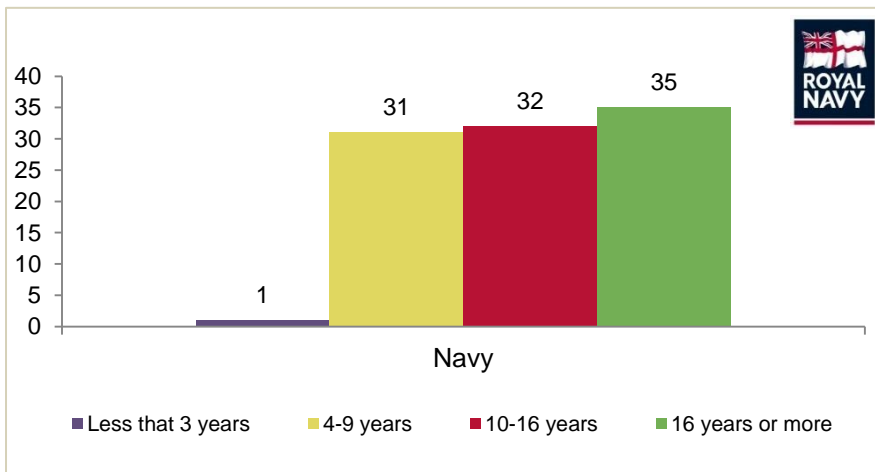
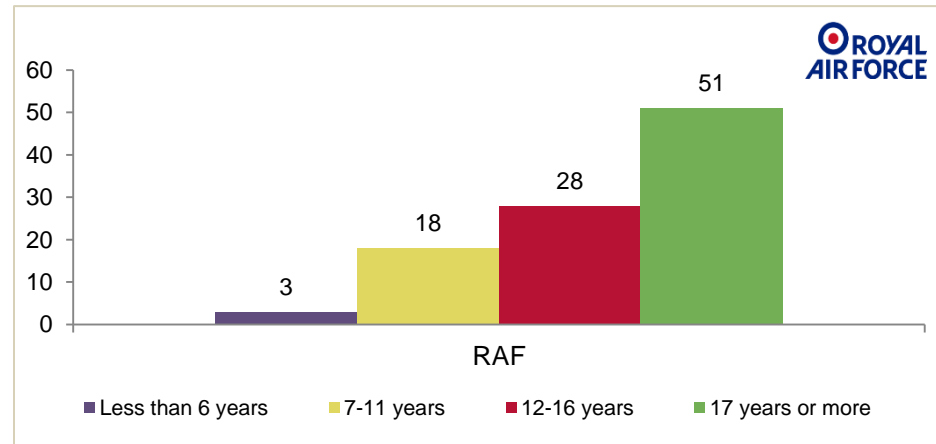
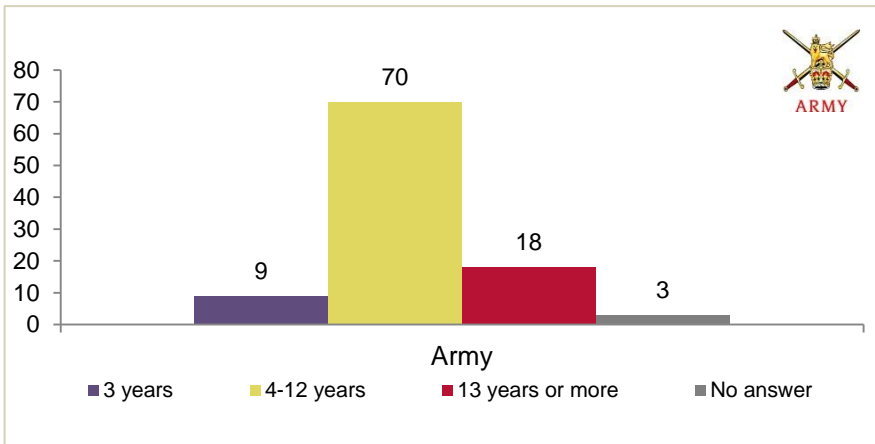
Intended length of stay in the Service



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

Number of respondents (all respondents): Army (173), Royal Navy (208), RAF (99), Marines (33)

Current year results (%)



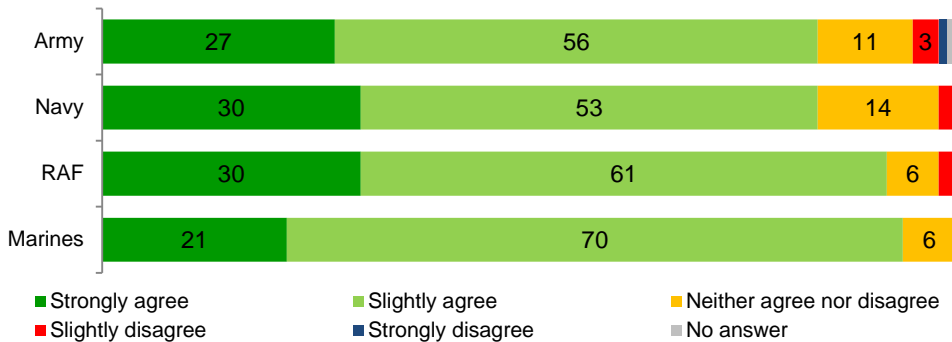
Preparedness to go onto the next stage of career



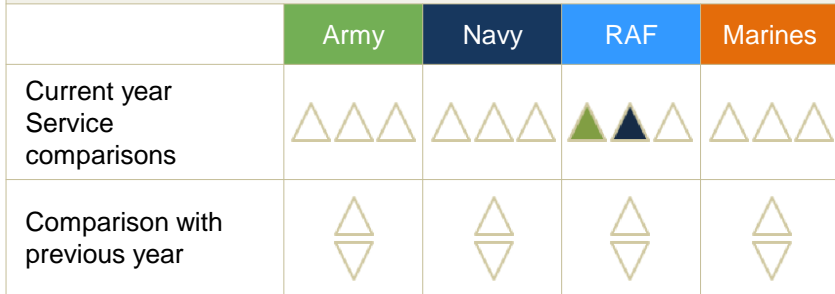
79. To what extent do you agree with the following statement? – I feel prepared to go on to the next stage of my career/training

Number of respondents (all respondents who are not leaving the Service): Army (173), Royal Navy (99), RAF (208), Marines (33)
 % positive equals the proportion who 'definitely or probably' – significant differences and comments based on this

Current year results (%)



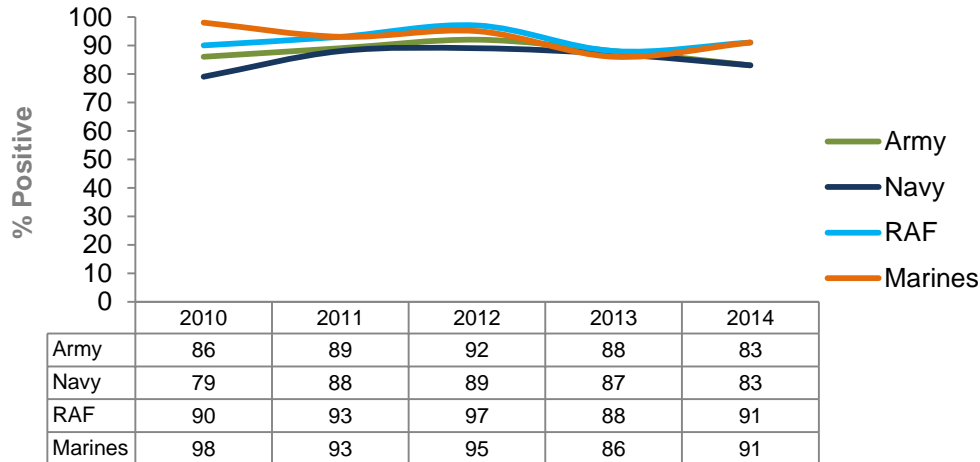
Differences



Additional information

- Most officer cadets in all Services felt prepared to go onto the next stage of training.
- RAF officer cadets were more likely to feel prepared than Army and Royal Navy officer cadets.

Trend



Please refer to notes page for base size of previous years

Totals may not add up to 100% due to rounding.

Scores of less than 3% are not labelled.





Respondent profiles

Sample Profile: where from, background, religion

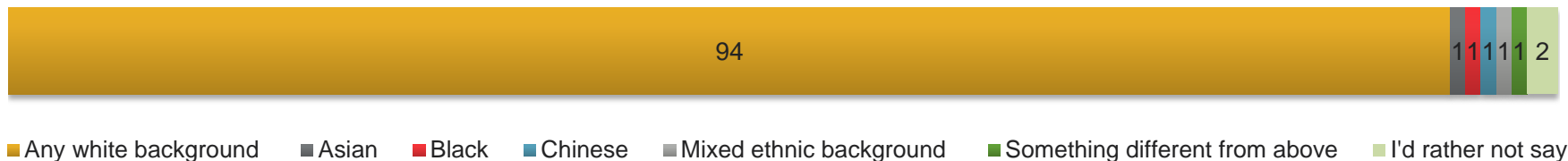


8a. Where are you from?, 9. What is your background?, 10. Are you...? [religion]

Where are you from?



Background



Religion



Number of respondents (all respondents): Army (173)

Totals may not add up to 100% due to rounding.

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



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



Gender



■ Male ■ Female

Age



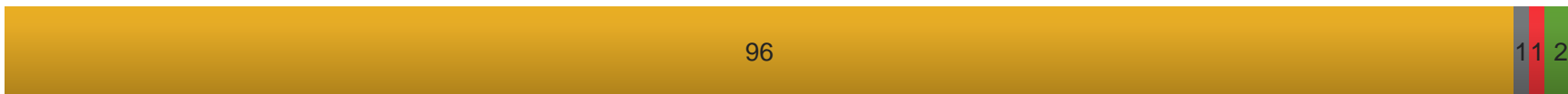
■ 18-21 ■ 22-25 ■ over 25

Marital Status



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

Sexual Orientation



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

Number of respondents (all respondents): Army (173)

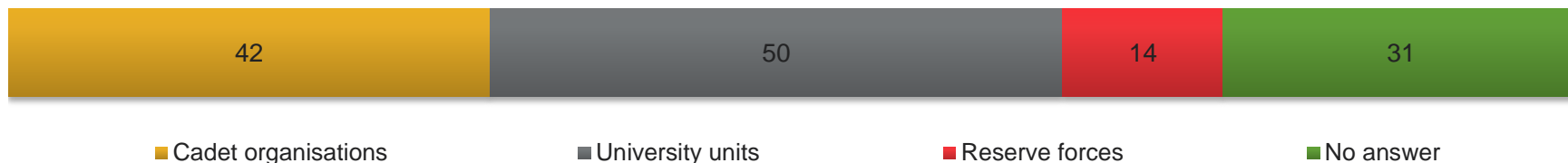
Totals may not add up to 100% due to rounding.

Sample Profile: membership of other organisations and previous service



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

Membership of other organisations



Previous service in Armed Forces



Number of respondents (all respondents): Army (173)

Sample Profile: where from, background, religion



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

Where are you from?



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

Background



■ Any white background ■ Black ■ Mixed ethnic background ■ I'd rather not say

Religion



■ Christian ■ No religion ■ Other

Number of respondents (all respondents): Royal Navy (100)

Totals may not add up to 100% due to rounding.

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



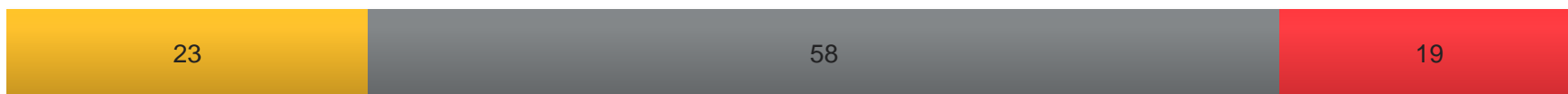
Demog1. What gender are you?, Demog2. Age, Demog3. Which of the following applies to you [marital status], Demog4. Are you...? [sexual orientation]



Gender



Age



Marital Status



Sexual Orientation



Number of respondents (all respondents): Royal Navy (100)

Totals may not add up to 100% due to rounding.



Sample Profile: membership of other organisations and previous service



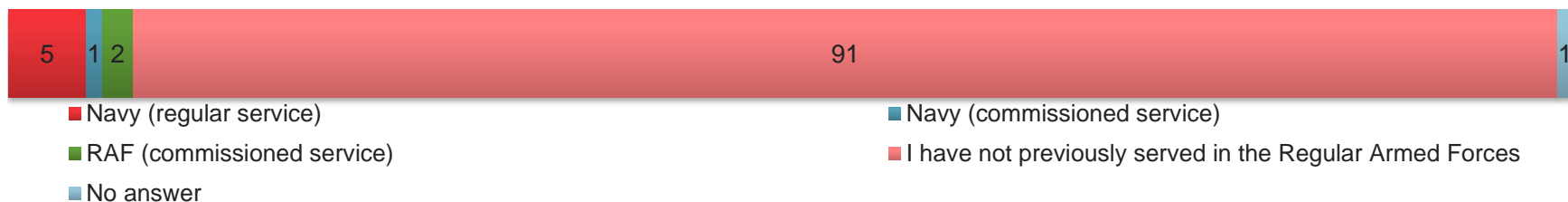
5. Prior to joining have you been a member of any of the following organisations for longer than 6 months?

6a. Have you previously served in the Regular Armed Forces?

Membership of other organisations



Previous service in Armed Forces



Number of respondents (all respondents): Royal Navy (100)

Sample Profile: where from, background, religion

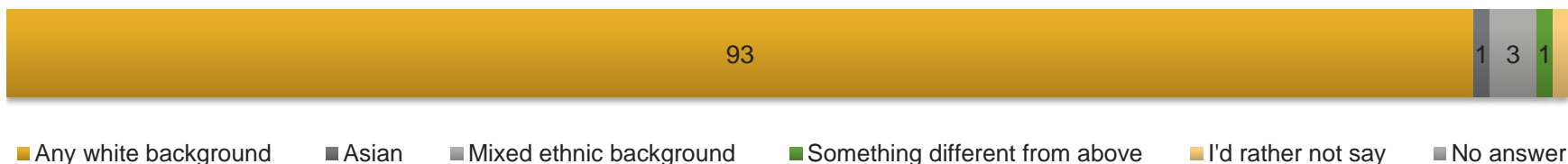


8a. Where are you from?, 9. What is your background?, 10. Are you...? [religion]

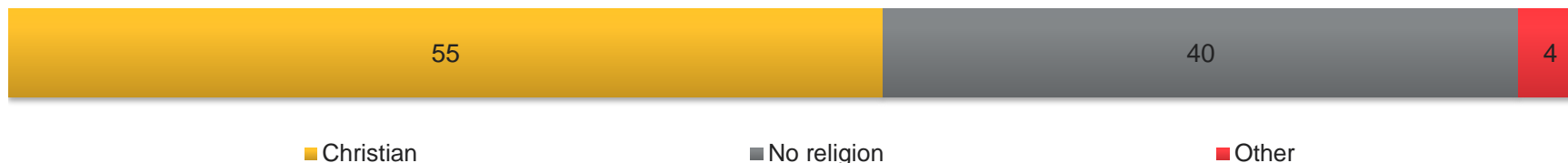
Where are you from?



Background



Religion



Number of respondents (all respondents): RAF (210)

Totals may not add up to 100% due to rounding.

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



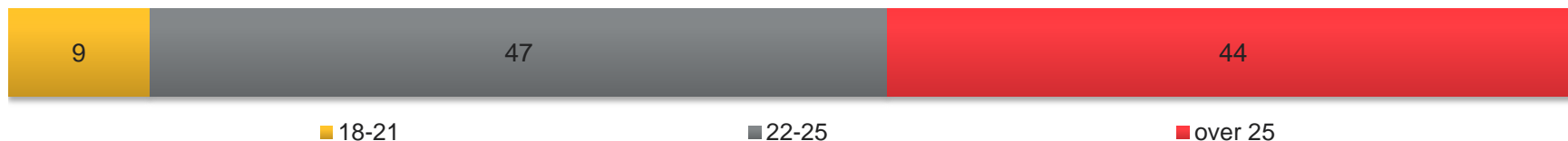
Demog1. What gender are you?, Demog2. Age, Demog3. Which of the following applies to you [marital status], Demog4. Are you...? [sexual orientation]



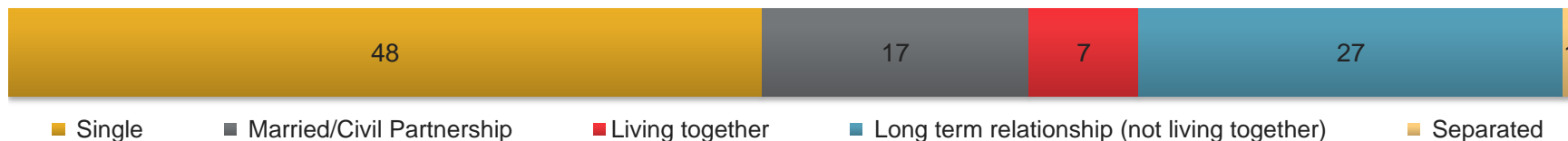
Gender



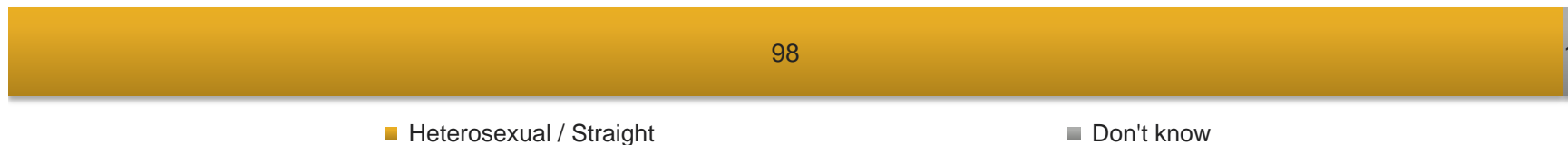
Age



Marital Status



Sexual Orientation



Number of respondents (all respondents): RAF (210)

Totals may not add up to 100% due to rounding.

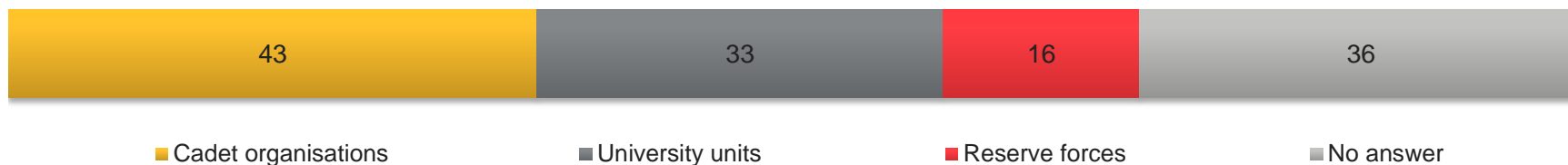
Sample Profile: membership of other organisations and previous service



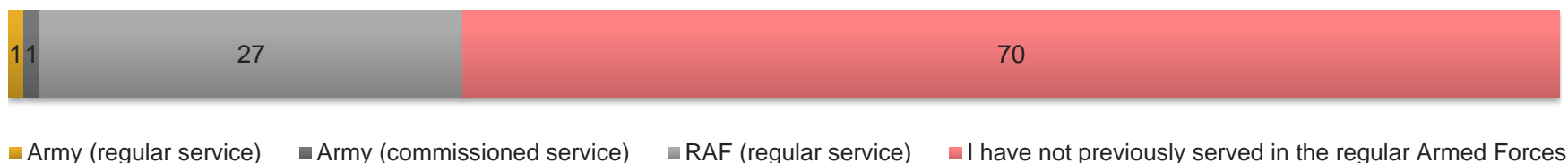
5. Prior to joining have you been a member of any of the following organisations for longer than 6 months?

6a. Have you previously served in the Regular Armed Forces?

Membership of other organisations



Previous service in Armed Forces



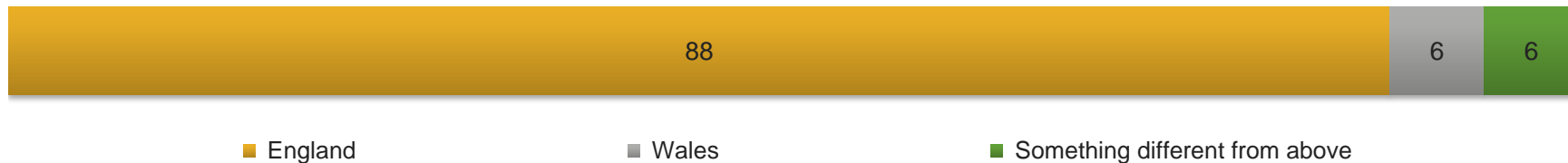
Number of respondents (all respondents): RAF (210)

Sample Profile: where from, background, religion



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

Where are you from?



Background



Religion



Number of respondents (all respondents): Marines (33)

Totals may not add up to 100% due to rounding.

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



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



Gender

Male

100

■ Male

Age

6

64

30

■ 18-21

■ 22-25

■ over 25

Marital Status

64

15

18

3

■ Single

■ Living together

■ Long term relationship (not living together)

■ Prefer not to say

Sexual Orientation

97

3

■ Heterosexual / Straight

■ Prefer not to say

Number of respondents (all respondents): Marines (33)

Totals may not add up to 100% due to rounding.



Sample Profile: membership of other organisations and previous service

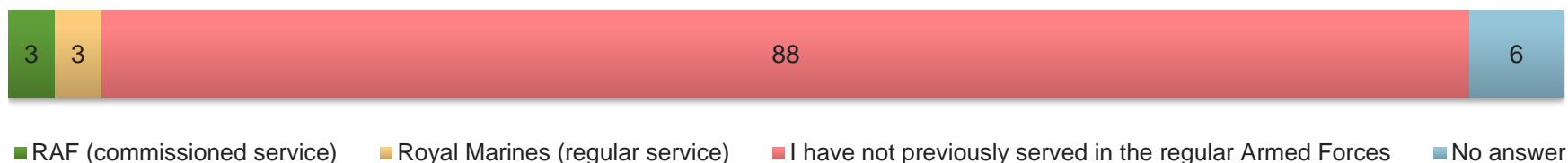


5. Prior to joining have you been a member of any of the following organisations for longer than 6 months?
6a. Have you previously served in the Regular Armed Forces?, 6b. Have you previously been a member of another country's Armed Forces?

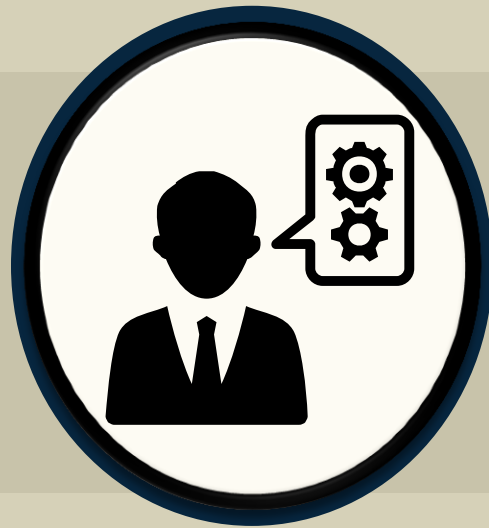
Membership of other organisations



Previous service in Armed Forces



Number of respondents (all respondents): Marines (33)



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 516 officer cadets strongly agreed that the training was what they expected, we can be 95% sure that the 'true' value would be between 45.7% and 54.3%, i.e. a margin of 4.3% 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.



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 (516)	2.6	3.5	4.0	4.2	4.3
Army officer cadets(173)	4.5	6.0	6.8	7.3	7.5
Royal Navy officer cadets (100)	5.9	7.9	9.0	9.7	9.8
RAF officer cadets (210)	4.1	5.4	6.2	6.6	6.8
Royal Marines officer cadets (33)	10.4	13.9	15.9	17.0	17.3

Source: Ipsos MORI