

Officer Cadet Survey 2018-19



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DISTRIBUTION

ACTION

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

INFORMATION

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

IPSOS MORI QUALITY

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



Executive Summary

**Key points**

- Responses were received from 476 Army Officer Cadets, a response rate of 77%.
- Results from Army Officer Cadets show no gains were made and falls recorded in five areas.

Recruitment and preparing for training

- There were two falls recorded in this section. The proportion of cadets who agreed that the information they were given prior to arrival gave them an accurate picture of what life would be like at college fell from 56% to 43%, whilst the proportion who agreed the information they were given prior to arrival provided them with useful and accurate information about what the training involved dropped from 72% to 59%.

Facilities and amenities

- Results here were largely stable compared to 2017, although there was a drop in rating of food as 'very good' or 'good' (61% to 46%).

Support

- There were no gains or falls in this section compared with last year.

Fairness

- There were no gains or falls in this section compared with last year.

Setbacks during training

- There were no gains or falls in this section compared with last year.

General

- The results in this section were down in comparison to last year in two areas. The proportion of cadets who agreed that they receive regular feedback on their performance fell from 83% to 67% and the proportion of cadets who agreed that training objectives and aims were explained to them dropped from 91% to 79%.





Key areas of change

Gains	% 2017-18	% 2018-19
No gains were recorded this year		

Falls	% 2017-18	% 2018-19
RECRUITMENT AND PREPARING FOR TRAINING		
Information...gave me an accurate picture of what life would be like at college	56	43
Information...provided me with useful and accurate information about what the training involved	72	59
FACILITIES AND AMENITIES		
Food	61	46
GENERAL		
Received regular feedback on performance	83	67
Training objectives and aims were explained to me	91	79



Key points

- Responses were received from 249 Royal Navy Officer Cadets, a response rate of 75%.
- Responses from Royal Navy Officer Cadets recorded gains in two areas, and falls were recorded in four areas.

Recruitment and preparing for training

- There were no gains or falls in this section compared with last year.

Facilities and amenities

- One gain and one fall were recorded when compared to last year. Those stating that they were given the option to comment on food rose from 73% to 85%, whilst ratings of the standard of training facilities as 'very good' or 'good' fell from 82% to 72%.

Support

- There were no gains or falls in this section compared with last year.

Fairness

- Compared with 2017, Officer Cadets were more likely to indicate they knew how the Service Complaints Ombudsman can help with a discrimination, harassment and/or bullying complaint (21% to 33%).

Setbacks during training

- There were no gains or falls in this section compared with last year.

General

- Results in this section recorded three falls compared to last year. The proportion of Navy Officer Cadets who agreed that they personally benefitted from the course fell from 94% to 86%, as did the proportion who agreed that training objectives and aims were explained to them (83% to 70%) and that staff/instructors did all they could to help them succeed (85% to 73%).





Key areas of change

Gains	% 2017-18	% 2018-19
FACILITIES AND AMENITIES		
Given option to comment on food	73	85
FAIRNESS		
Knowledge of Service Complaints Ombudsman	21	33

Falls	% 2017-18	% 2018-19
FACILITIES AND AMENITIES		
Standard of training facilities	82	72
GENERAL		
Personally benefitted from the course	94	86
Training objectives and aims were explained	83	70
Staff/instructors did all they could to help me succeed	85	73

Key points

- 412 RAF Officer Cadets completed the survey, a response rate of 79%.
- Gains were recorded in four areas whilst falls were recorded in five areas.

Recruitment and preparing for training

- There were no gains or falls in this section compared with last year.

Facilities and amenities

- There were two gains and three falls in this section. The proportion rating access to gym in spare time as 'very good' or 'good' increased from 52% to 65%. Those given the option to comment on food also increased from 81% to 91%, whereas ratings of standard of living accommodation (55% to 36%), Internet access (62% to 50%) and Food (39% to 30%) as 'very good' or 'good' all fell from last year.

Support

- There were no gains or falls in this section compared with last year.

Fairness

- There was one gain and one fall in this area. Officer Cadets were more likely to indicate they knew how the Service Complaints Ombudsman can help with a discrimination, harassment and/or bullying complaint (18% to 30%), although the proportion who said that training was conducted without sexual or racial harassment fell from 97% to 87%.

Setbacks during training

- There were no gains or falls in this section compared with last year.

General

- One gain was recorded here, with the proportion of Officer Cadets who stated their pay is 'better' or 'much better' than the pay of their non-military friends at home rising from 42% to 51%.

Hopes for the future

- There was one fall in this section, with the proportion of Officer Cadets who agree that they are prepared to go on to the next stage of their career/training dropping from 81% to 72%.

Key areas of change

Gains	% 2017-18	% 2018-19
FACILITIES AND AMENITIES		
Access to gym in spare time	52	65
Option to comment on food	81	91
FAIRNESS		
Knowledge of Service Complaints Ombudsman	18	30
GENERAL		
Perceptions of pay compared with non-military friends at home	42	51

Falls	% 2017-18	% 2018-19
FACILITIES AND AMENITIES		
Standard of living accommodation	55	36
Internet access	62	50
Food	39	30
FAIRNESS		
Training conducted without sexual or racial harassment	97	87
HOPES FOR THE FUTURE		
Feel prepared to go on to the next stage of my career/training	81	72

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



Key points

- 28 Royal Marines officer cadets completed the survey, a response rate of 50%. Due to the small sample size in this group, results amongst this group are likely to be volatile.
- As the number of Royal Marine officer cadets has tended to be low since the survey started, there can be large fluctuations in the trend data but very few significant changes over time. **There were no gains or falls compared to 2017 in any areas.**

Recruitment and preparing for training

- There were no gains or falls in this section compared with last year.

Facilities and amenities

- There were no gains or falls in this section compared with last year.

Support

- There were no gains or falls in this section compared with last year.

Fairness

- There were no gains or falls in this section compared with last year.

Setbacks during training

- There were no gains or falls in this section compared with last year.

General

- There were no gains or falls in this section compared with last year.

Hopes for the future

- There were no gains or falls in this section compared with last year.



Key areas of change

Gains	% 2017-18	% 2018-19
No gains were recorded this year		

Falls	% 2017-18	% 2018-19
No falls were recorded this year		

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



Introduction

- The Officer Cadet Survey (OCS) was established in 2010 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
 - Monitor bad or unfair treatment across the training establishments
- 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. For the purposes of this report, trend data is shown for the past 6 years, that is since 2012.
- Survey completion is voluntary and recruits can opt out of participating at any point. The data set used for the annual report includes full survey completes only.

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.
- The portal provides access to the results for each school. If changes are made to the survey these are reflected on the portal. The functionality of the portal is reviewed and technical development work carried out as required.



- This report represents data collected from 1st April 2018 to 31st March 2019.
- Previous data collection periods are as follows:

Label	Period
2018	1st April 2018 – 31st March 2019
2017	1st April 2017 – 31st March 2018
2016	1 st April 2016 – 31 st March 2017
2015	1 st April 2015 – 31 st March 2016
2014	1 st April 2014 – 31 st March 2015
2013	1 st April 2013 – 31 st March 2014
2012	1 st April 2012 – 31 st March 2013

- 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.
- Significant differences between Services are shown in **Annex B**.

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 by Services are commented on throughout the report.

Base sizes

- Throughout the report, the base size refers to the number of respondents asked a particular question, if this is not the case it is clearly indicated in the base description. Please note the base sizes can vary as a result of certain questions only being asked for particular groups as opposed to the entire respondent base (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

- 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

Base size and question routing

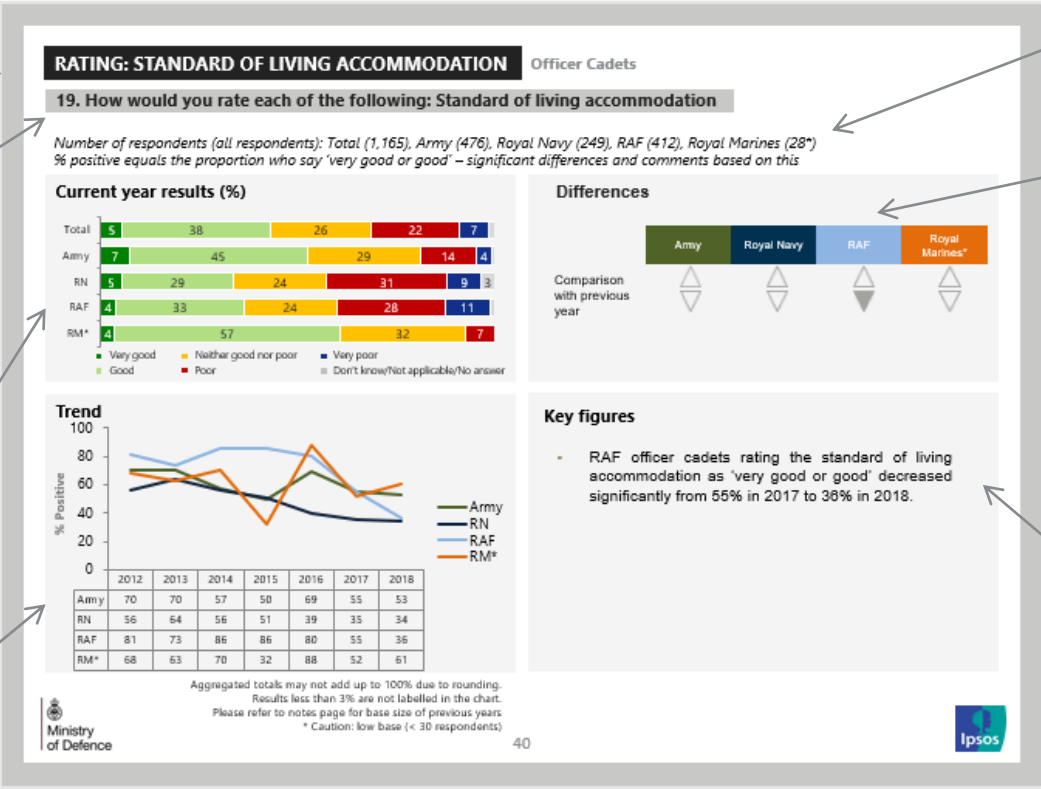
Significant differences based on % positive. Comparisons are made between Services and previous years

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

Results for current year

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

Summary of results and additional information such as previous questionnaire changes



RESPONSE RATES

Officer Cadets

- Over the twelve-month survey period, there were 1,165 responses to the questionnaire. A breakdown of responses by College is shown below:

	Total Responses		Response rate % *	
	2018-19	2017-18	2018-19	2017-18
RMAS	476	223	77	36
BRNC	249	204	75	49
RAFC	412	448	79	90
CTCRM	28	33	50	67
TOTAL OCS	1,165	908	76	57

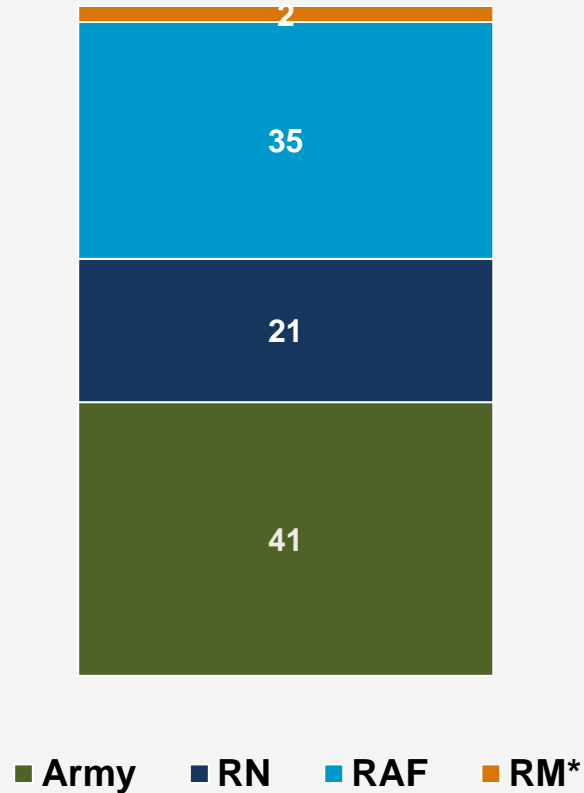
- * Response rates are based on the number of Officer Cadets who had completed at least 2 weeks training. In some cases, Officer Cadets may have not been given the opportunity to complete the survey, rather than actively not choosing to complete the survey.
- Please note that, although in some places in this report, comments have been made about the 'total' respondent base, 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 year on year where there has been a notable change in response rates. For more details about statistical reliability including calculated confidence intervals, see Annex A on page 136.

RESPONDENT PROFILES

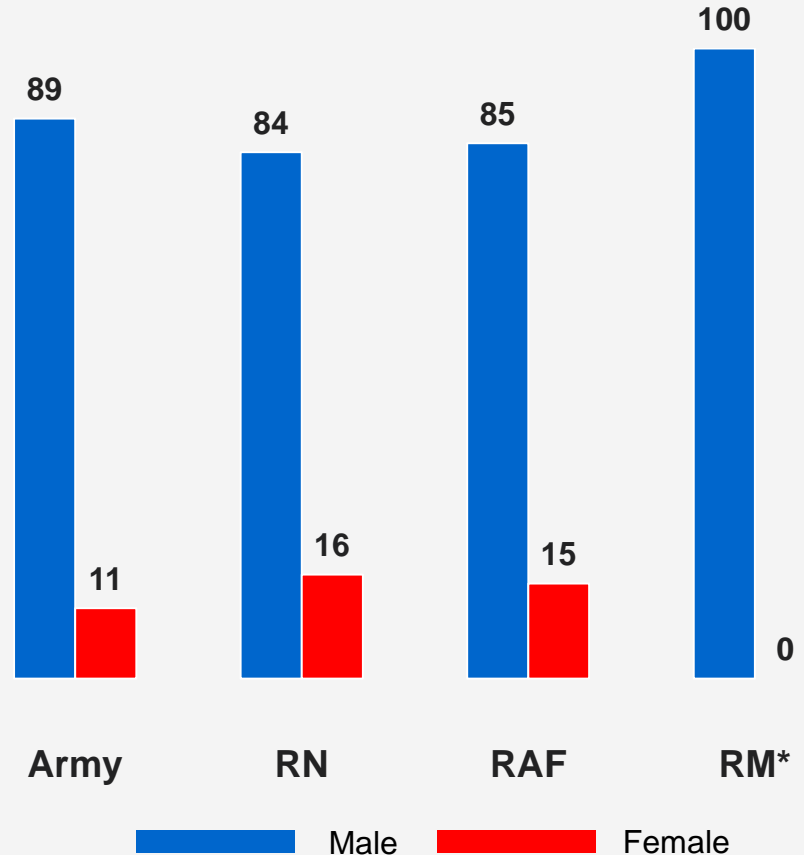
Officer Cadets

Number of respondents: Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

Service Profile (%)



Gender Profile (%)

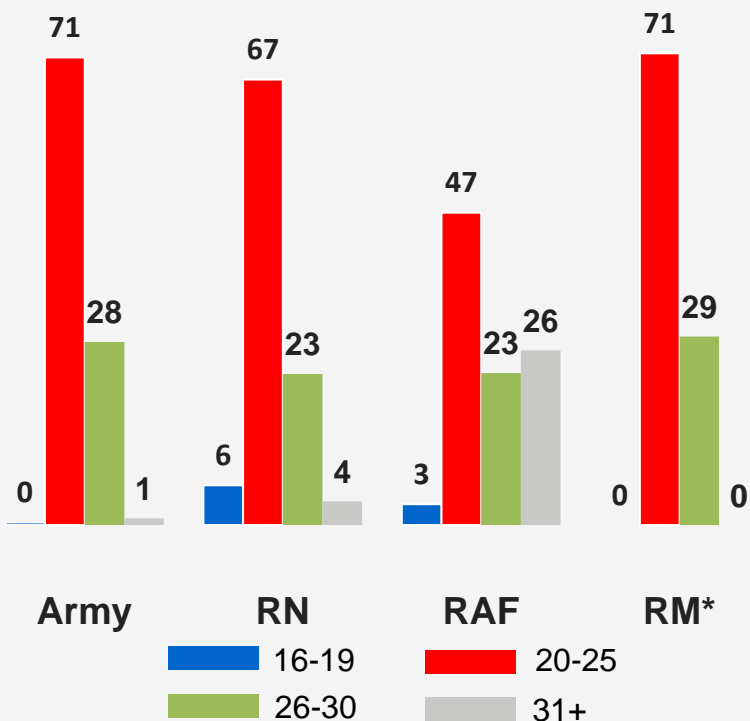


RESPONDENT PROFILES

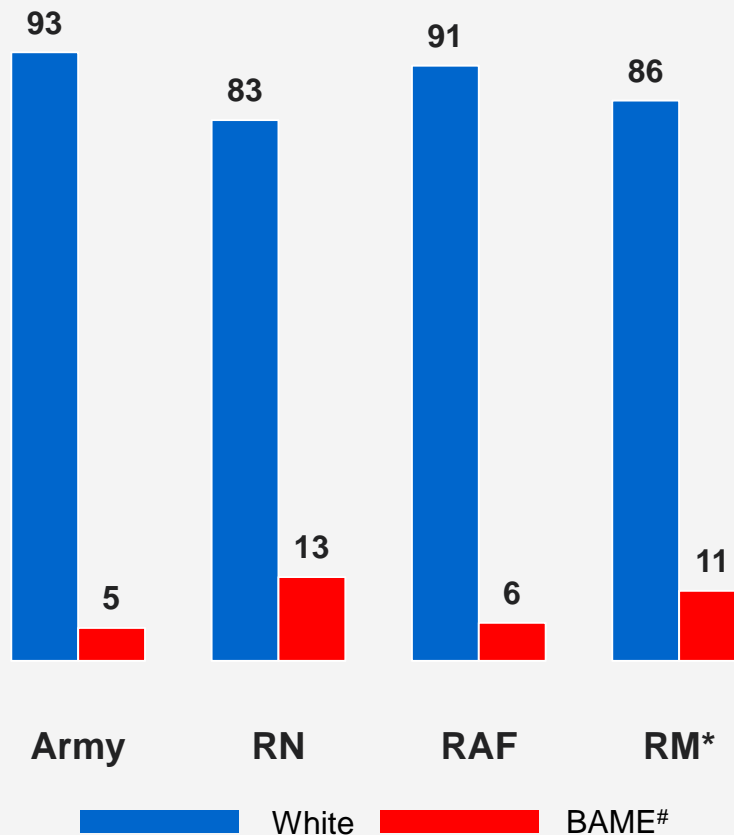
Officer Cadets

Number of respondents: Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

Age Profile (%)



Ethnicity Profile (%)





Detailed findings



Recruitment and preparing for training



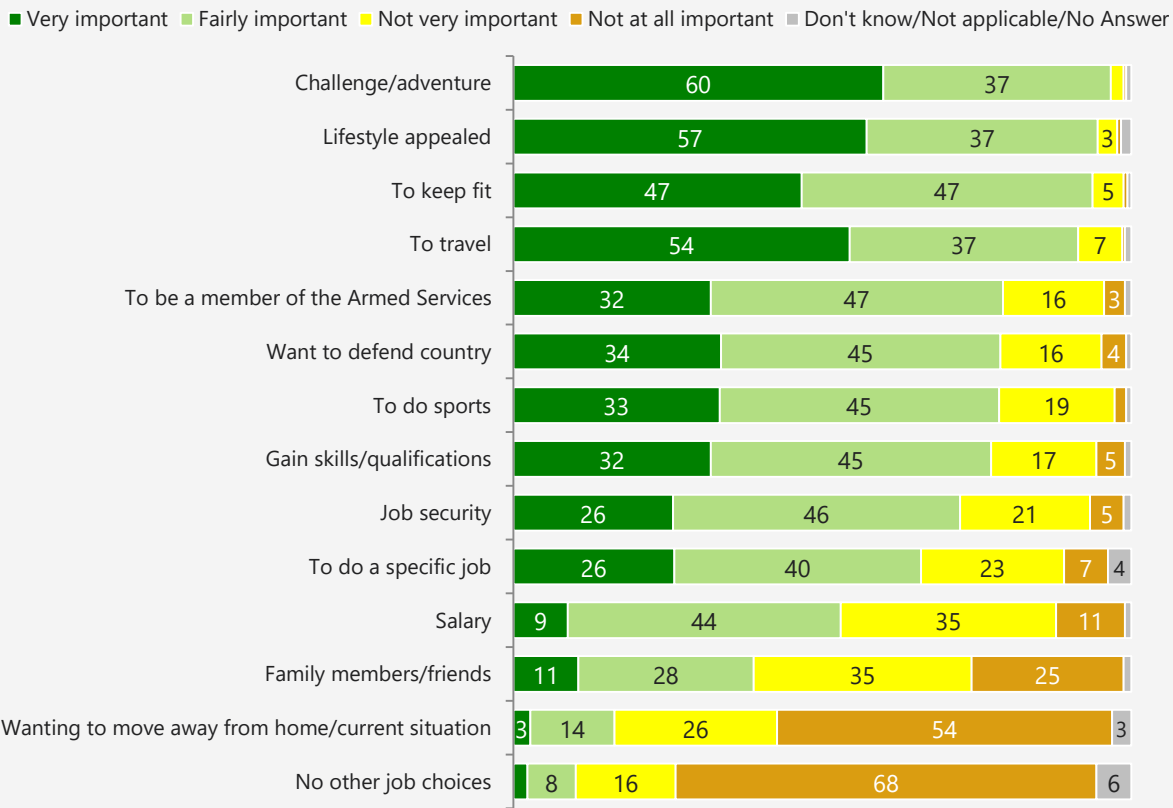


14. How important were each of the following in your decision to join the Service?

Number of respondents (all respondents): Army (476)

Current year results (%)

Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.
Answers ranked by % selecting top 2 box



Key figures



For challenge and adventure
97%



Lifestyle appealed
95%



To keep fit
94%



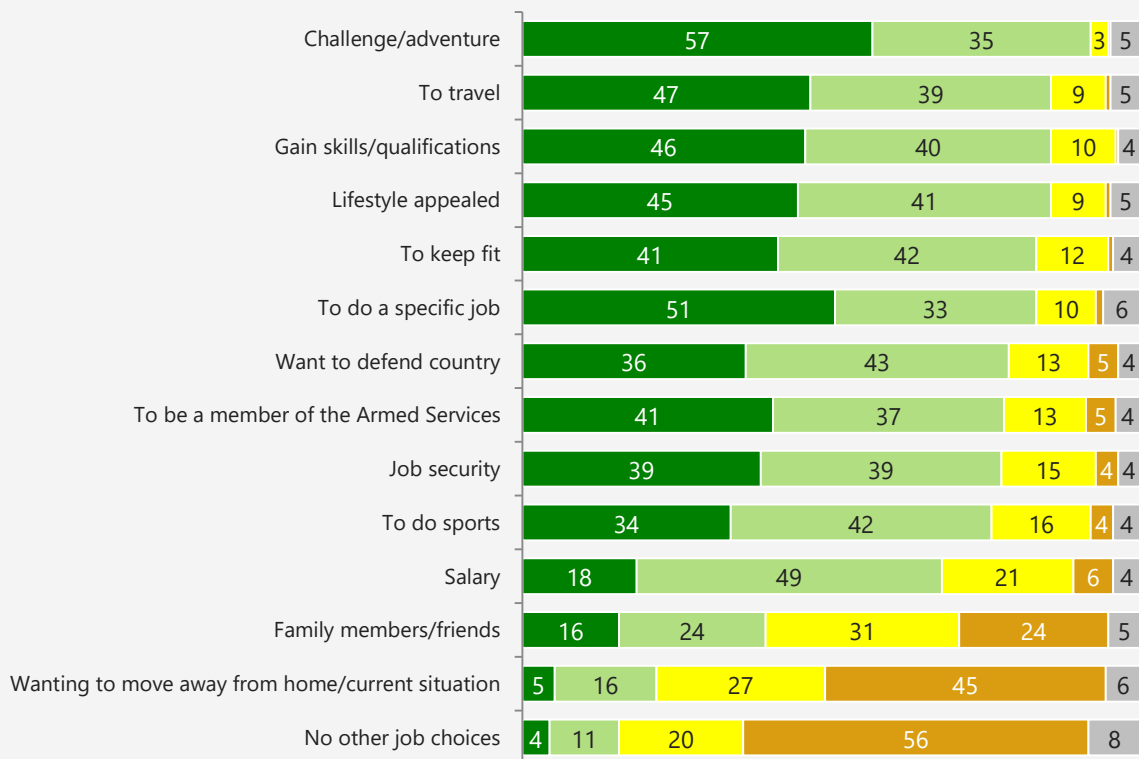
14. How important were each of the following in your decision to join the Service?

Number of respondents (all respondents): Royal Navy (249)

Current year results (%)

Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.
Answers ranked by % selecting top 2 box

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



Key figures



For challenge and adventure

92%

To travel



86%



To gain skills/qualifications

86%

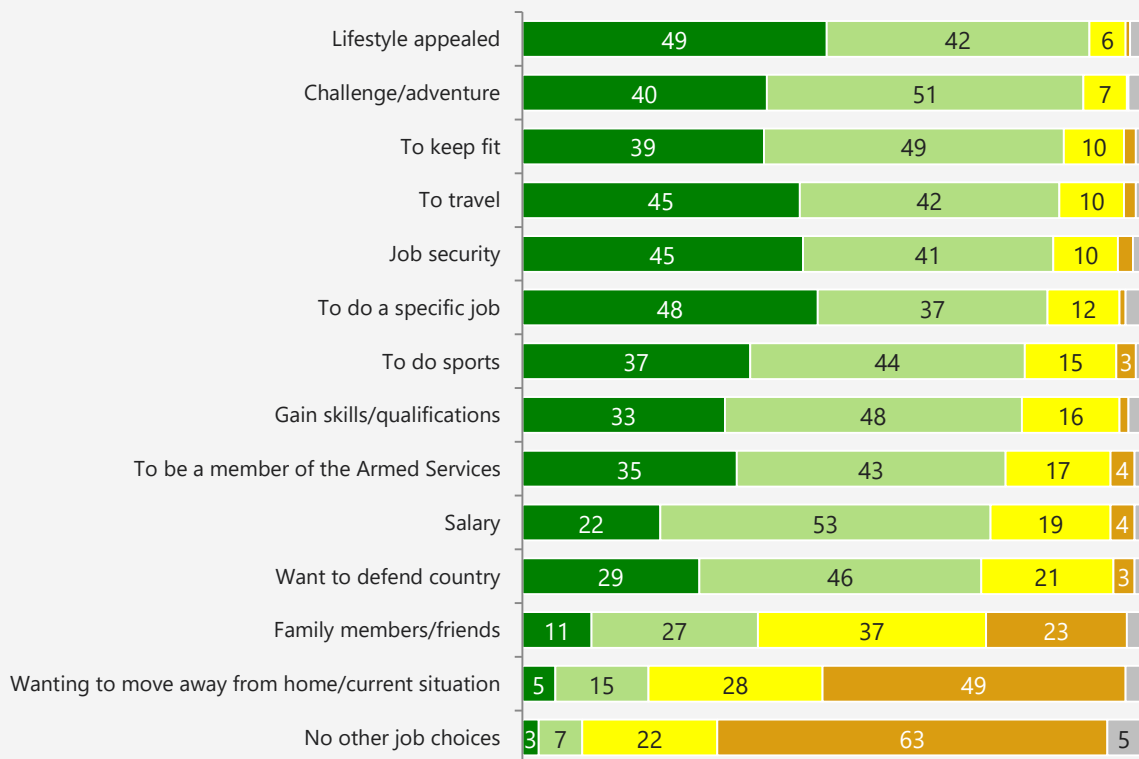
14. How important were each of the following in your decision to join the Service?

Number of respondents (all respondents): RAF (412)

Current year results (%)

Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.
Answers ranked by % selecting top 2 box

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



Key figures



Lifestyle appealed

92%



For challenge and adventure

91%



To keep fit

88%



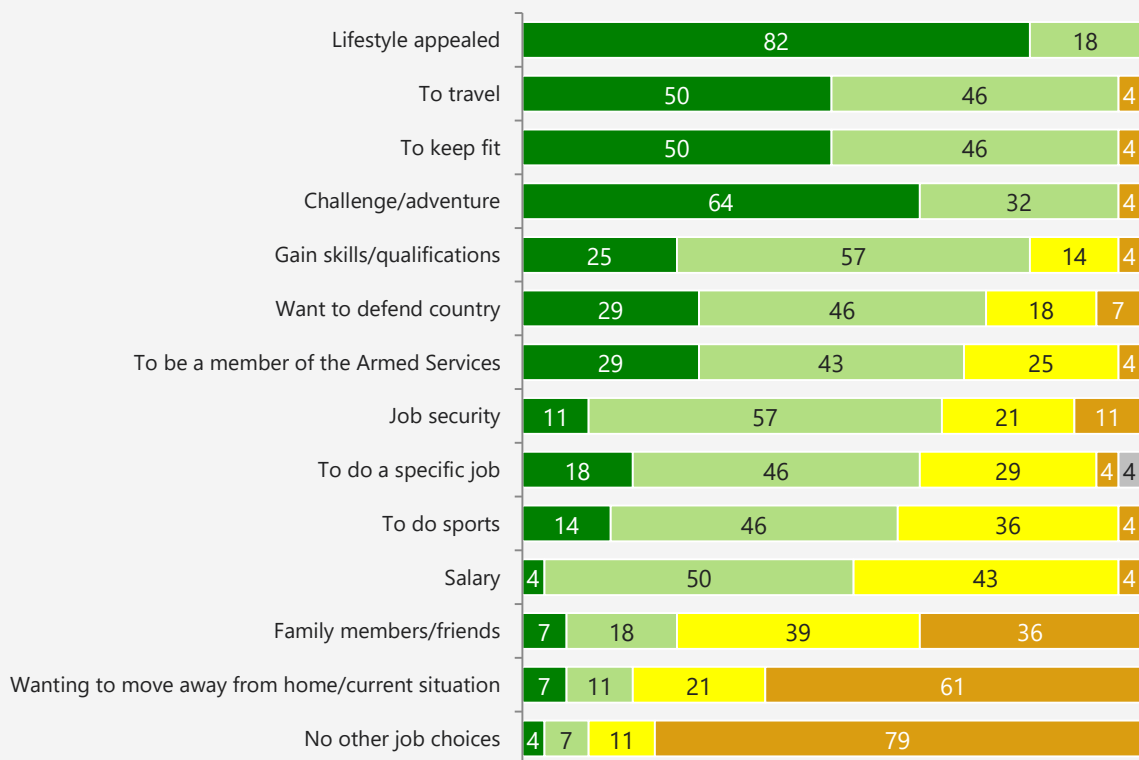
14. How important were each of the following in your decision to join the Service?

Number of respondents (all respondents): Royal Marines (28*)

Current year results (%)

Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.
Answers ranked by % selecting top 2 box

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



Key figures



Lifestyle appealed

100%



To travel

96%



To keep fit

96%

* Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

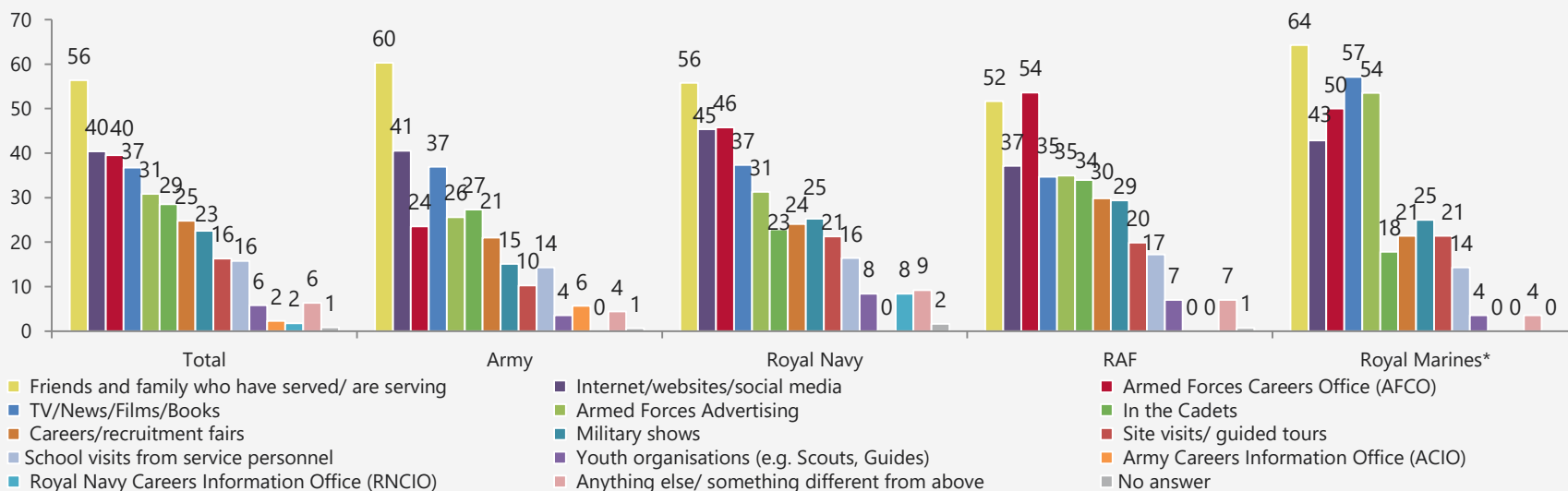
WHERE LEARNT ABOUT CAREERS IN ARMED FORCES

Officer Cadets

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

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

Current year results (%)



Key figures

- Overall, friends and family (56%), internet/websites (40%) and AFCO (40%) were the key sources for Officer Cadets to learn about careers in the Armed Forces.
- Friends and family who served was the top source of information for careers among Army Officer Cadets (60%), for Navy Officer Cadets (56%) and Marines Officer Cadets (64%). However, the top source for RAF Officer Cadets was the AFCO (54%).

USEFULNESS OF INFORMATION PROVIDED BEFORE JOINING

Army Officer Cadets

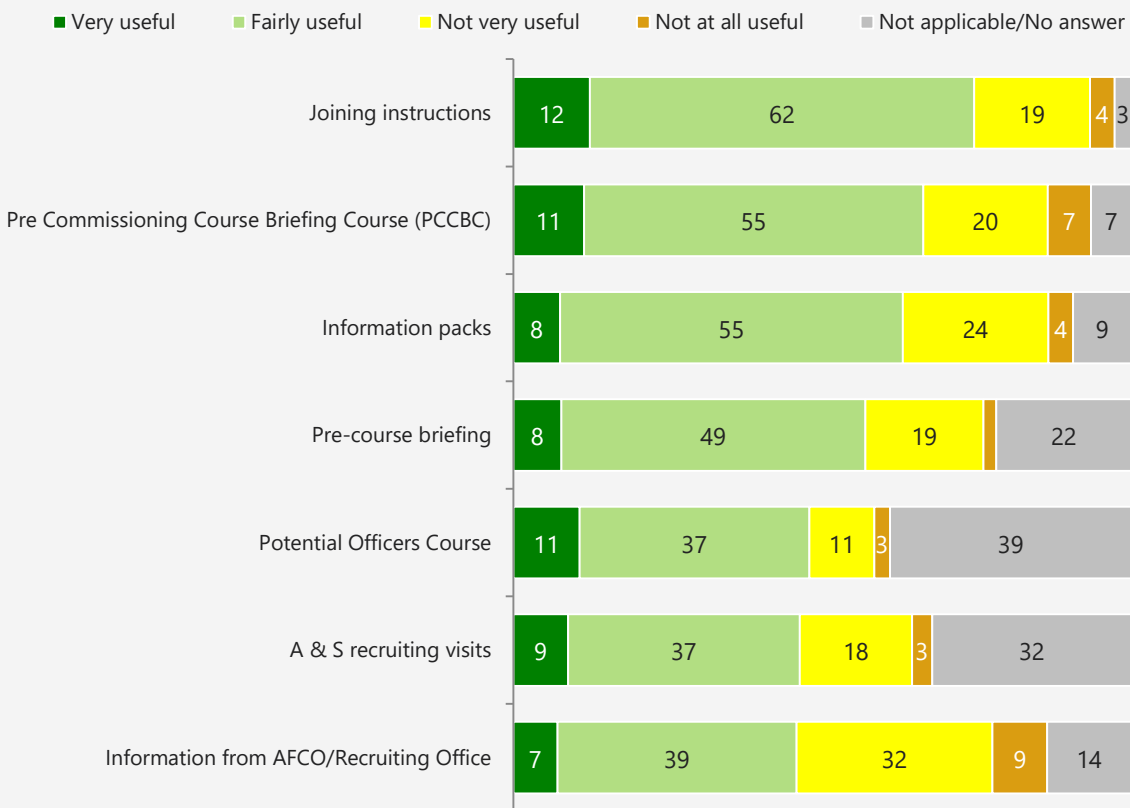


16. Please rate how useful you found the information provided in each of the media given

Number of respondents (all respondents): Army (476), PCCBC (472), A & S recruiting visits (462)

Current year results (%)

Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.
Answers ranked by % selecting top 2 box



Key figures



Joining instructions

75%



PCCBC

66%



Information packs

63%



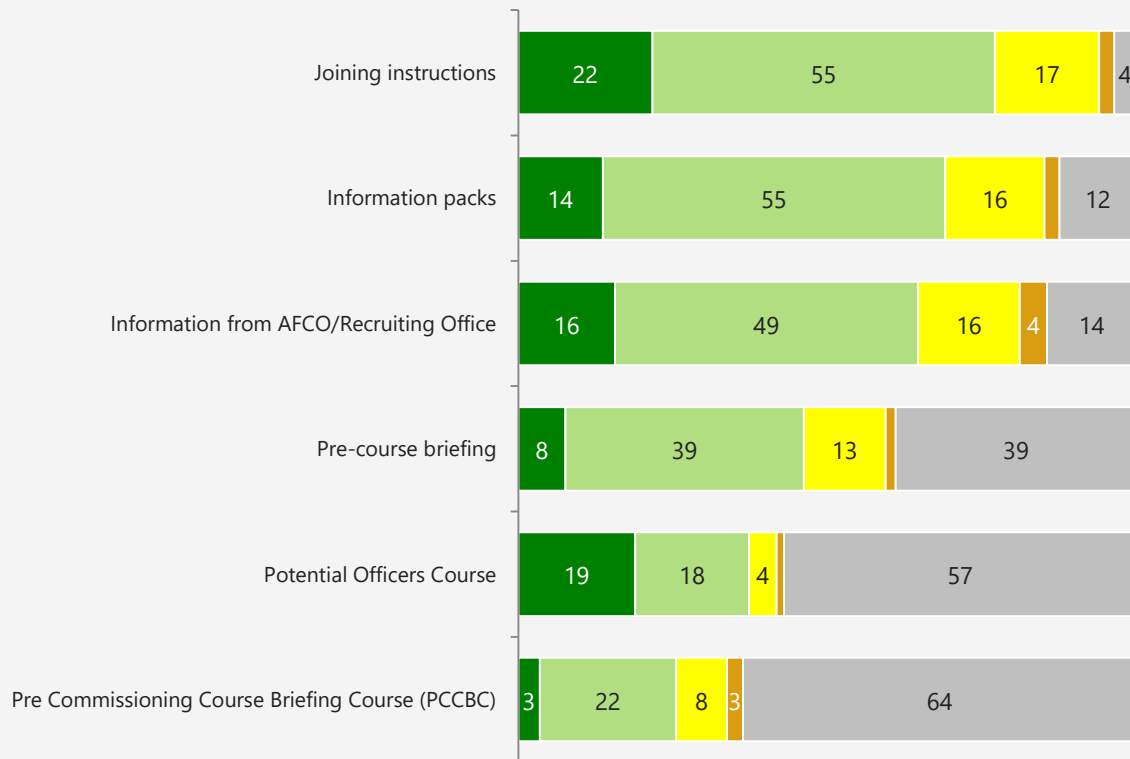
16. Please rate how useful you found the information provided in each of the media given

Number of respondents (all respondents): Royal Navy (249) , PCCBC (231)

Current year results (%)

Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.
Answers ranked by % selecting top 2 box

■ Very useful
 ■ Fairly useful
 ■ Not very useful
 ■ Not at all useful
 ■ Not applicable/ No answer



Key figures



Joining instructions

77%



Information packs

69%



Information from
AFCO/Recruiting
Officers

65%

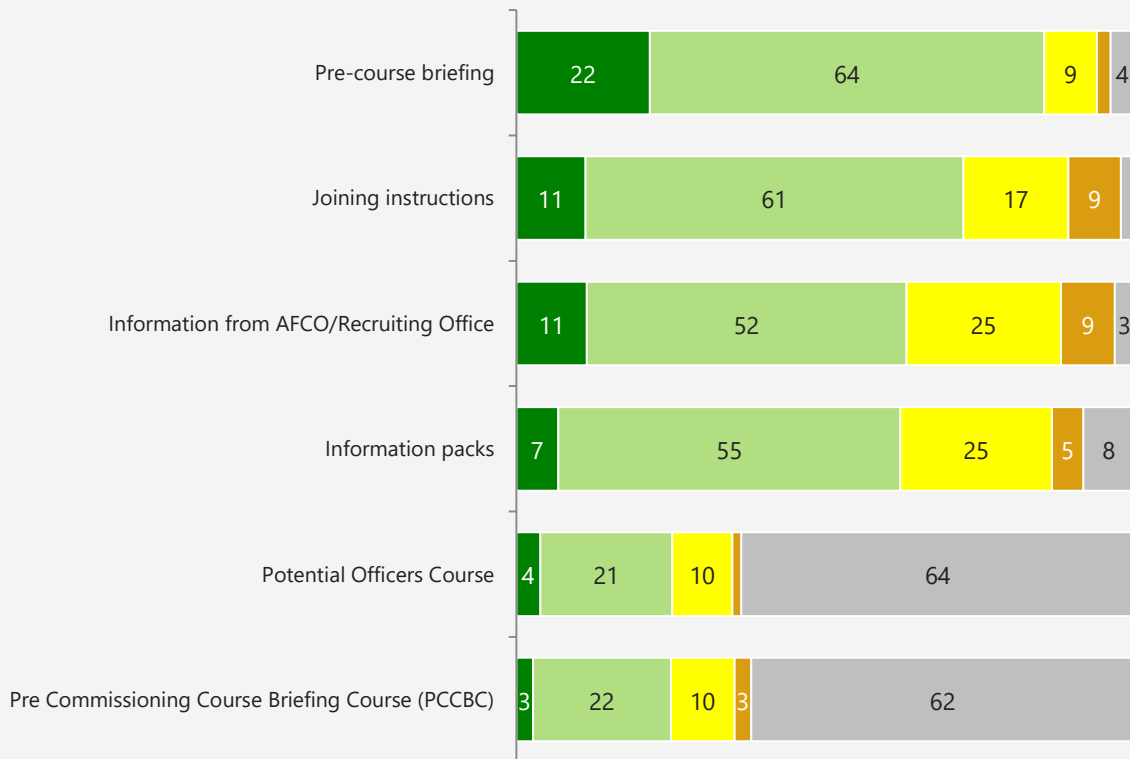
16. Please rate how useful you found the information provided in each of the media given

Number of respondents (all respondents): RAF (412), PCCBC (408)

Current year results (%)

Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.
Answers ranked by % selecting top 2 box

Very useful Fairly useful Not very useful Not at all useful Not applicable/No answer



Key figures



Pre-course briefing
85%



Joining instructions
72%



Information from AFCO/Recruiting Officers
63%



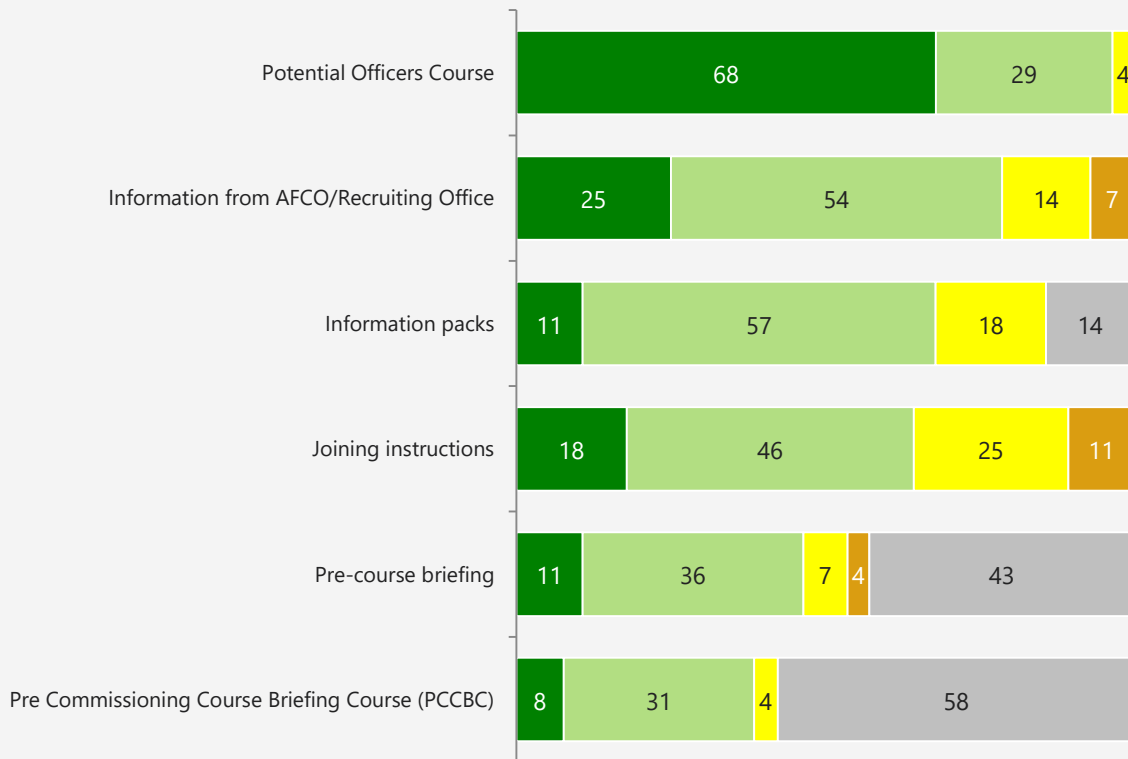
16. Please rate how useful you found the information provided in each of the media given

Number of respondents (all respondents): Royal Marines (28*) , PCCBC (26*)


Current year results (%)

Aggregated totals may not add up to 100% due to rounding.
Results less than 3% are not labelled in the chart.
Answers ranked by % selecting top 2 box

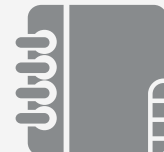
■ Very useful
 ■ Fairly useful
 ■ Not very useful
 ■ Not at all useful
 ■ Not applicable/No answer



Key figures


 Potential Officer course
96%


 Information from AFCO/Recruiting Officers
79%


 Information packs
68%

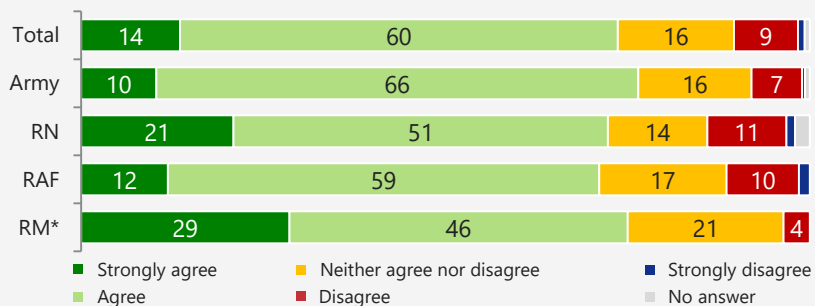
* Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

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

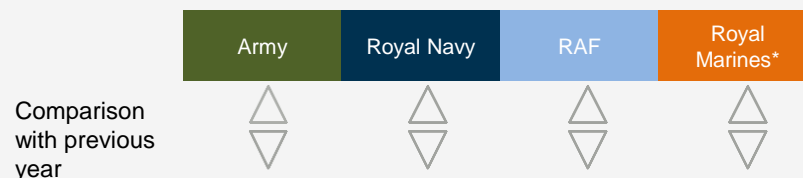
Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

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

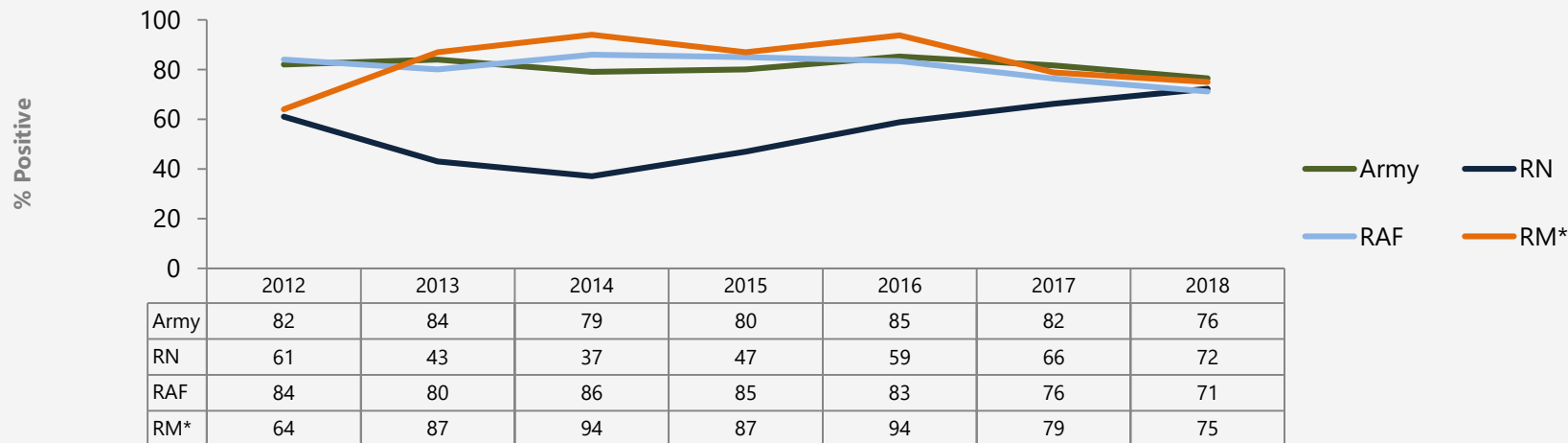
Current year results (%)



Differences



Trend

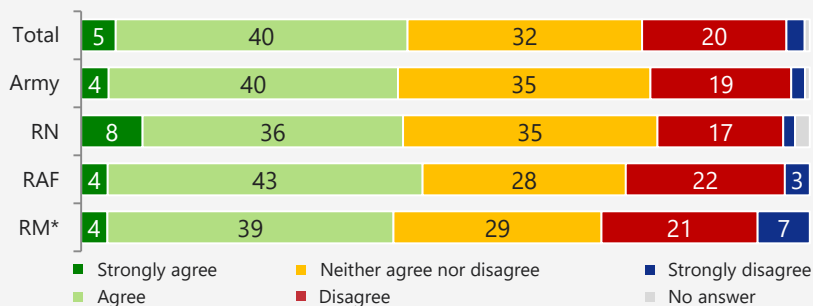


17. Please indicate your agreement with each of the following statements: The information I was given prior to arrival... Gave me an accurate picture of what life would be like at college

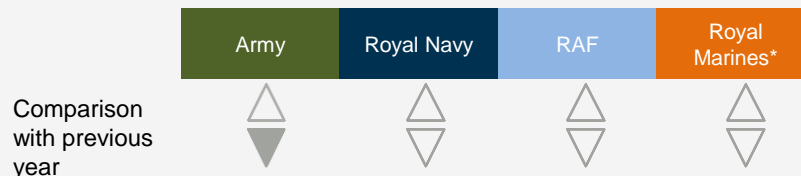
Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

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

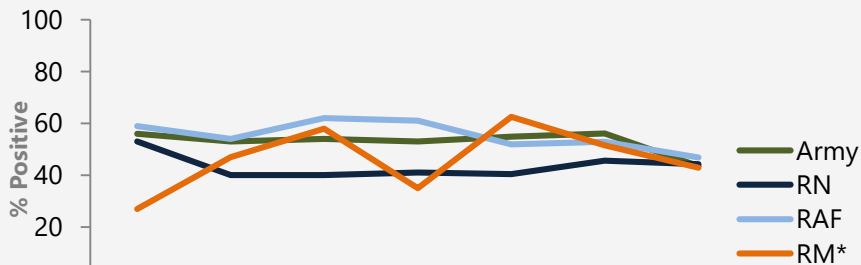
Current year results (%)



Differences



Trend



Key figures

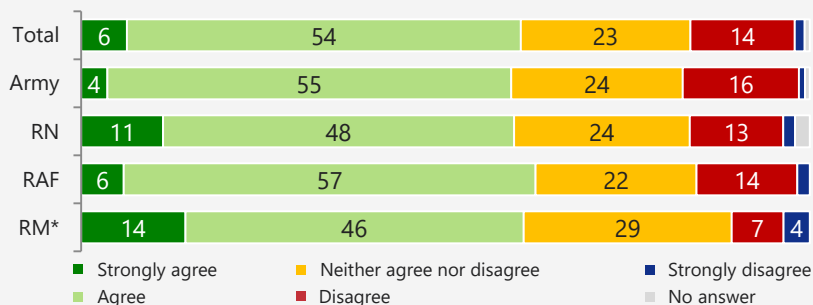
- Army Officer Cadets rating 'strongly agree' or 'agree' that the information given prior to arrival gave them an accurate picture of what life would be like at college decreased from 56% in 2017 to 43% in 2018.

INFORMATION PRIOR TO ARRIVAL: ACCURATE INFORMATION ABOUT WHAT TRAINING INVOLVED

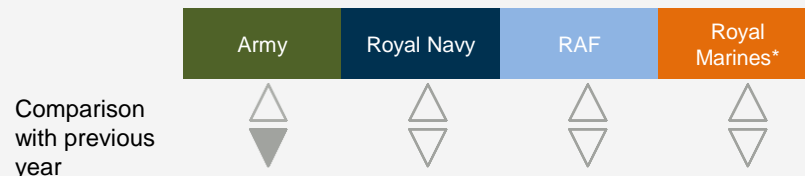
17. Please indicate your agreement with each of the following statements: The information I was given prior to arrival... Provided me with useful and accurate information about what the training involved

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'strongly agree' or 'agree' – significant differences and comments based on this

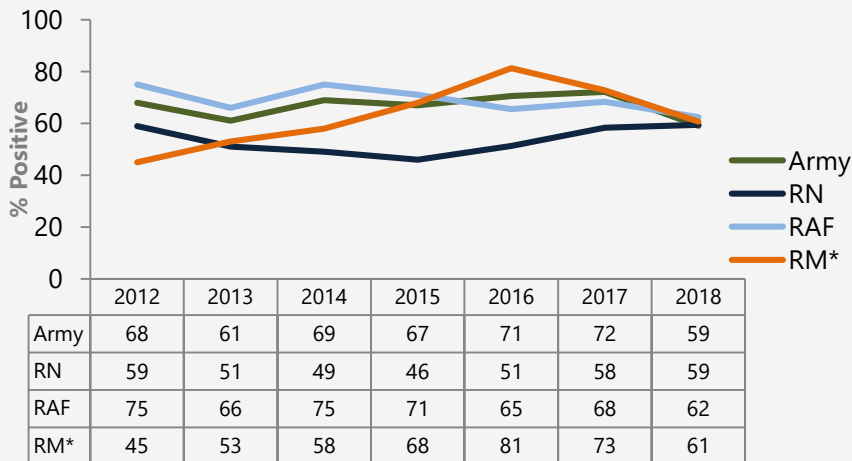
Current year results (%)



Differences



Trend



Key figures

- Army Officer Cadets rating 'strongly agree' or 'agree' that the information they were given prior to arrival provided them with useful and accurate information about what the training involved decreased significantly from 72% in 2017 to 59% in 2018.

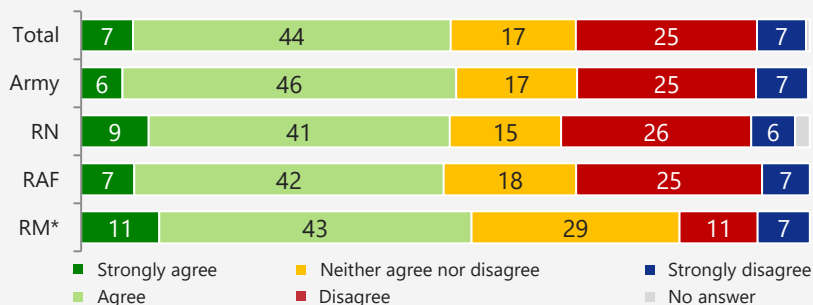
INFORMATION PRIOR TO ARRIVAL: ACCURATE INFORMATION ABOUT WHAT KIT TO PACK

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 kit and equipment to pack

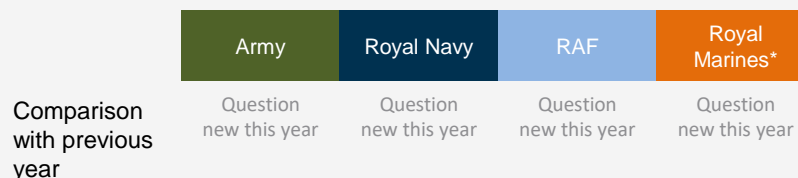
Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

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

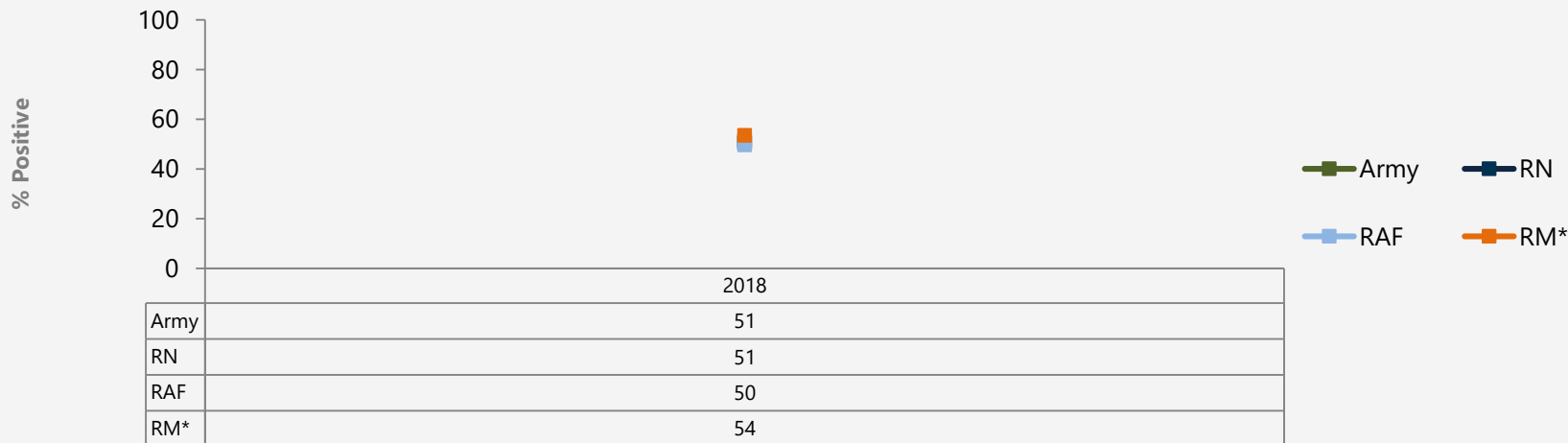
Current year results (%)



Differences*



Trend*



Aggregated totals may not add up to 100% due to rounding. Results less than 3% are not labelled in the chart. Please refer to notes page for base size of previous years

*No trend data or differences to previous years as question introduced in 2018. * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

SATISFACTION WITH RECRUITMENT PROCESS

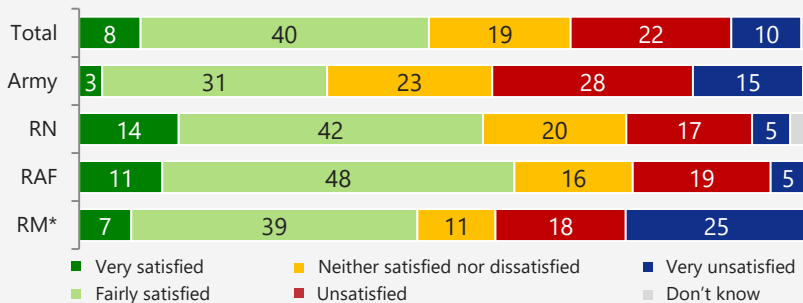
Officer Cadets

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

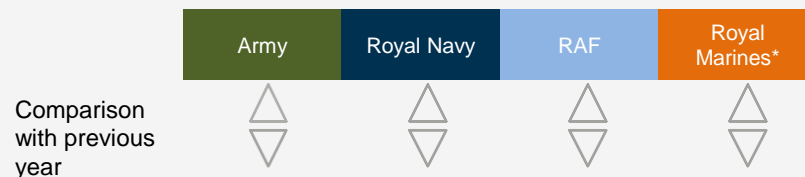
Number of respondents: Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

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

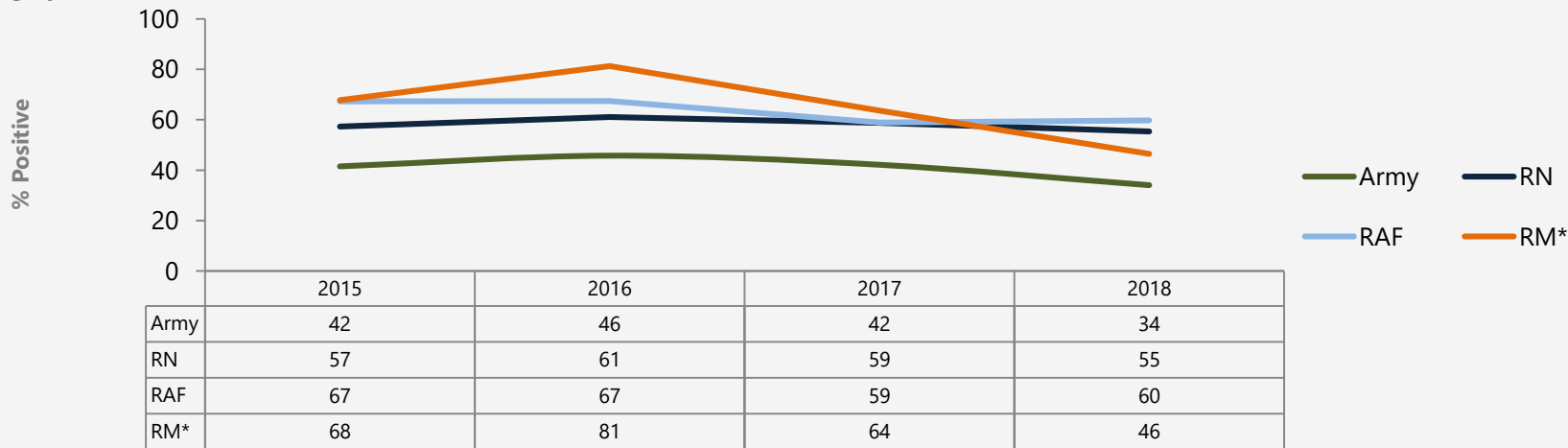
Current year results (%)



Differences



Trend



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

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

Please refer to notes page for base size of previous years

* Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size



Facilities and amenities

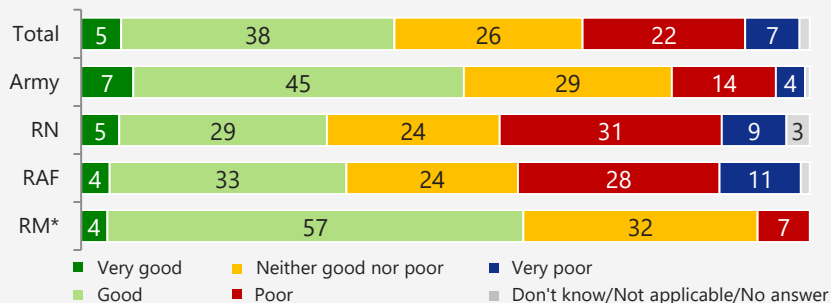
RATING: STANDARD OF LIVING ACCOMMODATION

Officer Cadets

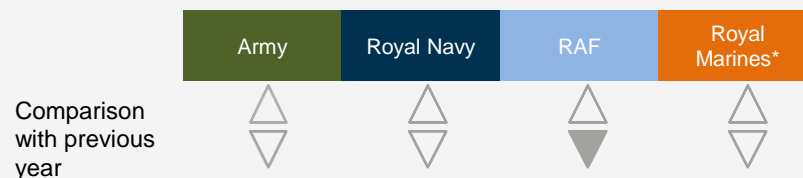
19. How would you rate each of the following: Standard of living accommodation

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

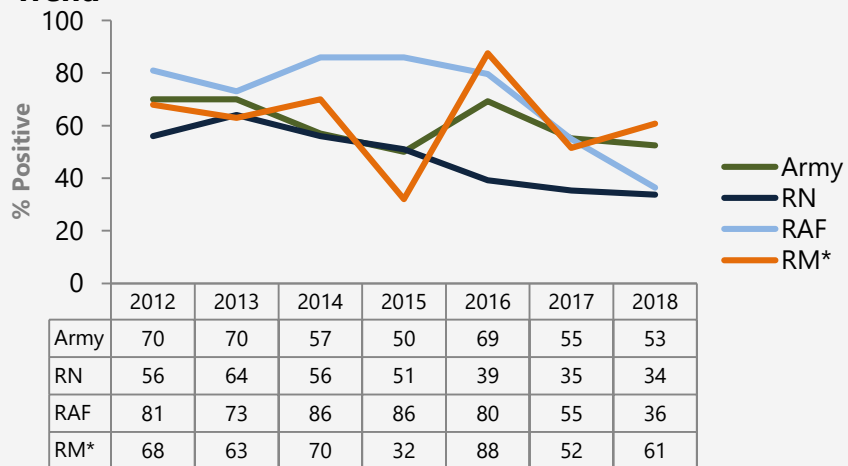
Current year results (%)



Differences



Trend



Key figures

- RAF Officer Cadets rating the standard of living accommodation as 'very good' or 'good' decreased significantly from 55% in 2017 to 36% in 2018.

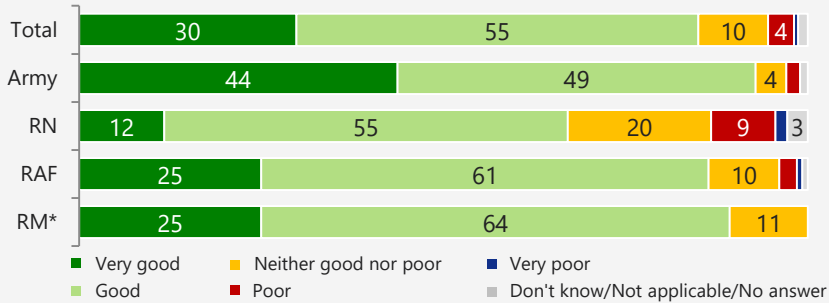
Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.

Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

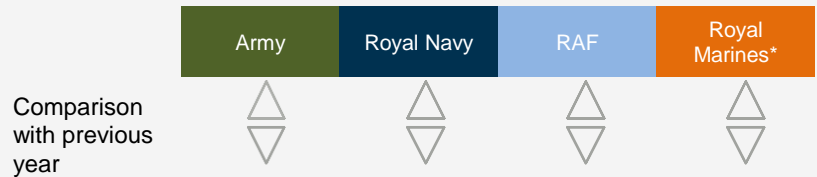
19. How would you rate each of the following: Sports facilities

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

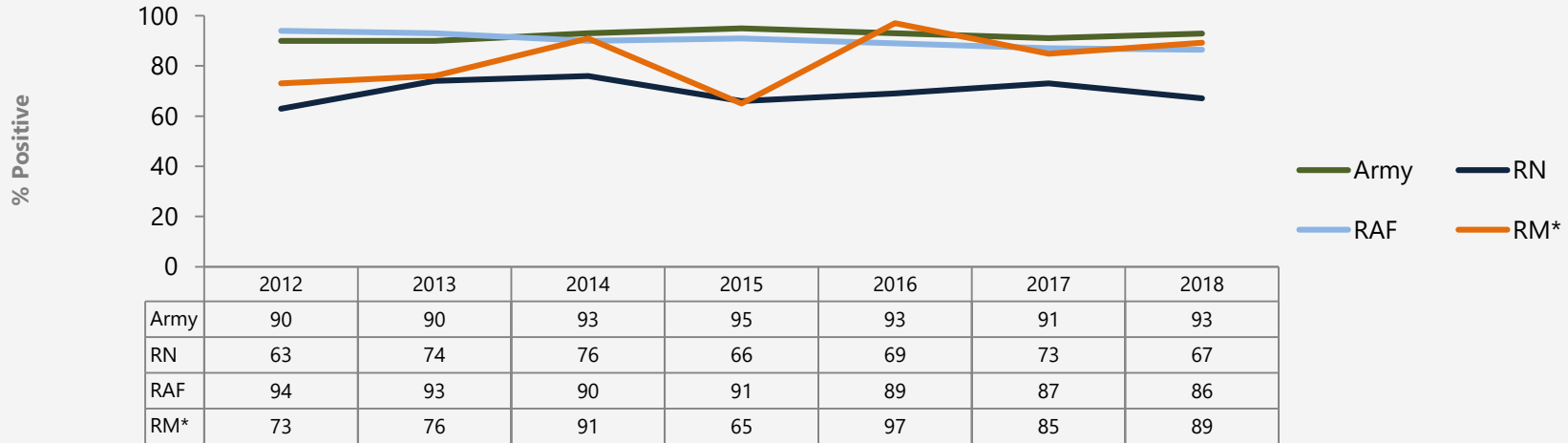
Current year results (%)



Differences



Trend

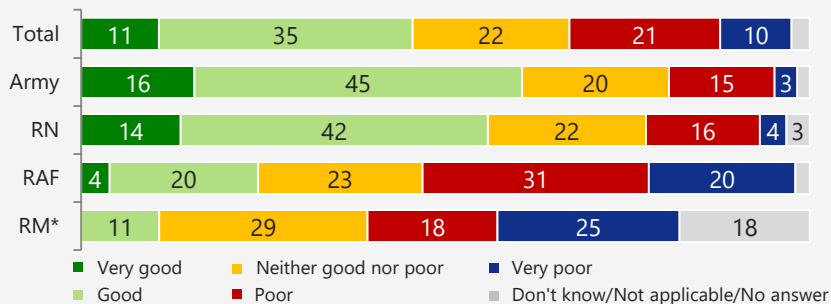


Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.
 Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

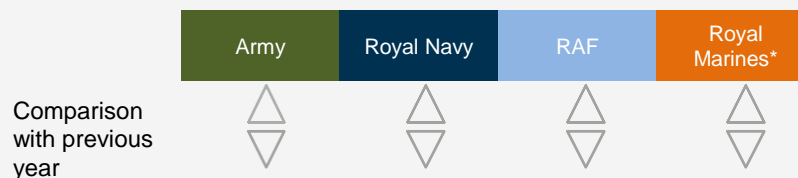
19. How would you rate each of the following: Opportunity for competitive sport

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

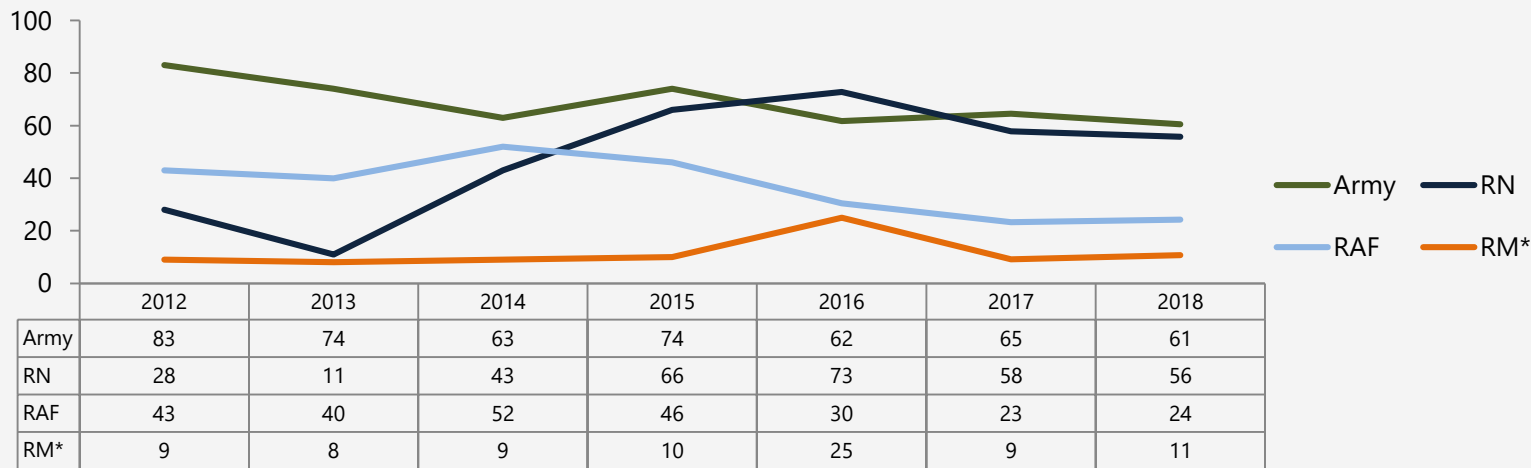
Current year results (%)



Differences



Trend

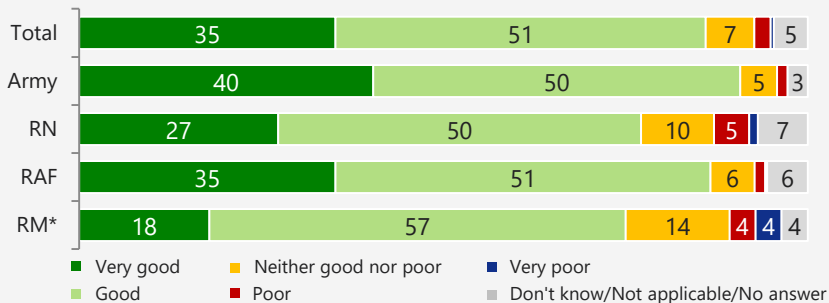


Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.
 Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

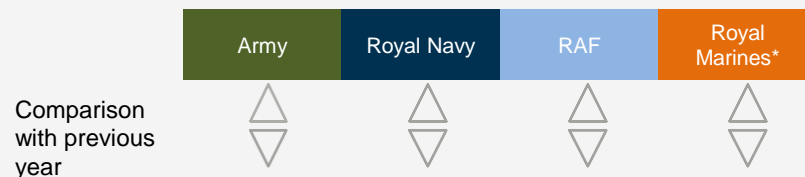
19. How would you rate each of the following: Medical Care

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

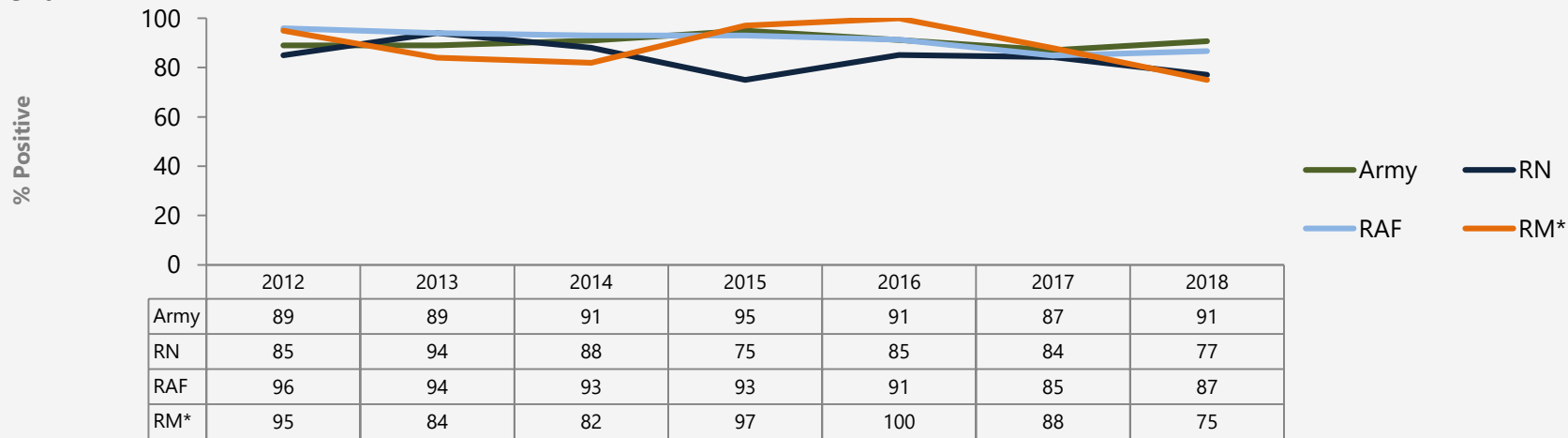
Current year results (%)



Differences



Trend



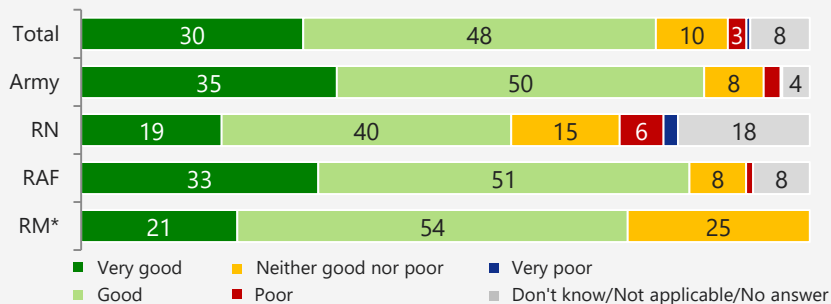
Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.

Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

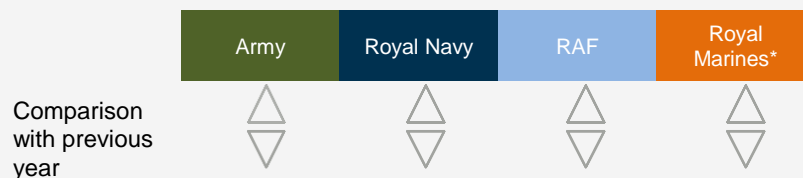
19. How would you rate each of the following: Dental Care

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

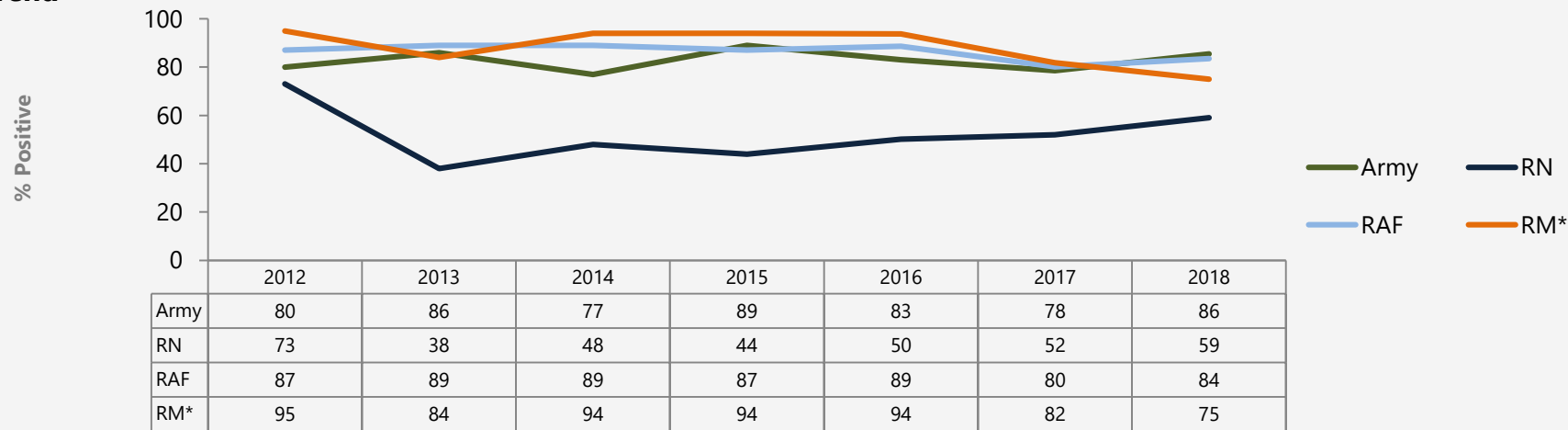
Current year results (%)



Differences



Trend



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

Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

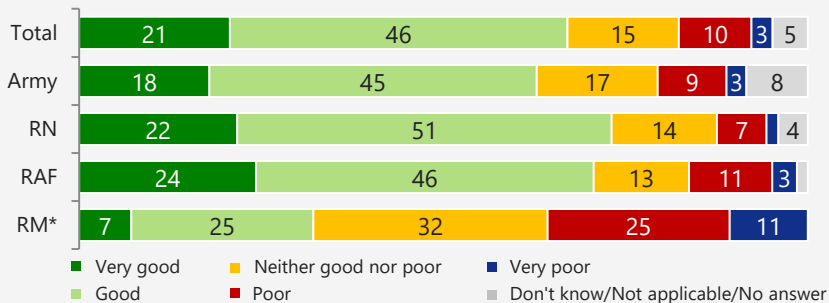
RATING: ACCESS TO IT FOR PERSONAL USE

Officer Cadets

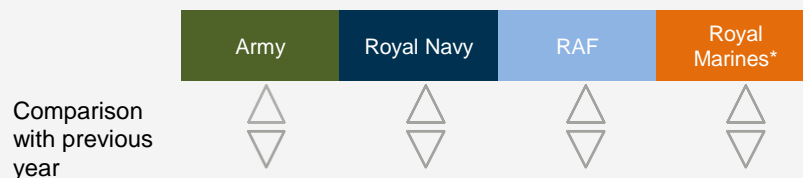
19. How would you rate each of the following: Access to IT for personal use

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

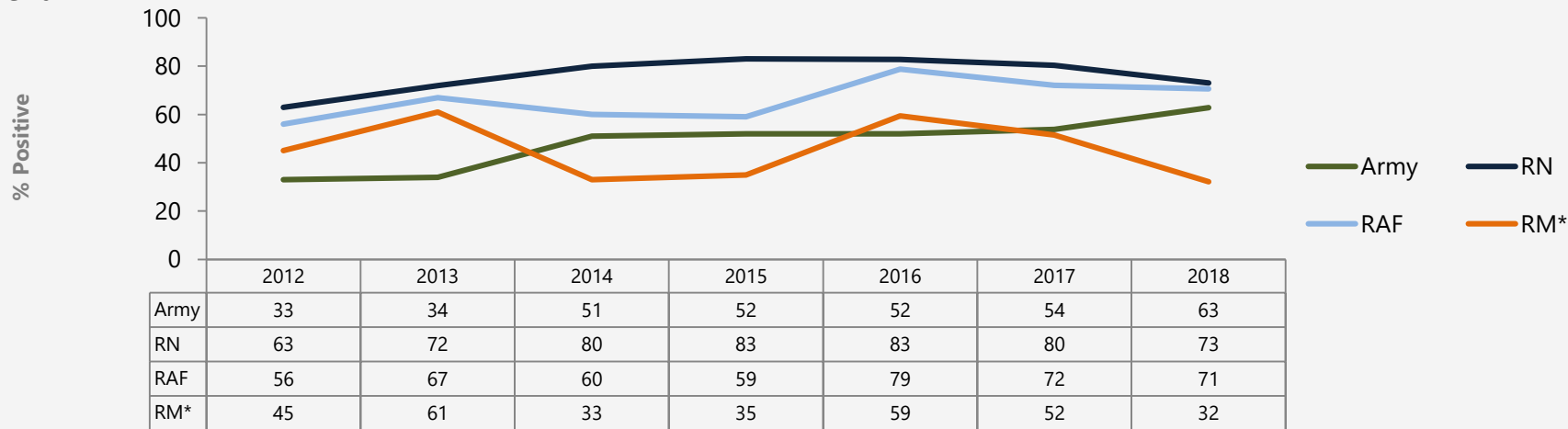
Current year results (%)



Differences



Trend



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

Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

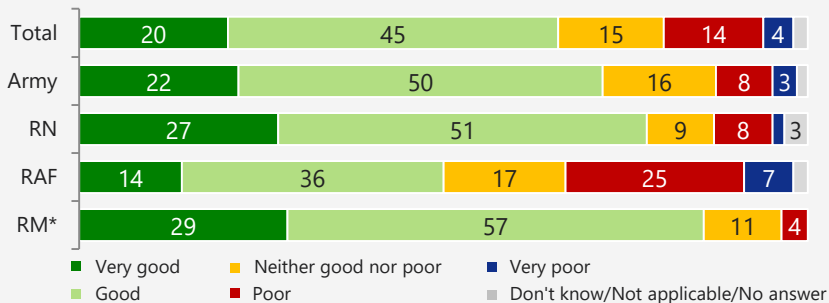
RATING: INTERNET ACCESS

Officer Cadets

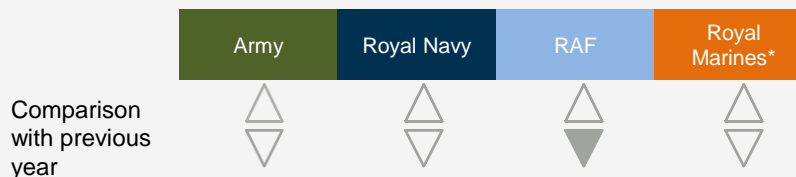
19. How would you rate each of the following: Internet Access

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

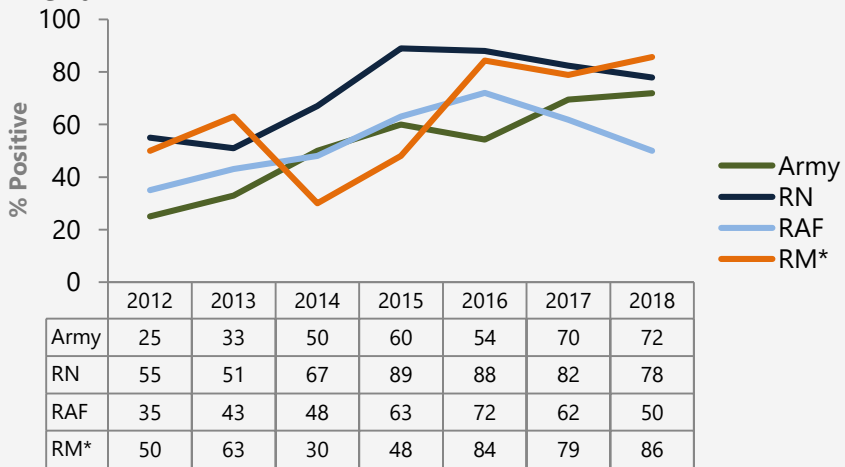
Current year results (%)



Differences



Trend



Key figures

- RAF Officer Cadets rating internet access as 'very good' or 'good' decreased significantly from 62% in 2017 to 50% in 2018.

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

Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

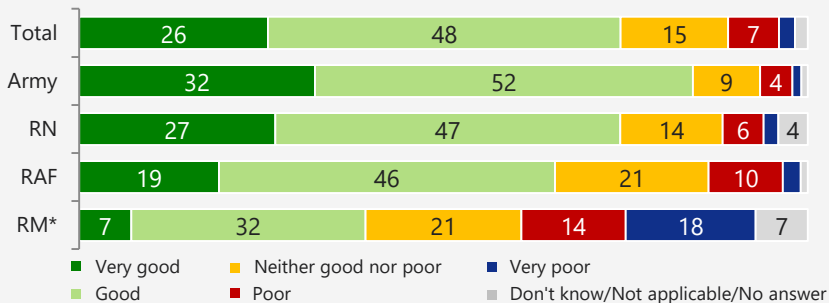
RATING: ACCESS TO GYM IN SPARE TIME

Officer Cadets

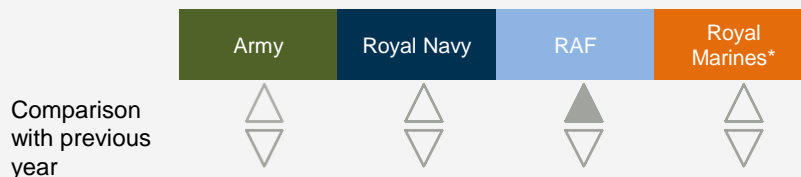
19. How would you rate each of the following: Access to gym in spare time

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

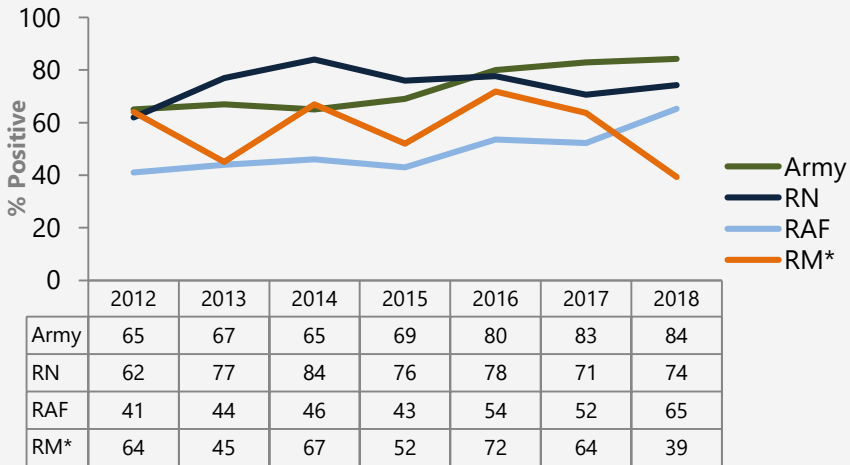
Current year results (%)



Differences



Trend



Key figures

- RAF Officer Cadets rating access to the gym in spare time as 'very good' or 'good' increased significantly from 52% in 2017 to 65% in 2018.

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

Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

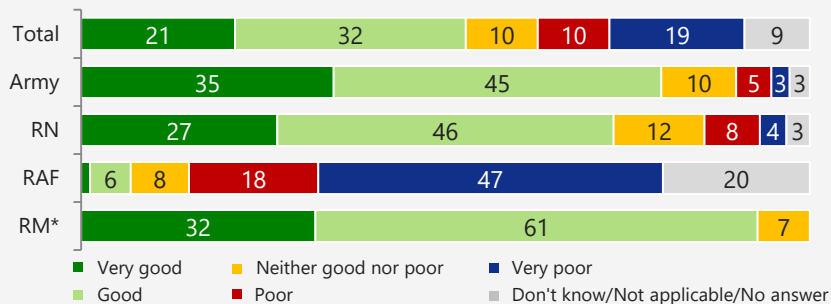
RATING: PROVISION OF FREE WI-FI HOTSPOTS

Officer Cadets

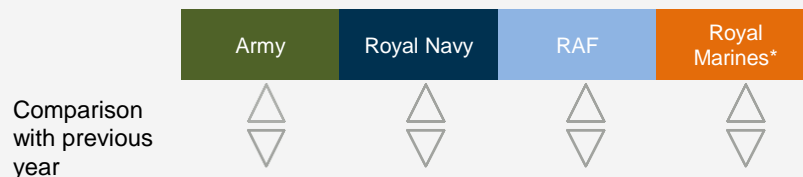
19. How would you rate each of the following: Provision of free Wi-Fi hotspots

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

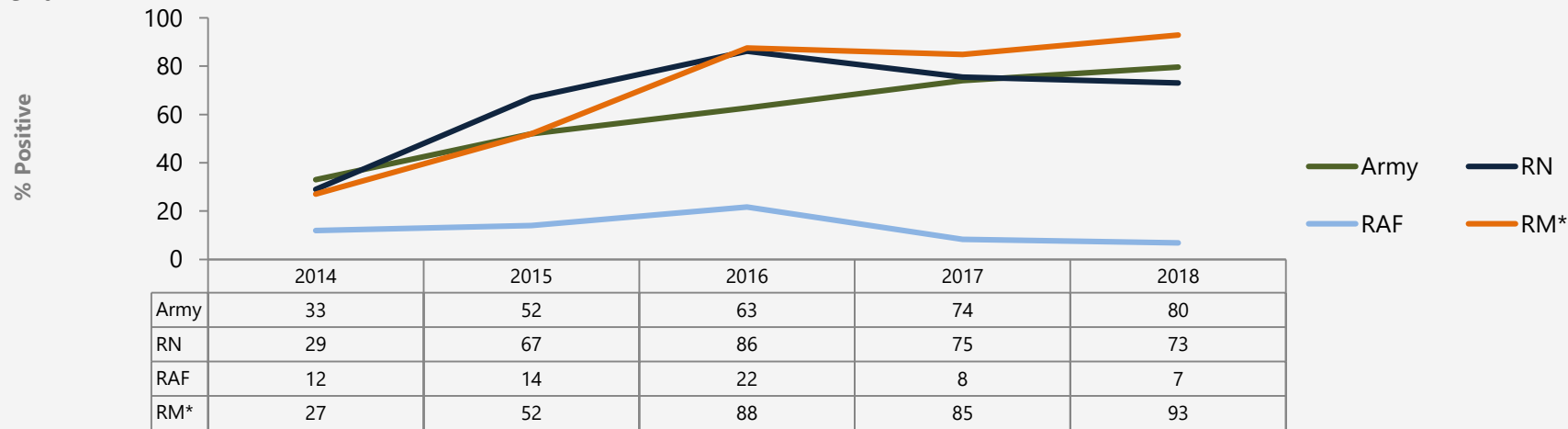
Current year results (%)



Differences



Trend



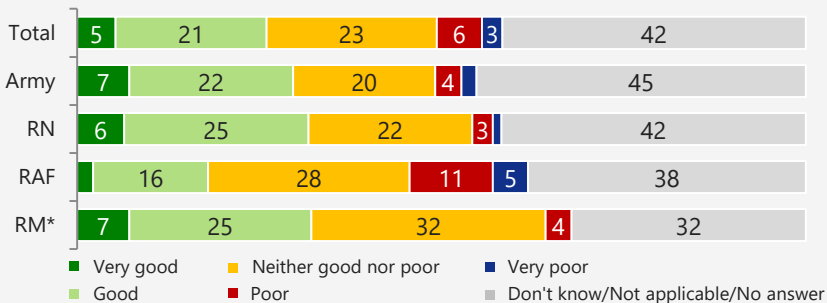
Aggregated totals may not add up to 100% due to rounding.
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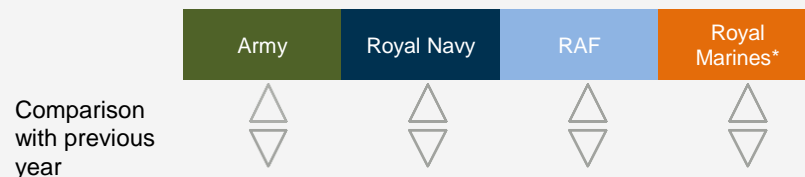
19. How would you rate each of the following: IT support for hardware issues

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

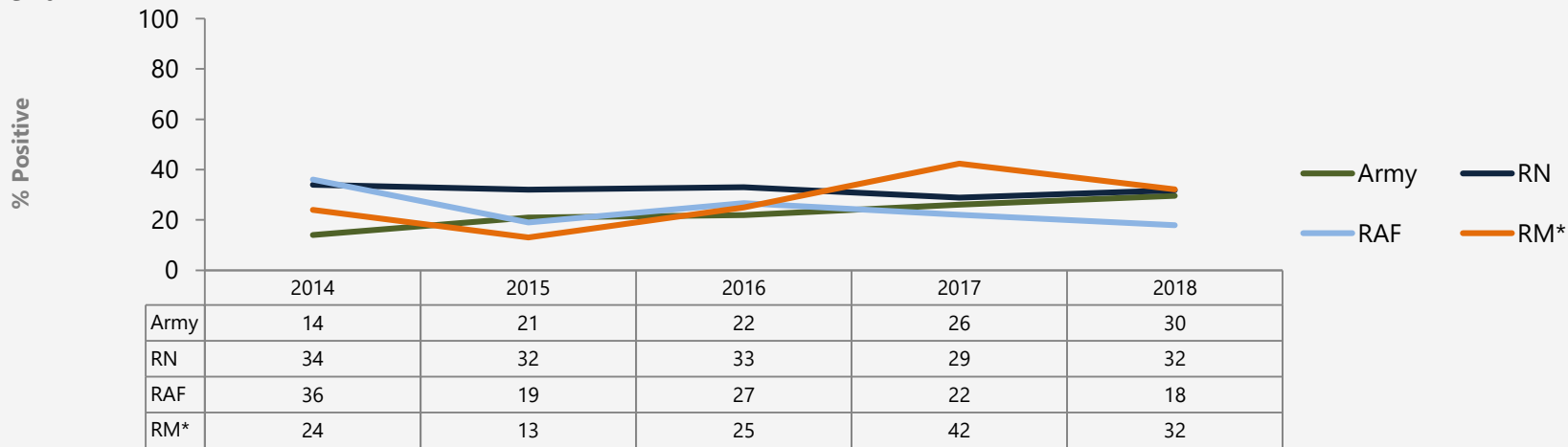
Current year results (%)



Differences



Trend



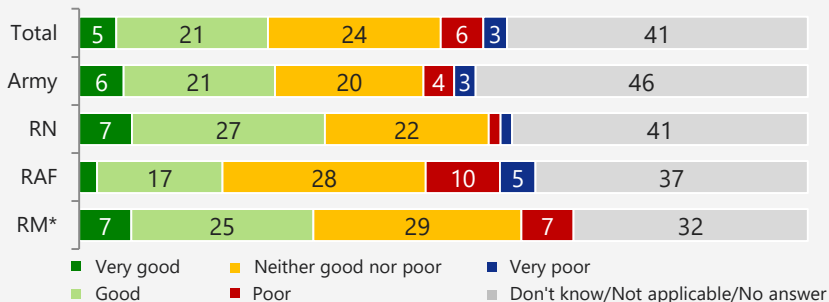
Aggregated totals may not add up to 100% due to rounding.
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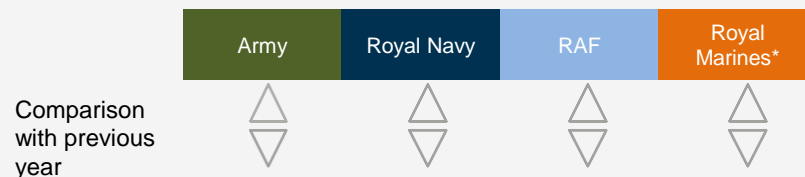
19. How would you rate each of the following: IT support for software issues

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

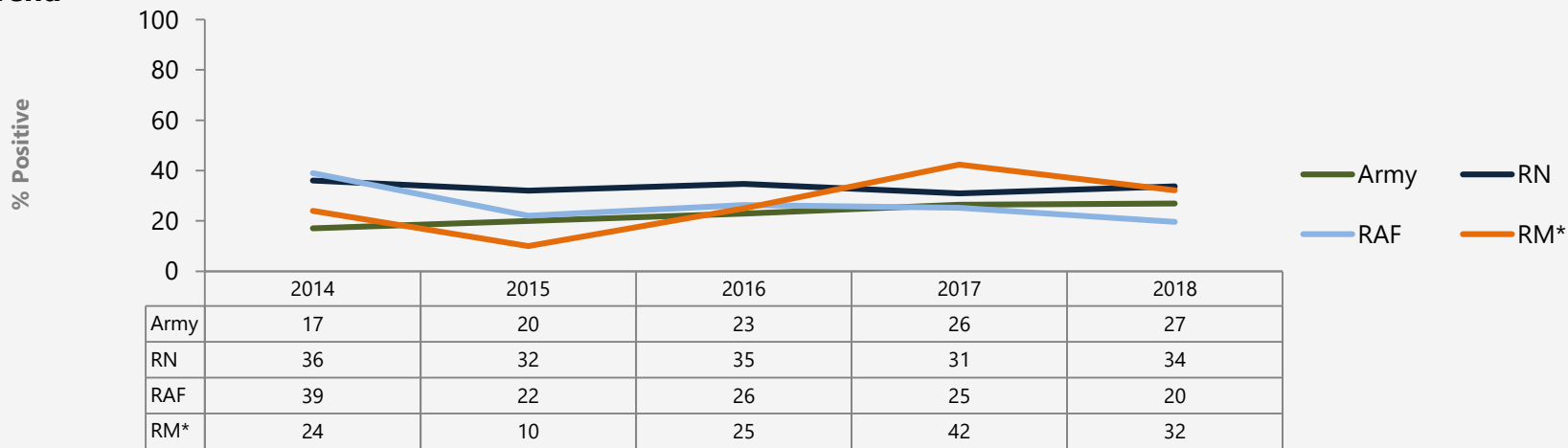
Current year results (%)



Differences



Trend



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

Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

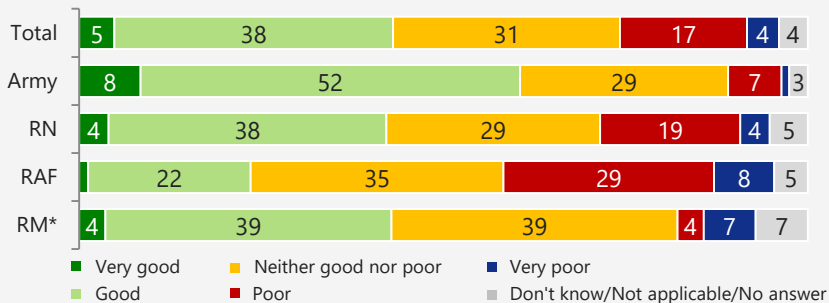
RATING: LEISURE AND RETAIL FACILITIES

Officer Cadets

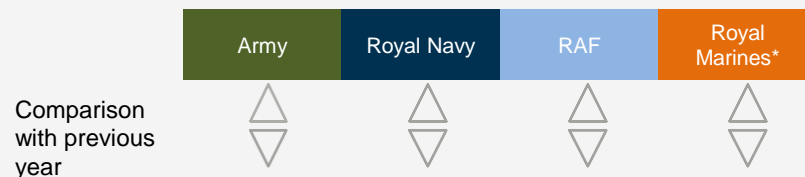
19. How would you rate each of the following: Leisure and retail facilities

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

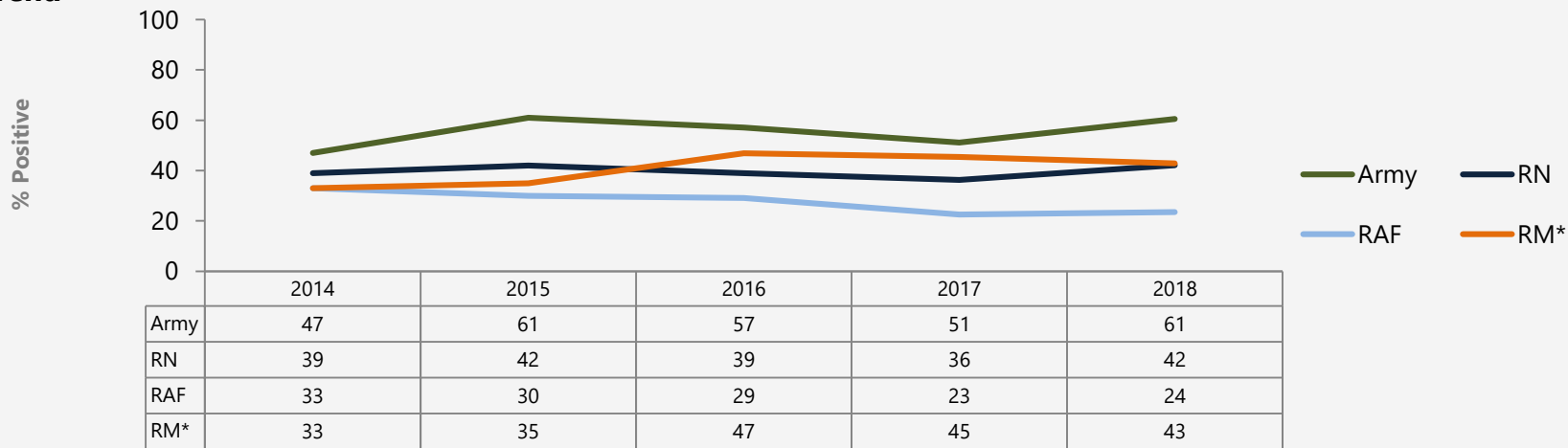
Current year results (%)



Differences



Trend



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 Results less than 3% are not labelled in the chart.
 Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

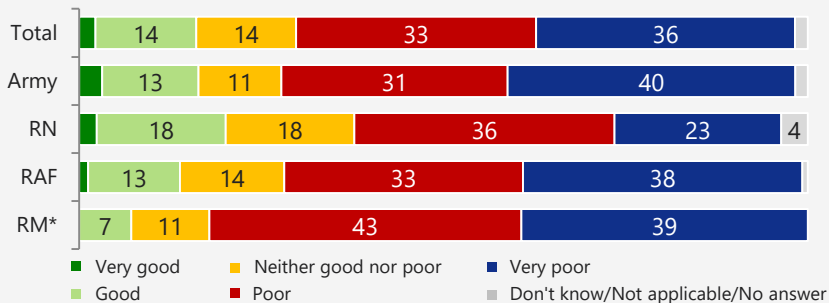
RATING: LAUNDRY FACILITIES

Officer Cadets

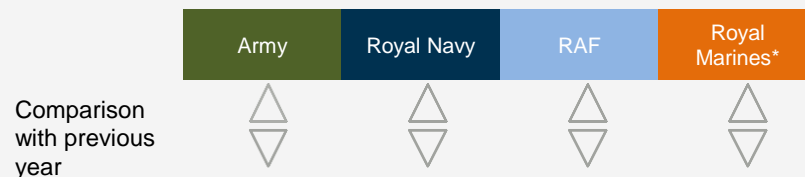
19. How would you rate each of the following: Laundry facilities

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

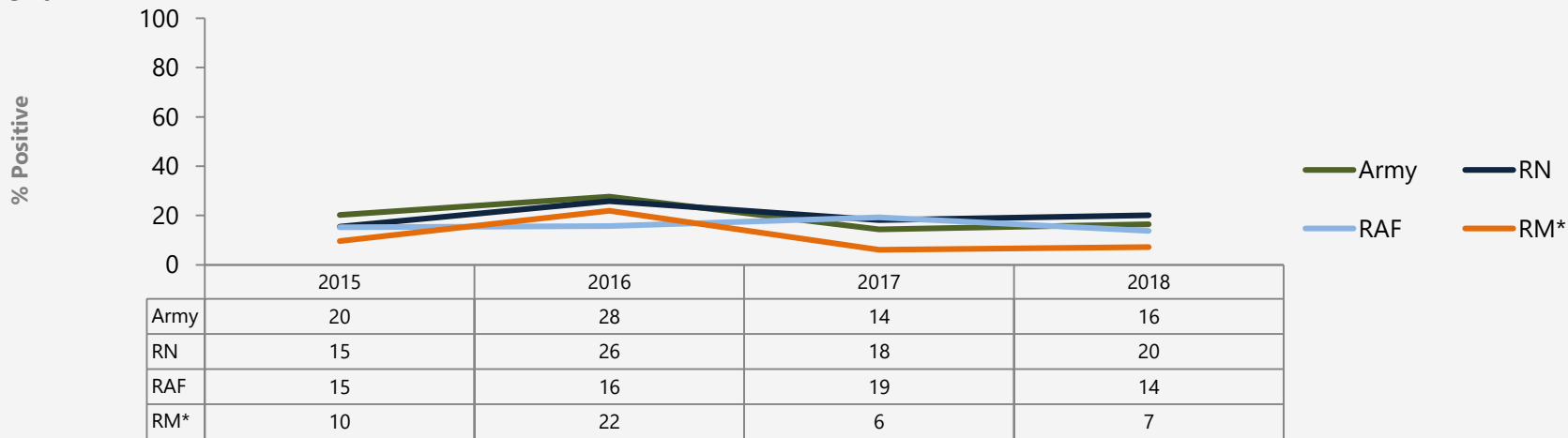
Current year results (%)



Differences



Trend



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

Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

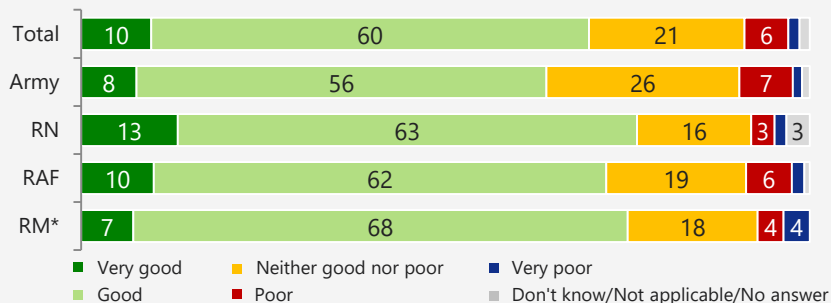
RATING: PERSONAL KIT (E.G. BOOTS AND UNIFORM)

Officer Cadets

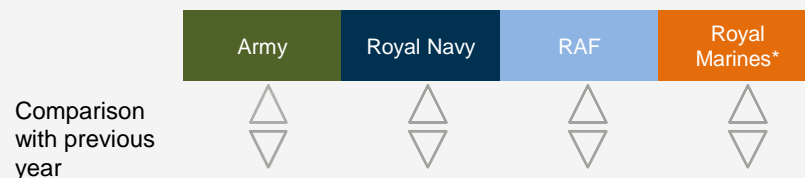
19. How would you rate each of the following: Personal Kit (e.g. boots and uniform)

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

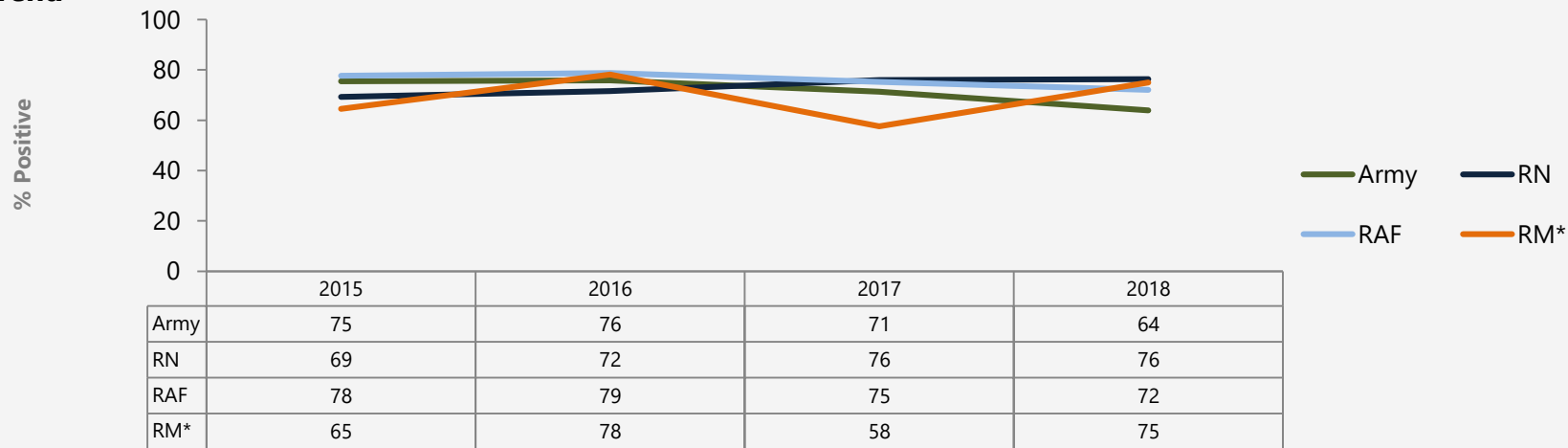
Current year results (%)



Differences



Trend



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

Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

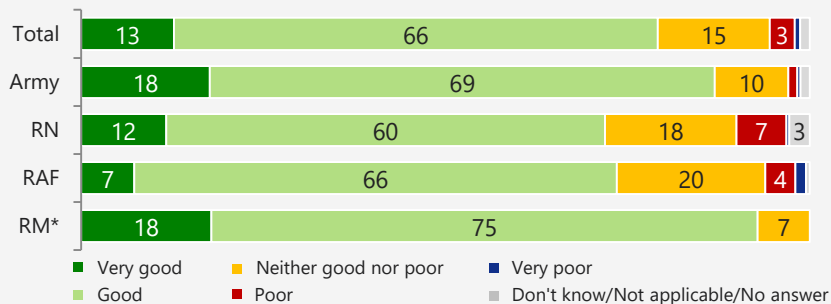
RATING: STANDARD OF TRAINING FACILITIES

Officer Cadets

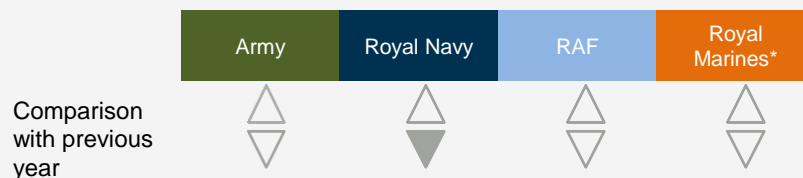
19. How would you rate each of the following: Standard of training facilities

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – comments and significant differences based on this

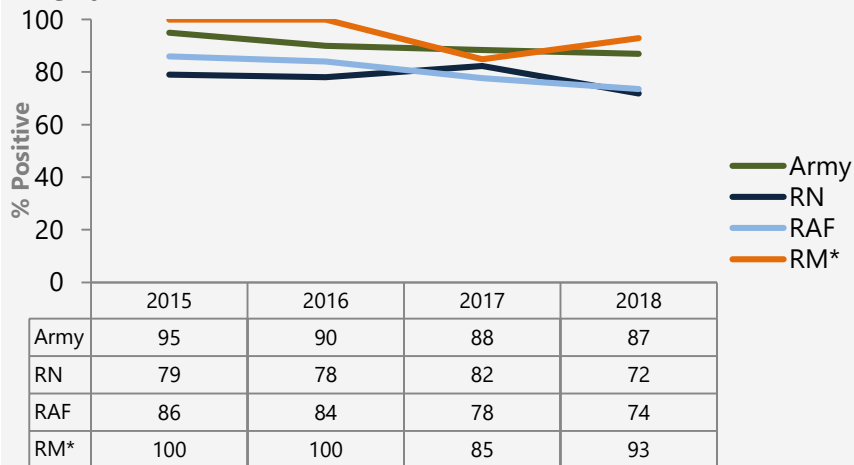
Current year results (%)



Differences



Trend



Key figures

- Royal Navy Officer Cadets rating standard of training facilities as 'very good' or 'good' decreased from 82% in 2017 to 72% in 2018.

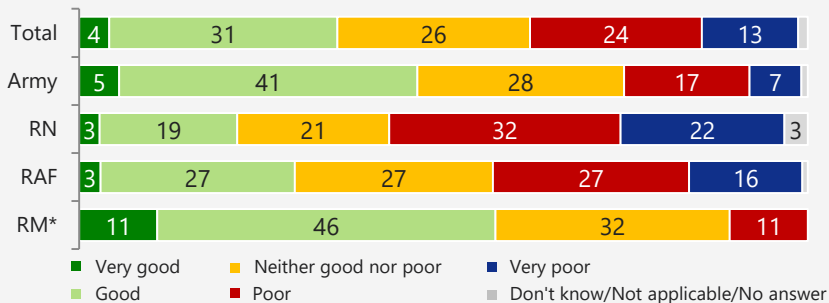
Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.

Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

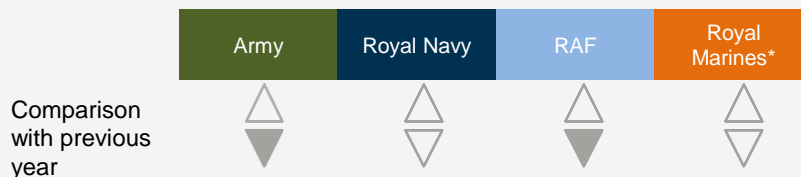
19. How would you rate each of the following: Food

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

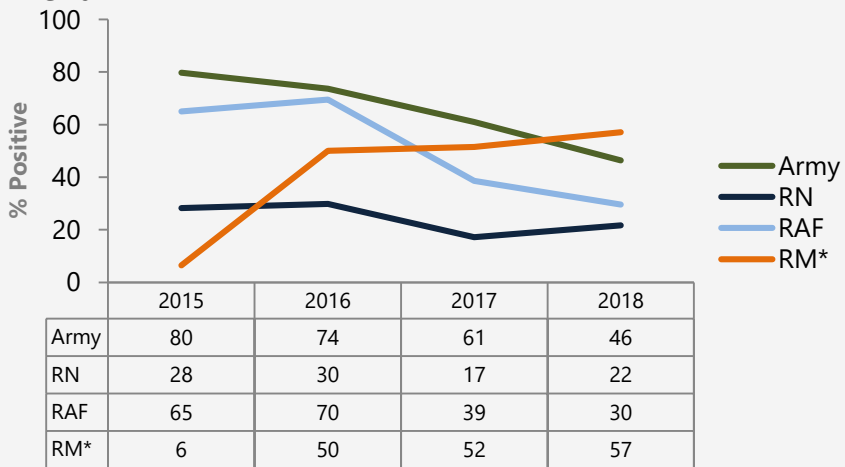
Current year results (%)



Differences



Trend



Key figures

- Army Officer Cadets rating food as 'very good' or 'good' decreased from 61% in 2017 to 46% in 2018. This also decreased for RAF Officer Cadets from 39% in 2017 to 30% in 2018.

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

Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

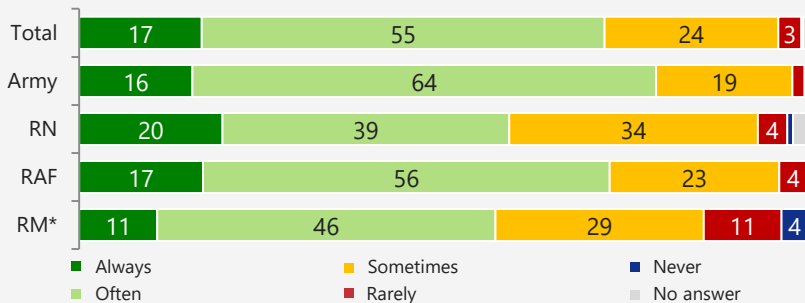
WHETHER GIVEN ENOUGH TIME TO EAT MEALS

Officer Cadets

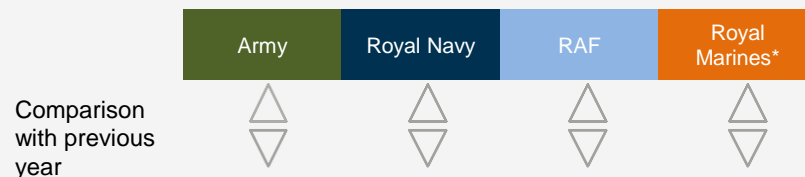
25. Were you given enough time to eat your meals?

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'always' or 'often' – significant differences and comments based on this

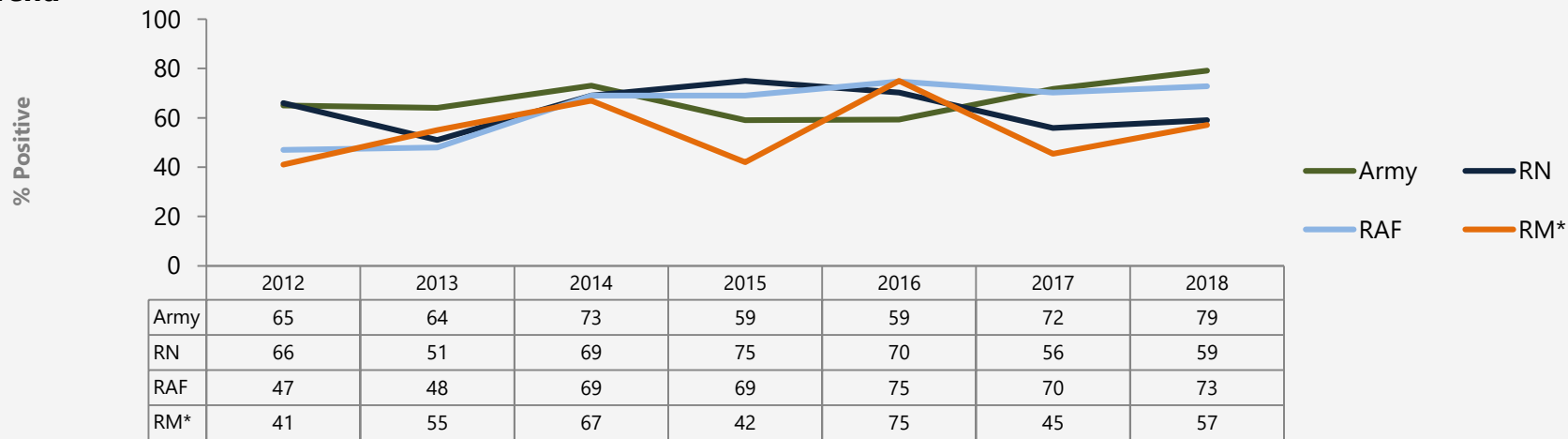
Current year results (%)



Differences



Trend



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

Please refer to notes page for base size of previous years

* Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

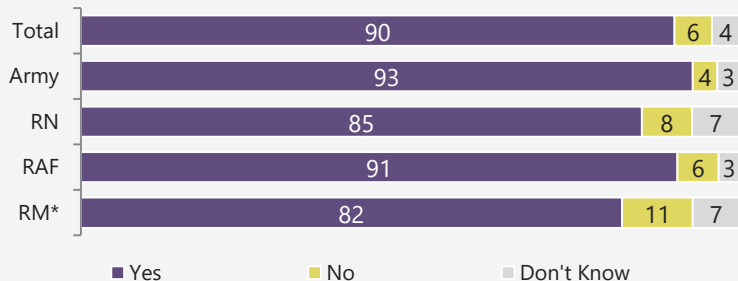
OPTION TO COMMENT ON FOOD

Officer Cadets

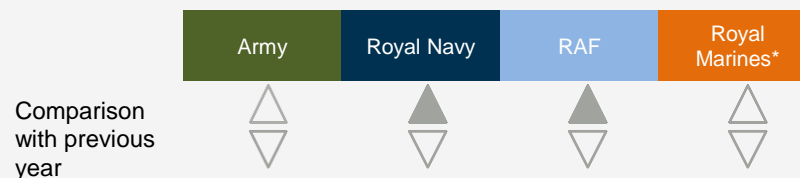
NEW26. Were you given the option to comment on the food whilst at [College]?

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

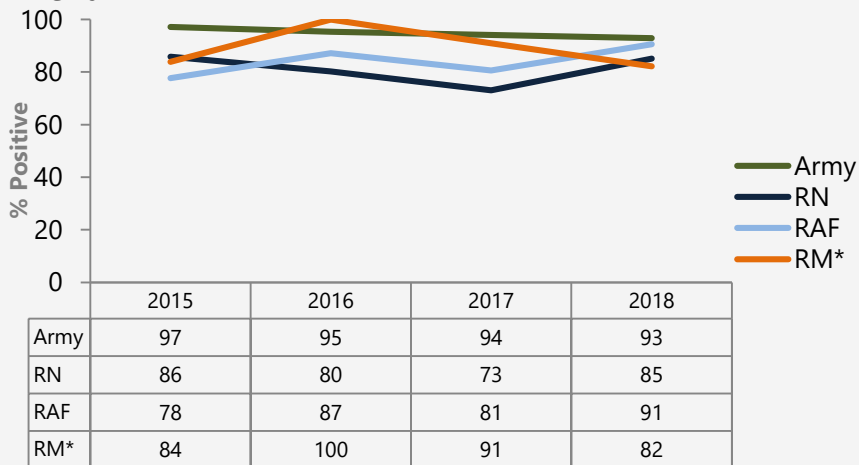
Current year results (%)



Differences



Trend

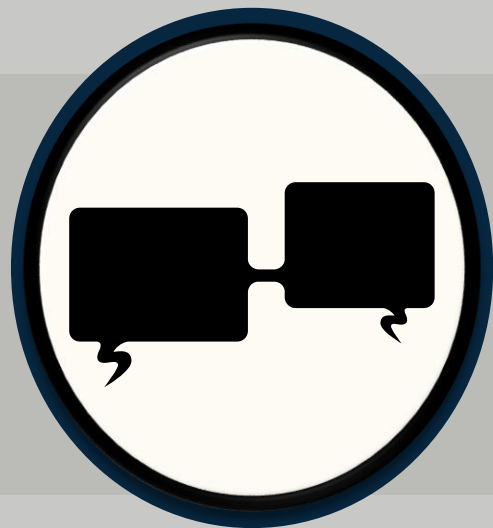


Key figures

- Royal Navy Officer Cadets agreeing that they were given the option to comment on the food whilst at college increased from 73% in 2017 to 85% in 2018. RAF Officer Cadets stating that they were given the option to comment on food also increased from 81% in 2017 to 91% in 2018.

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

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Support

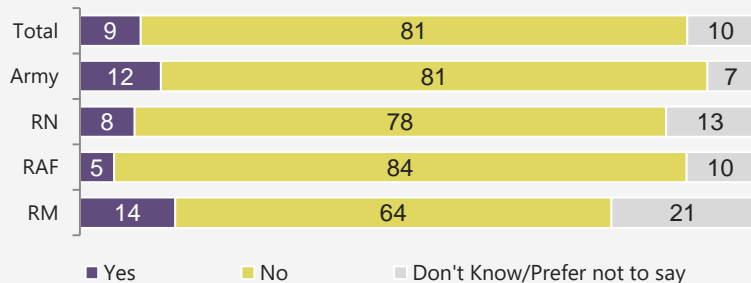
LEARNING NEEDS AND DIFFICULTIES

Officer Cadets

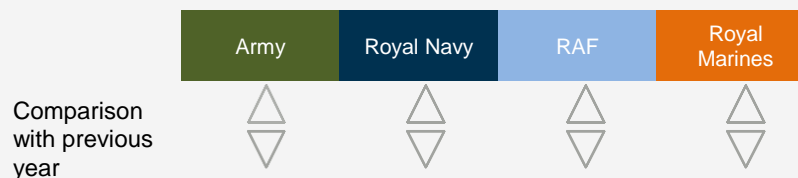
6a. Do you have any learning needs or difficulties?

Number of respondents at 6a: Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

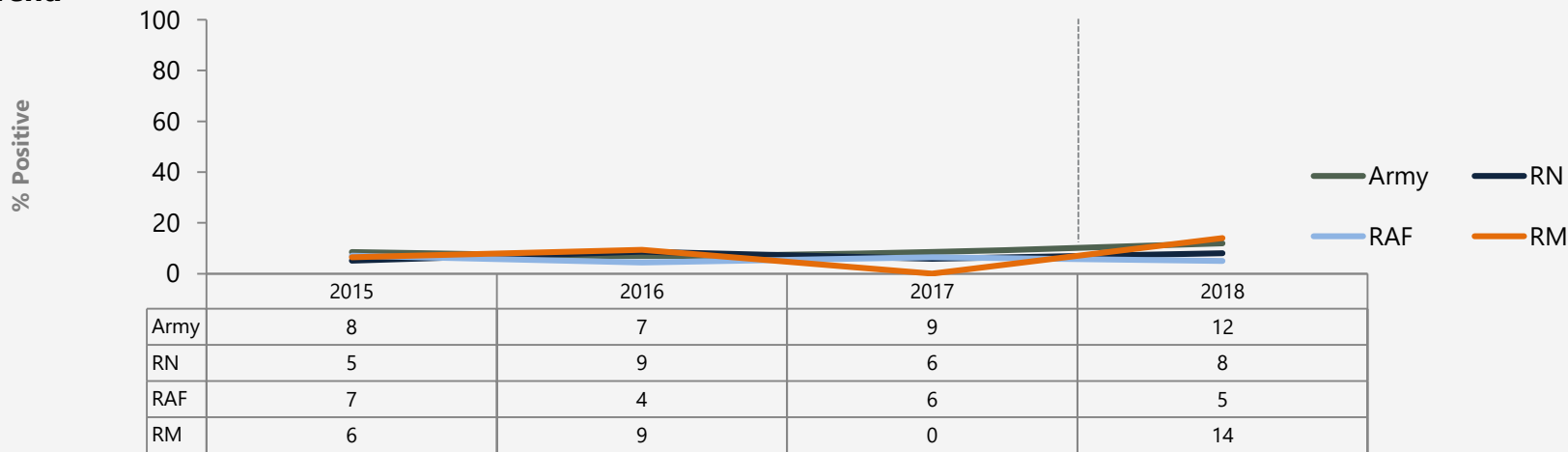
Current year results (%)



Differences



Trend



Note: The structure of this question changed in 2018/19 to capture the specific type of learning difficulty. The 'yes' is calculated by aggregating all recruits identifying that they have a specific learning difficulty.

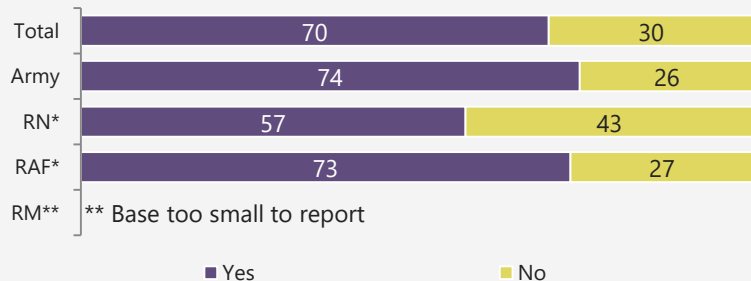
Aggregated totals may not add up to 100% due to rounding. Results less than 3% are not labelled in the chart. Please refer to notes page for base size of previous years.

*The structure of the question changed in 2018 to capture the type of learning difficulty

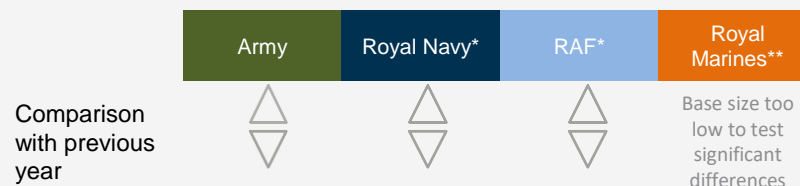
6b. Did you tell the staff at [college] that you had a learning need or difficulty?

Number of respondents at 6b: Total (105), Army (58), Royal Navy (21*), RAF (22*), Royal Marines (4**) % positive equals the proportion who say 'yes' – significant differences and comments based on this

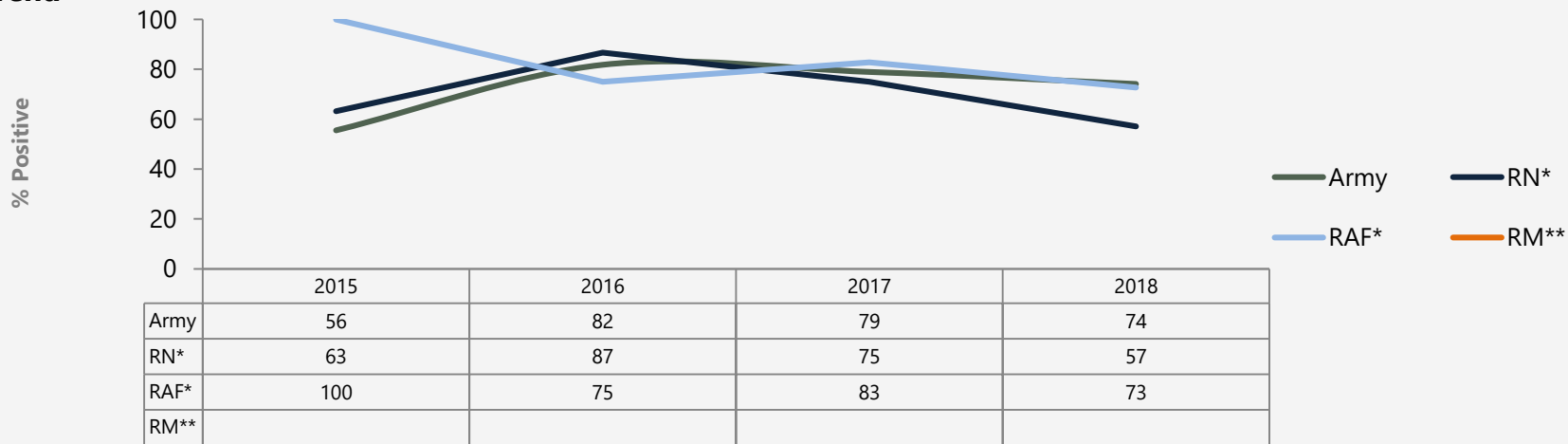
Current year results (%)



Differences



Trend



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

Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size
 ** Base too small to report

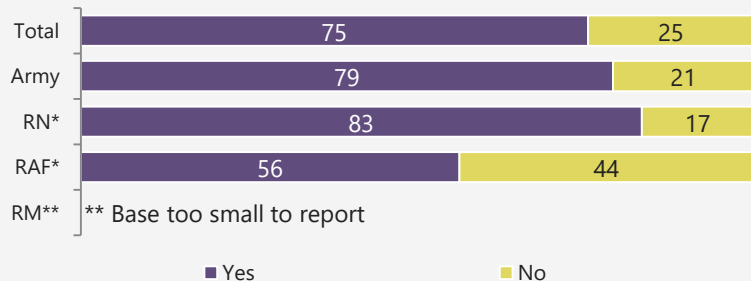
SUPPORT FOR LEARNING NEEDS AND DIFFICULTIES

Officer Cadets

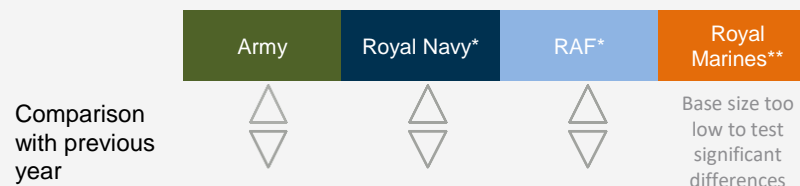
Demog6c. Did you have all the support required for your learning need or difficulty?

Number of respondents: Total (73), Army (43), Royal Navy (12*), RAF (16*), Royal Marines (2**)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

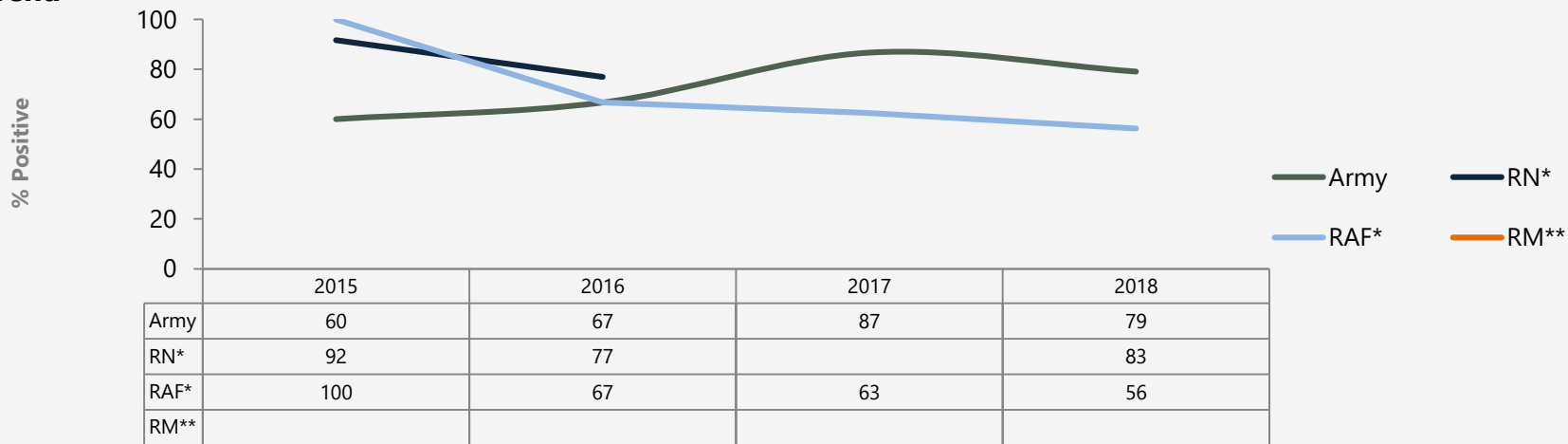
Current year results (%)



Differences



Trend

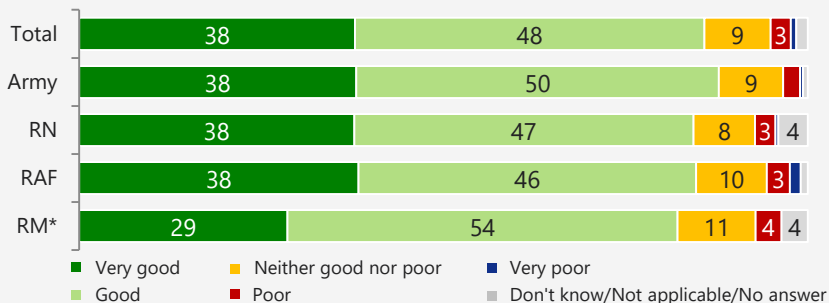


Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.
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 ** Base too small to report

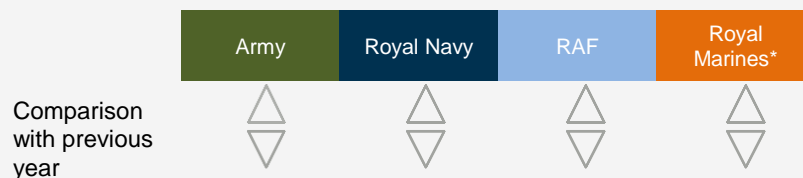
27. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to... Talk privately with training staff

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
% positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

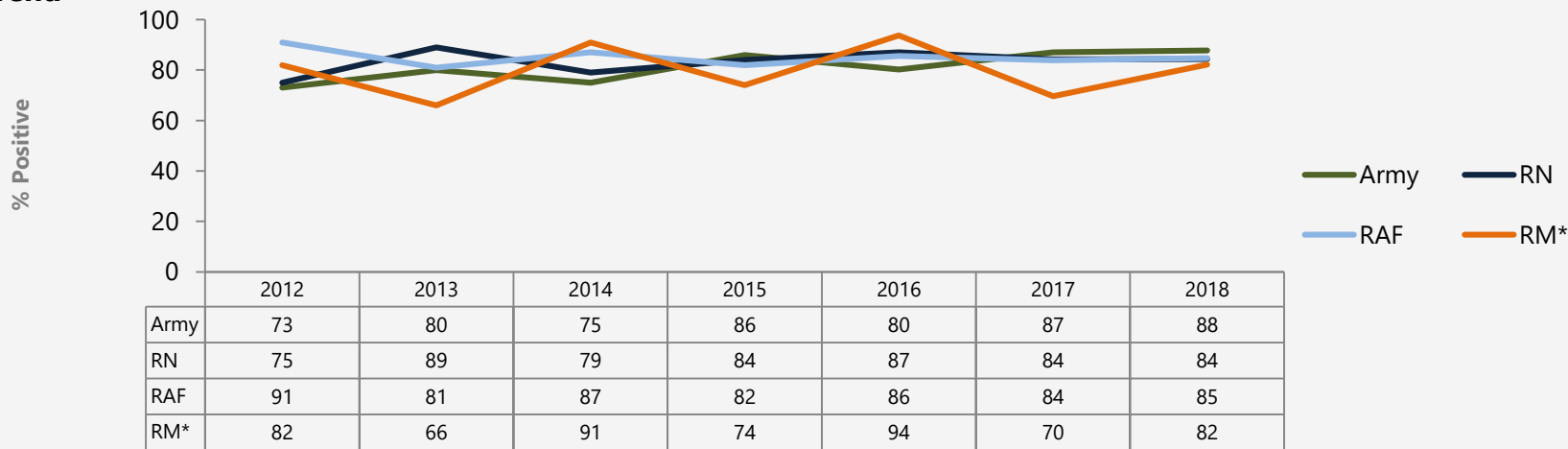
Current year results (%)



Differences



Trend



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

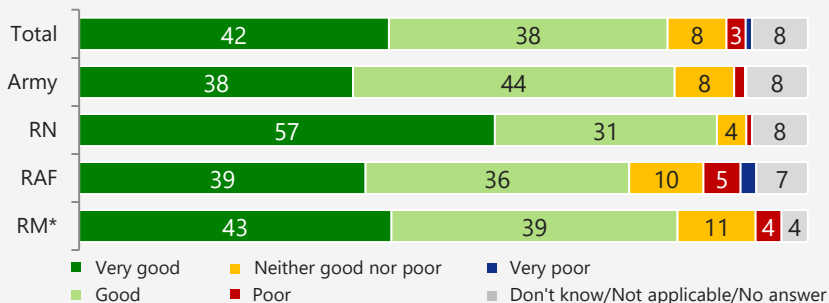
Please refer to notes page for base size of previous years

* Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

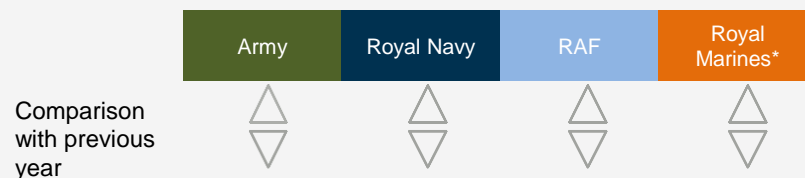
27. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to ...Talk privately with chaplains/padre

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

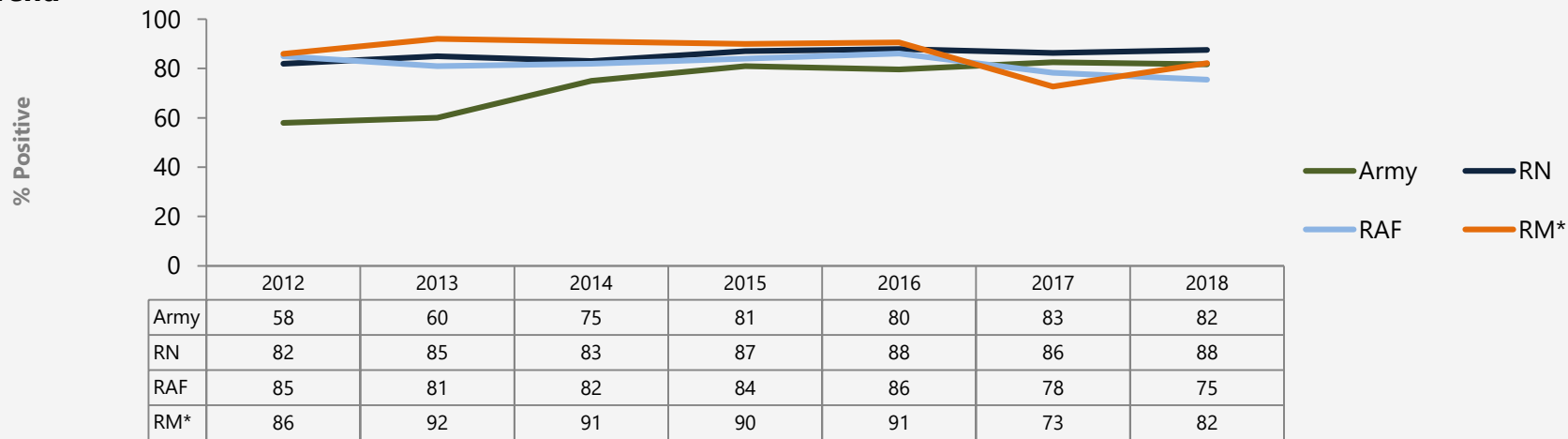
Current year results (%)



Differences



Trend



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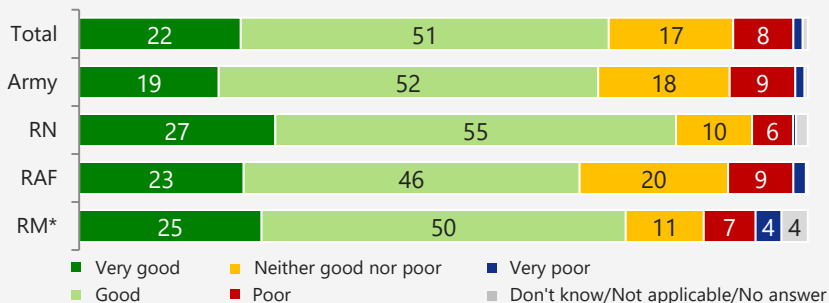
OPPORTUNITY TO KEEP IN CONTACT WITH FAMILY AND FRIENDS

Officer Cadets

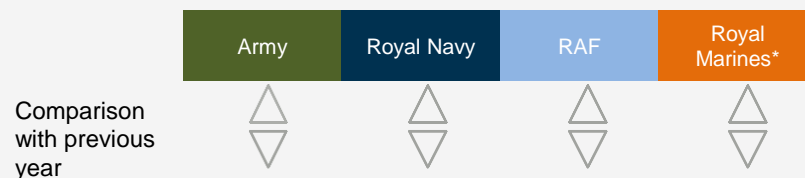
27. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to ...Keep in contact with family and friends

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

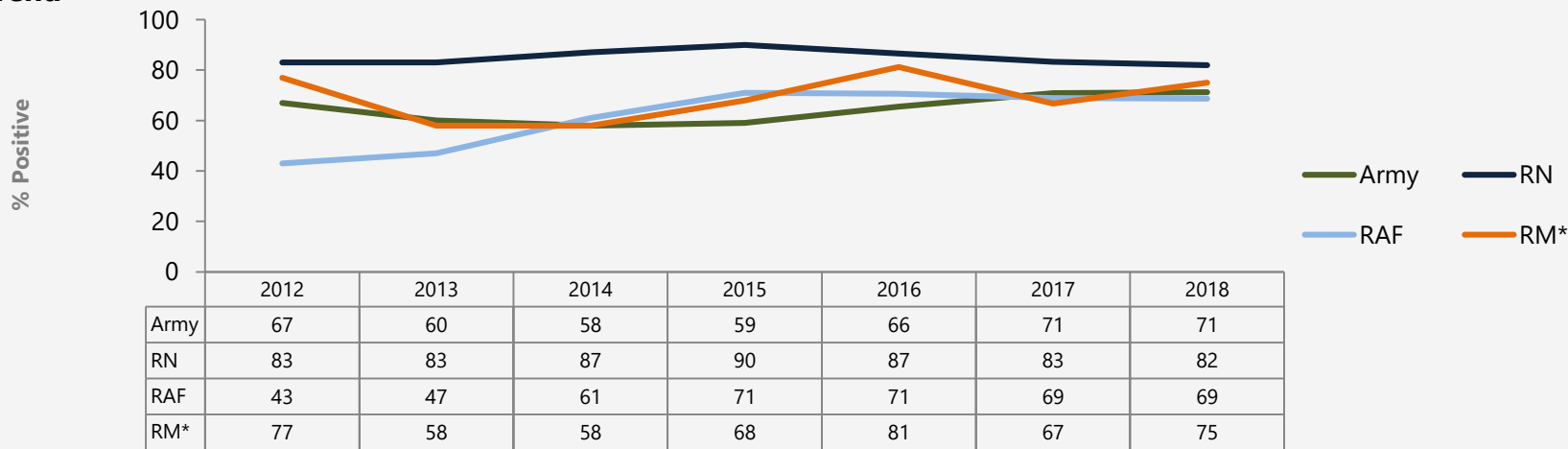
Current year results (%)



Differences



Trend



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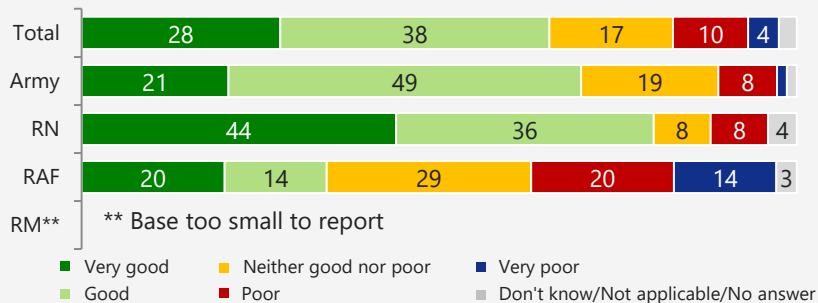
OPPORTUNITY TO PRACTISE YOUR FAITH/RELIGION

Officer Cadets

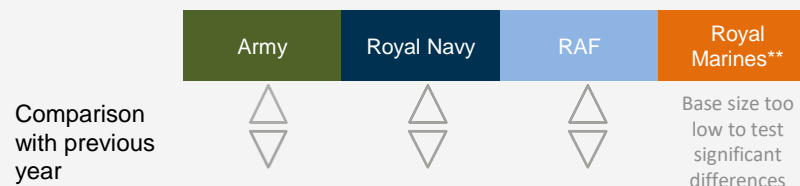
27. How would you rate the OPPORTUNITY you had to do each of the following at unit if you had wanted to... Practise your faith/religion

Number of respondents (all respondents who have a faith/religion and practice it): Total (162), Army (73), Royal Navy (50), RAF (35), Royal Marines (4**) % positive equals the proportion who say 'very good' or 'good' – significant differences and comments based on this

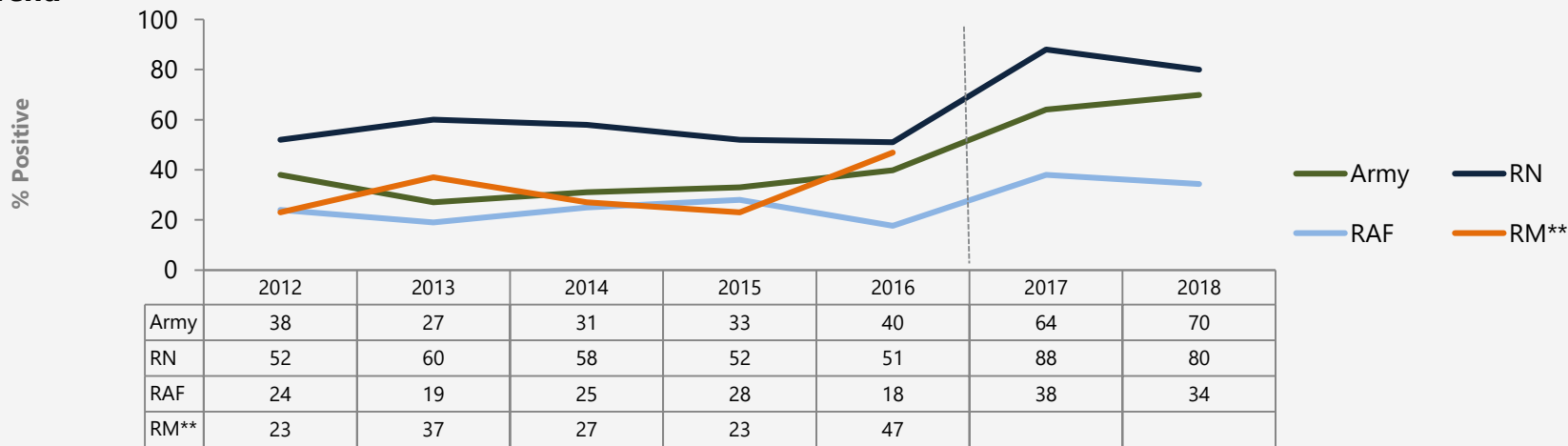
Current year results (%)



Differences



Trend



Note: Base for this question changed from all respondents to those who have a faith/religion and practise it in 2017/18

Aggregated totals may not add up to 100% due to rounding. Results less than 3% are not labelled in the chart. Please refer to notes page for base size of previous years ** Base too small to report

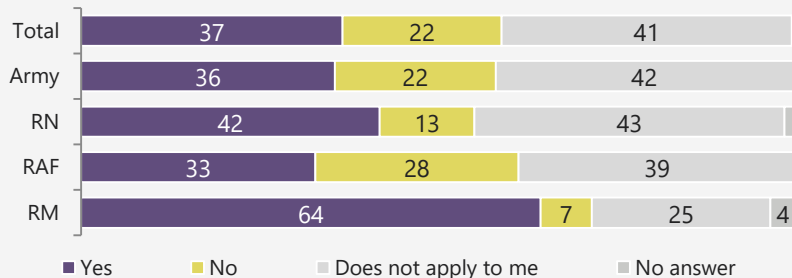
SOMEONE TO GO TO FOR ADMINISTRATIVE PROBLEMS

Officer Cadets

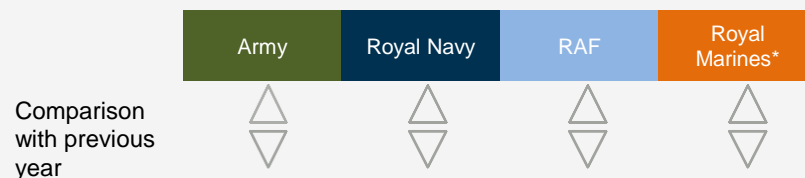
28. If you had any problems with administration (e.g. pay, mess bills, UPO travel claims), were they adequately dealt with?

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

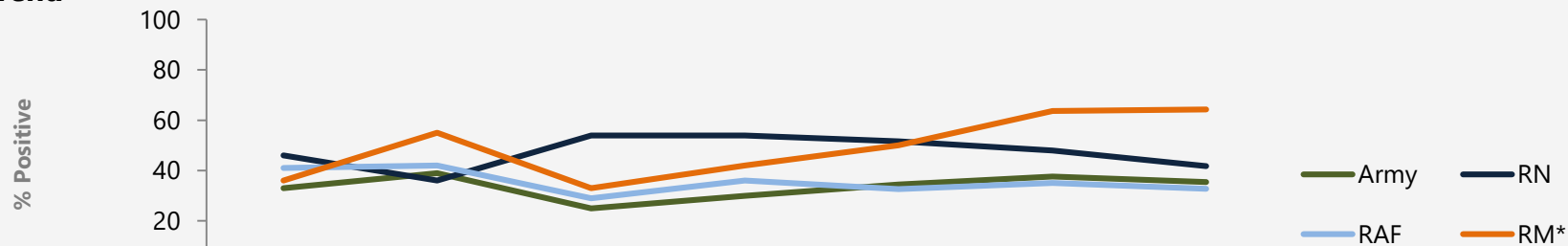
Current year results (%)



Differences



Trend



	2012	2013	2014	2015	2016	2017	2018
Army	33	39	25	30	34	38	36
RN	46	36	54	54	52	48	42
RAF	41	42	29	36	33	35	33
RM*	36	55	33	42	50	64	64

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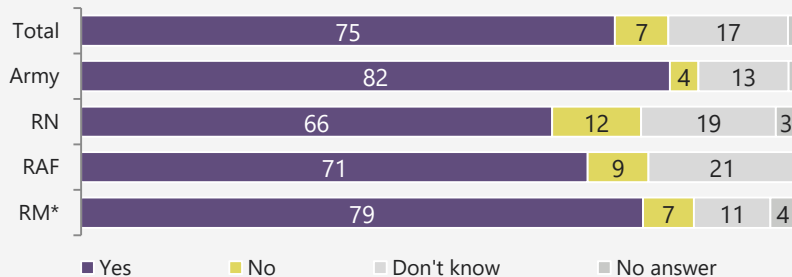
AVAILABILITY OF STAFF FOR PROBLEMS OUT OF TRAINING HOURS

Officer Cadets

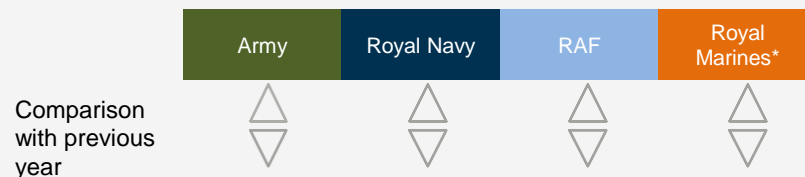
30. Whether or not you needed to, was there a member of staff easily available for you to go to if you had a problem outside of training hours?

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

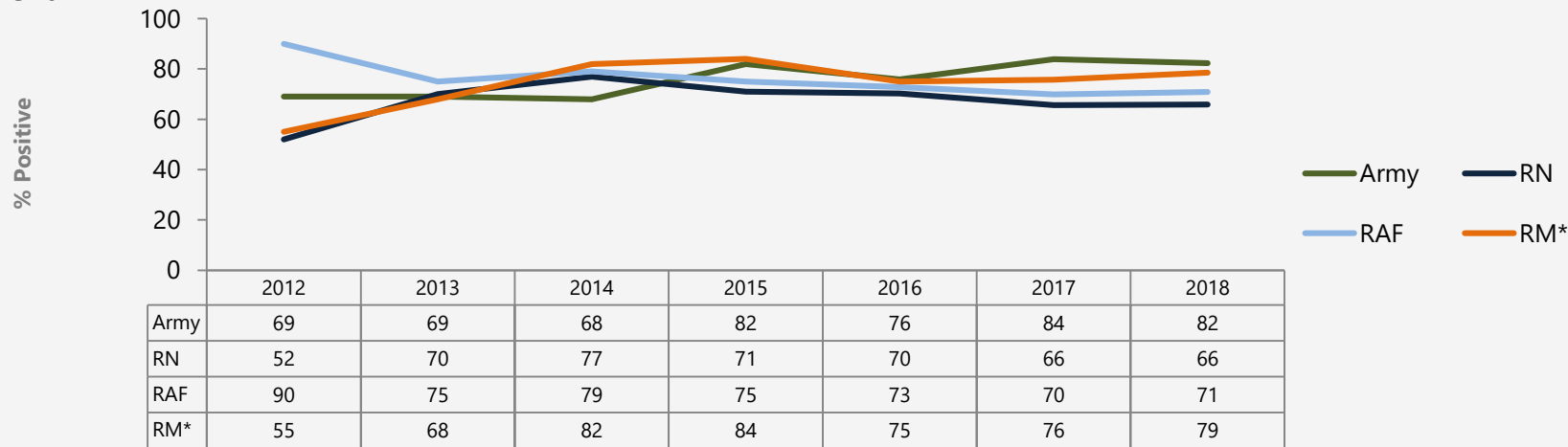
Current year results (%)



Differences



Trend



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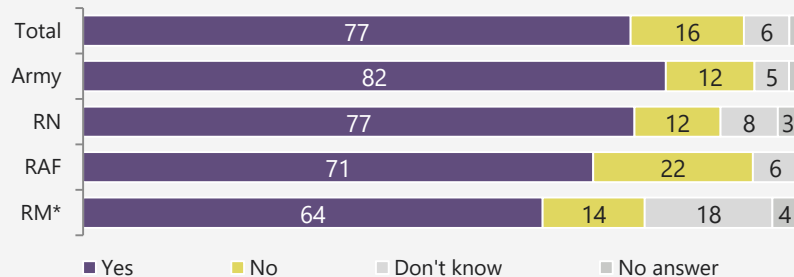
OPPORTUNITY TO RAISE ALL CONCERNS WITH PERSON IN AUTHORITY

Officer Cadets

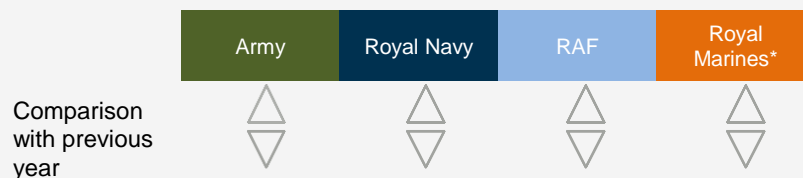
30. Whether or not you needed to, did you feel that you had the opportunity to raise all your concerns with a person in authority at unit?

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

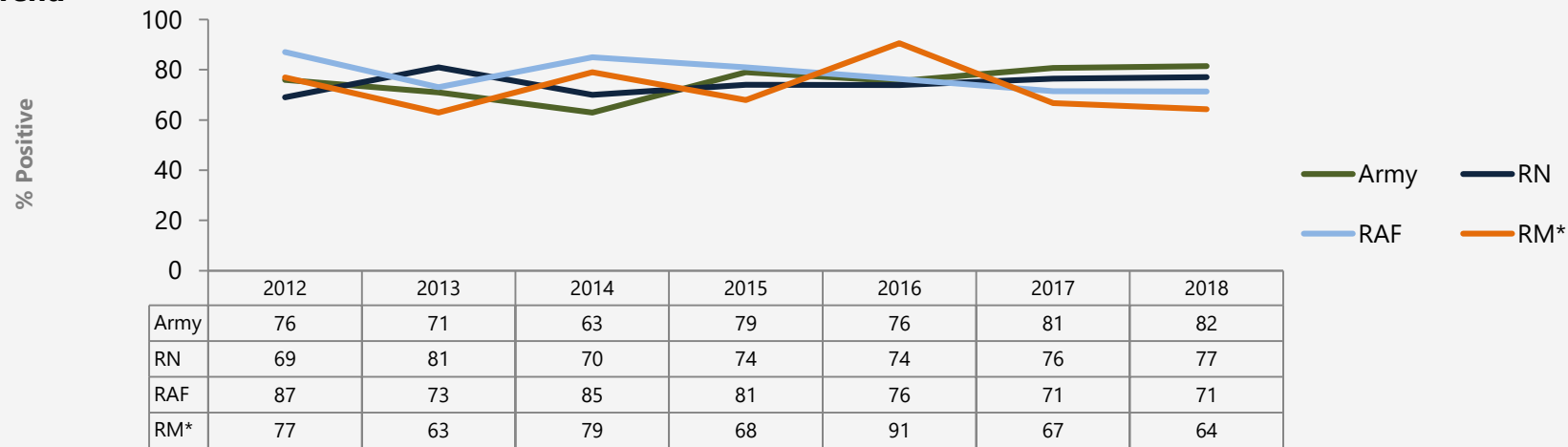
Current year results (%)



Differences



Trend



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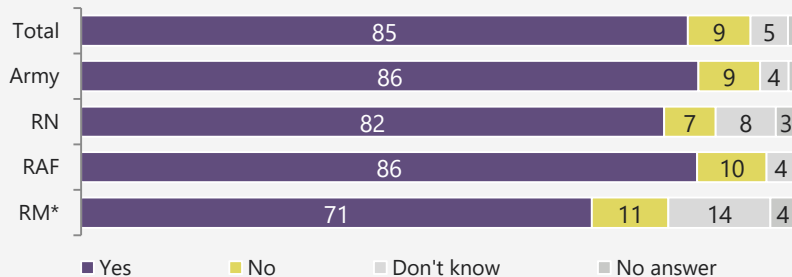
SOMEONE TO GO TO FOR PERSONAL OR EMOTIONAL PROBLEMS

Officer Cadets

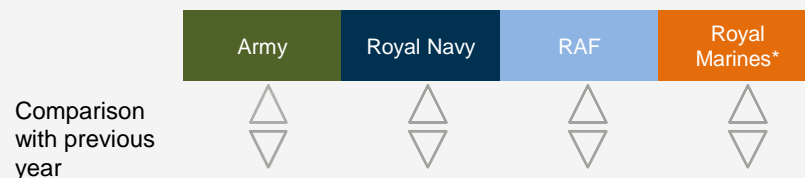
30. Whether or not you needed to, did you have someone at unit that you were happy to go to if you had any personal or emotional problems?

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

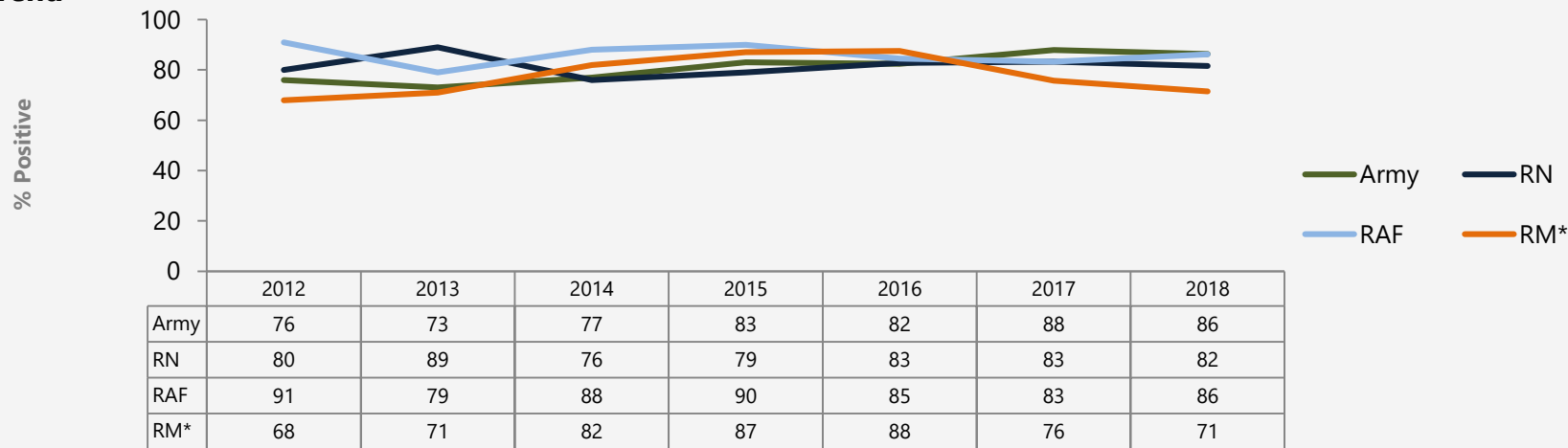
Current year results (%)



Differences



Trend



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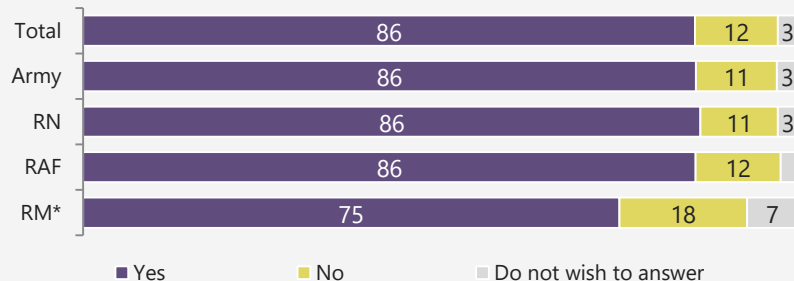


Fairness

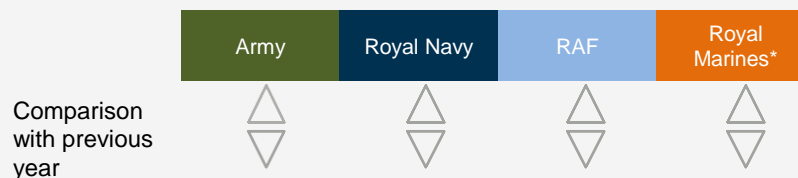
37. Do you know how to complain about poor or unfair treatment or bullying at unit?

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

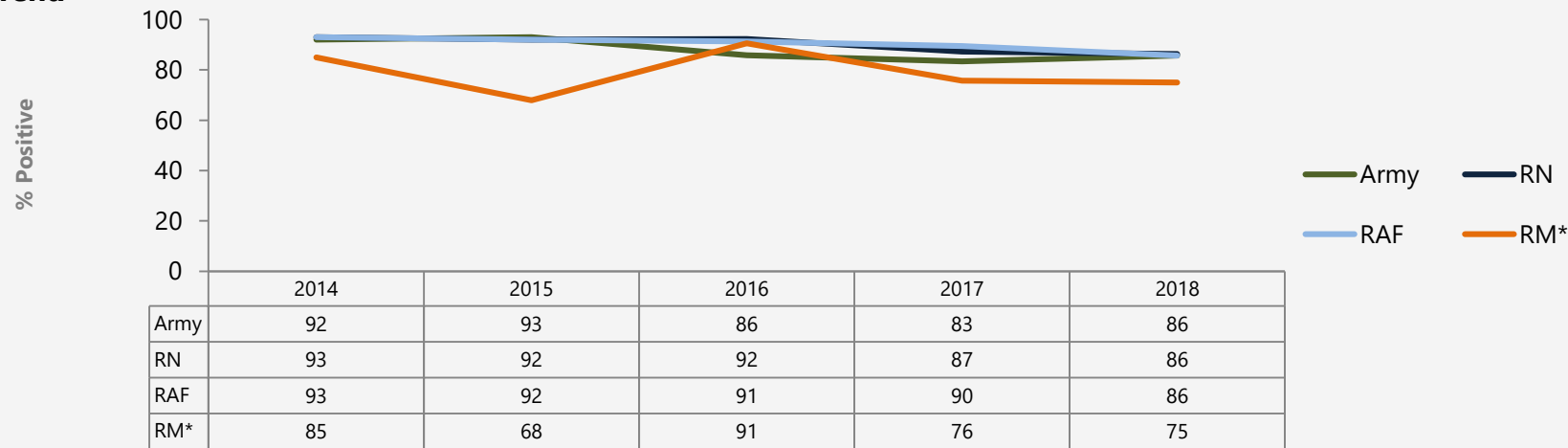
Current year results (%)



Differences



Trend

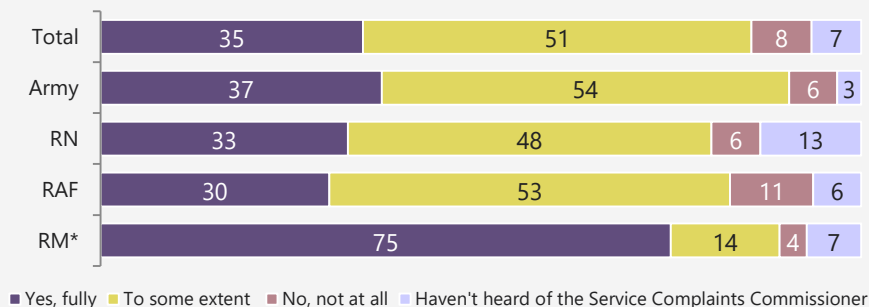


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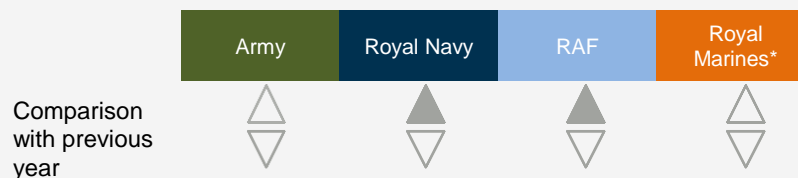
37sc. Do you know how the Services Complaints Ombudsman can help you with a discrimination, harassment and/or bullying complaint?

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'yes fully' – significant differences and comments based on this

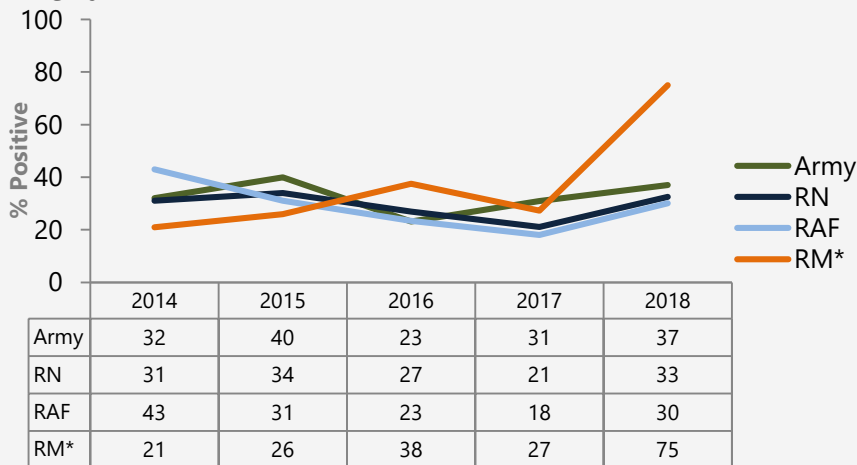
Current year results (%)



Differences



Trend



Key figures

- Royal Navy Officer Cadets selecting 'yes fully' that they know how the Services Complaints Ombudsman can help them with a discrimination, harassment and/or bullying complaint increased from 21% in 2017 to 33% in 2018. This also increased for RAF Officer Cadets from 18% in 2017 to 30% in 2018.

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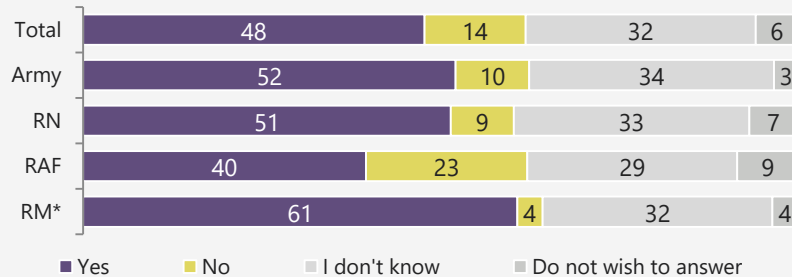
WHETHER BELIEVE COMPLAINTS ARE DEALT WITH IN A FAIR MANNER

Officer Cadets

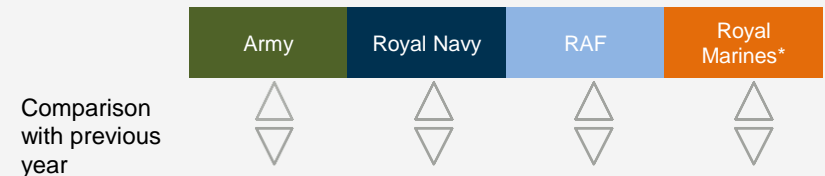
38a. Generally, do you believe that complaints are dealt with in a fair manner at unit?

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'yes' – significant differences and comments based on this

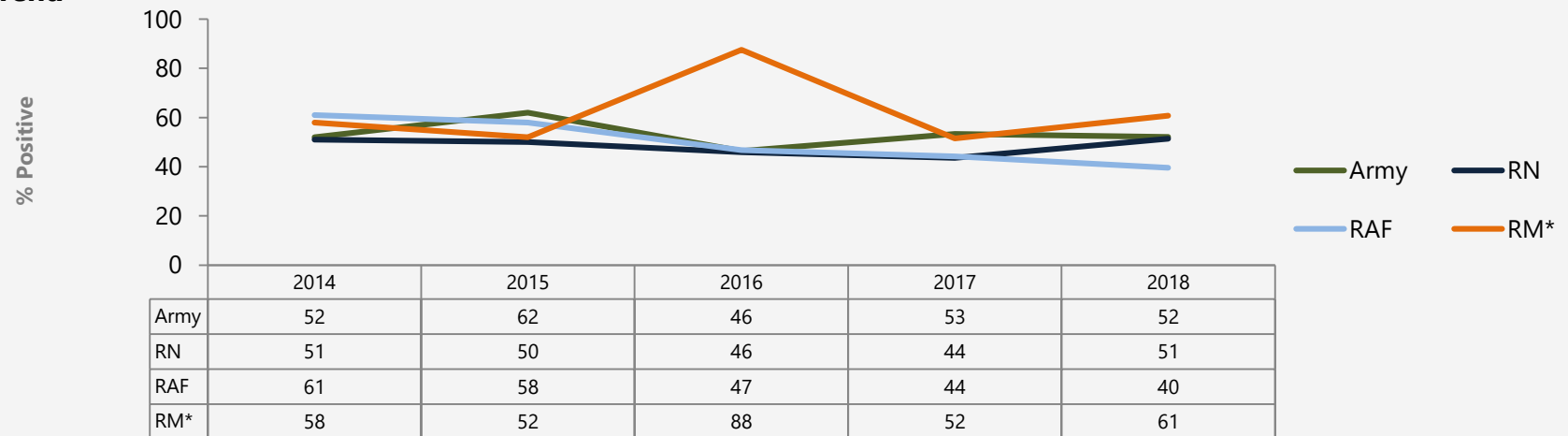
Current year results (%)



Differences



Trend



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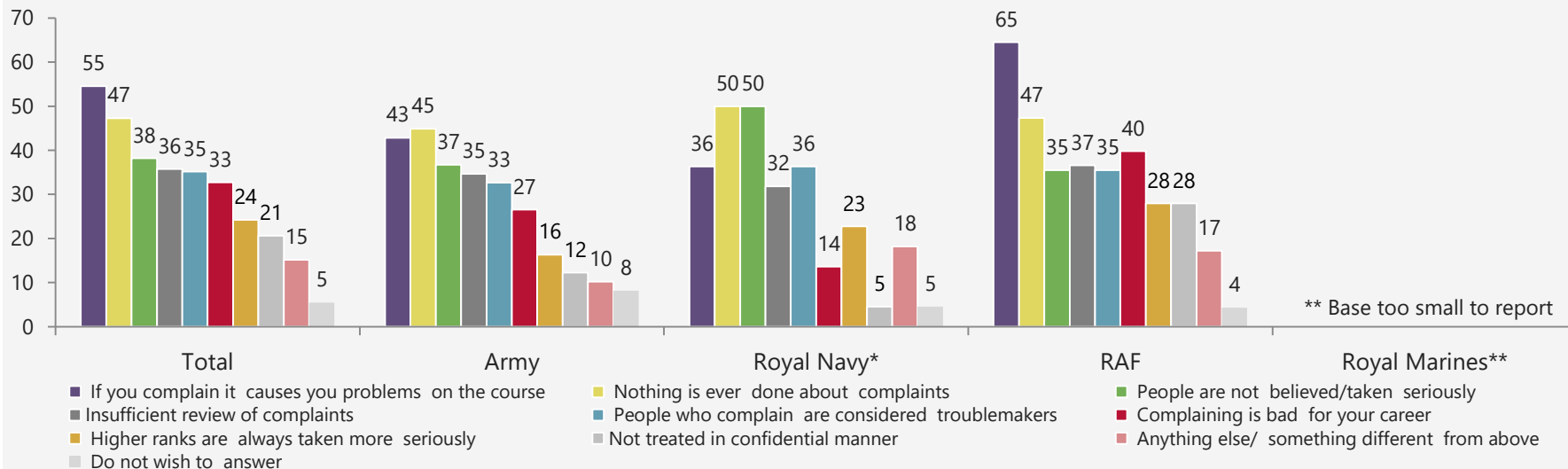
REASON WHY COMPLAINTS ARE NOT DEALT WITH IN A FAIR MANNER

Officer Cadets

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

Number of respondents (all respondents who said that they did not feel that complaints were dealt with in a fair manner): Total (165), Army (49), Royal Navy (22*), RAF (93), Royal Marines (1**)

Current year results (%)



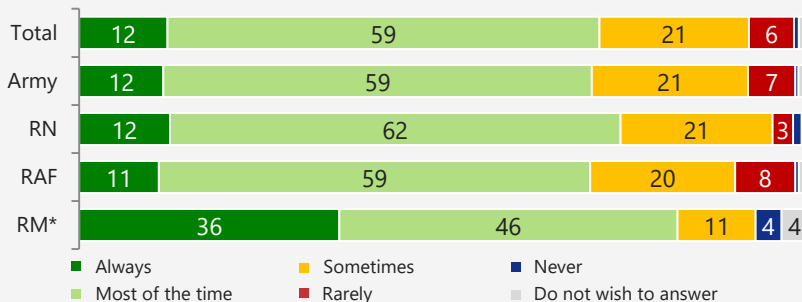
Key figures

- Overall, the key reason for not believing that complaints were dealt with in a fair manner was that complaining causes you problems on the course (55%). This was also the top reason among RAF Officer Cadets (65%). Among Army Officer Cadets, however, the most common reason was that they believe nothing is ever done about complaints (45%).
- Among Royal Navy Officer Cadets, the two main reasons were that nothing is ever done about complaints (50%) and people are not believed or taken seriously (50%).

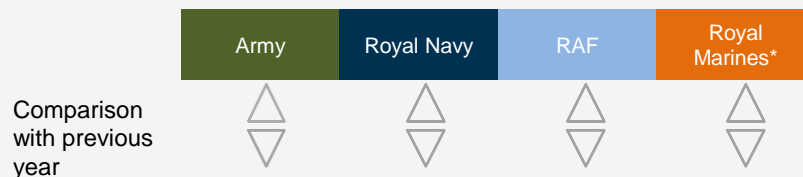
40. Please indicate how often the following statements apply: Cadets were all treated fairly

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'always' or 'most of the time' – significant differences and comments based on this

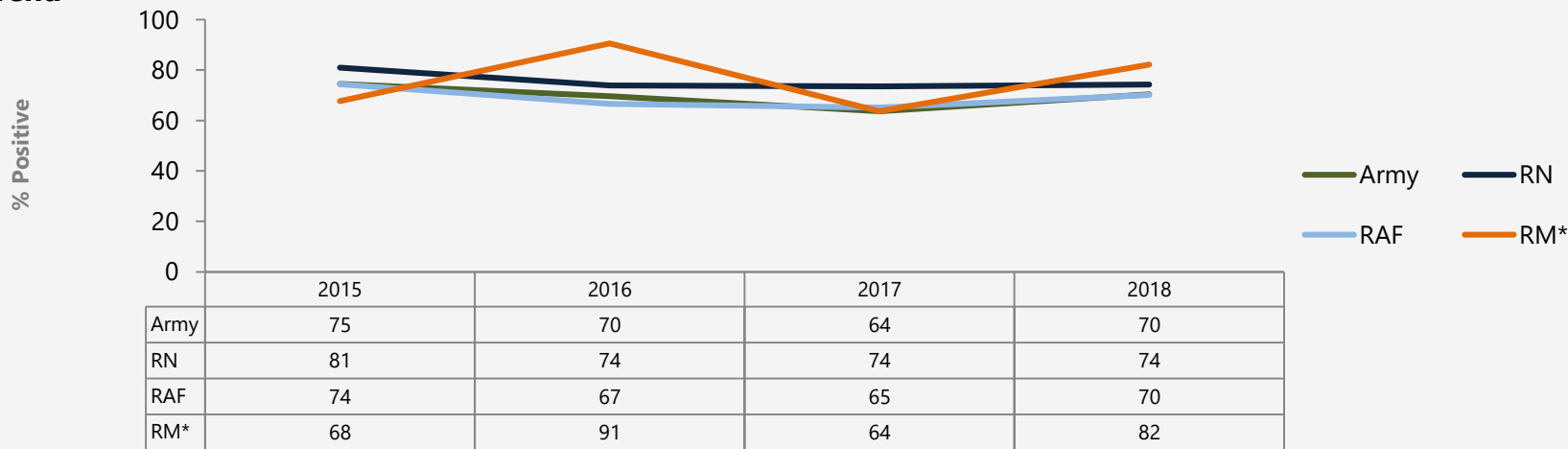
Current year results (%)



Differences



Trend

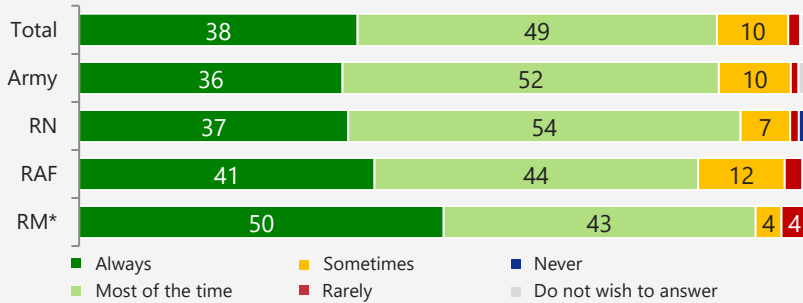


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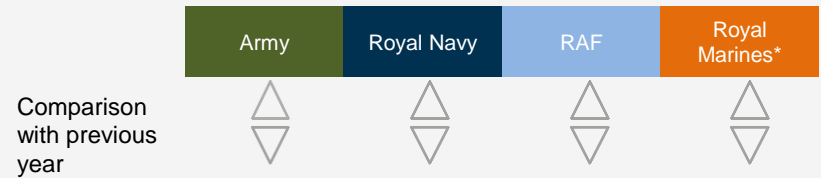
40. Please indicate how often the following statements apply: I was treated fairly

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'always' or 'most of the time' – significant differences and comments based on this

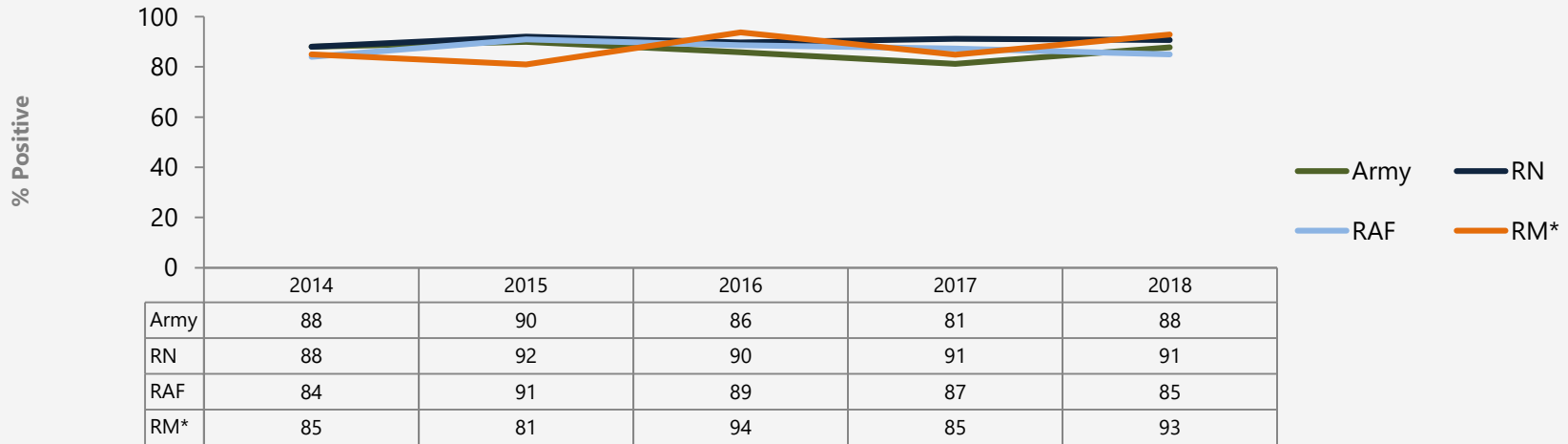
Current year results (%)



Differences



Trend



Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.
 Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

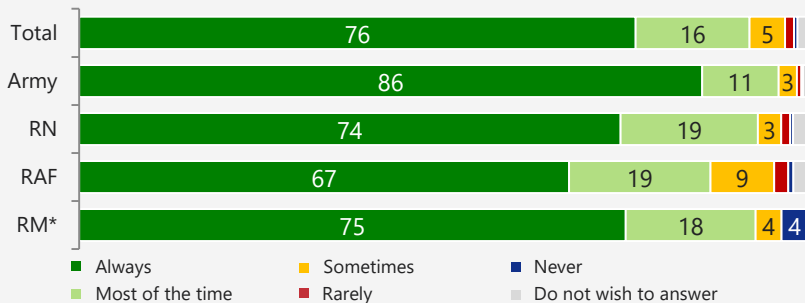
SEXUAL OR RACIAL HARASSMENT DURING TRAINING

Officer Cadets

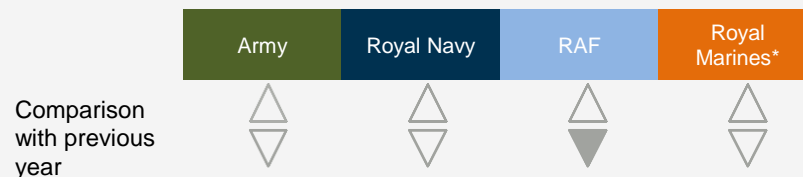
40. Please indicate how often the following statements apply: Training was conducted without sexual or racial harassment

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'always' or 'most of the time' – significant differences and comments based on this

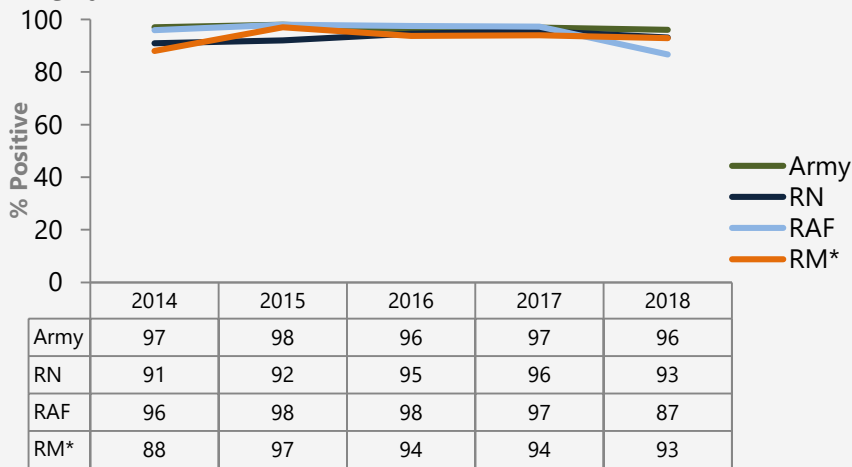
Current year results (%)



Differences



Trend



Key figures

- RAF Officer Cadets rating 'always' or 'most of the time' that training was conducted without sexual or racial harassment decreased from 97% in 2017 to 87% in 2018.

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

Please refer to notes page for base size of previous years

* Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

WHETHER BADLY OR UNFAIRLY TREATED BY STAFF

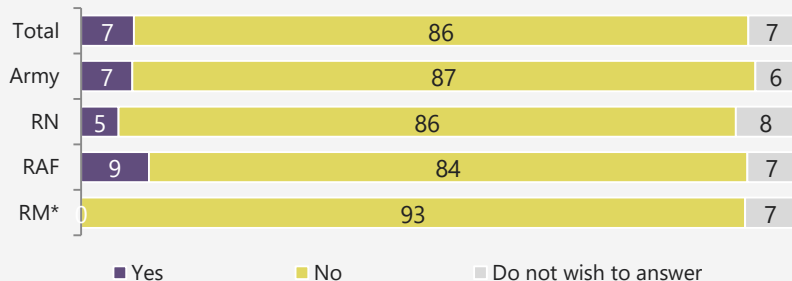
Officer Cadets

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

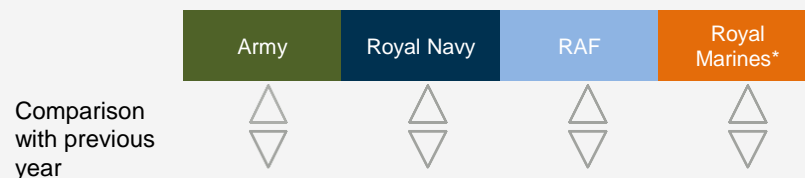
Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

Significant differences based on % who say 'yes'

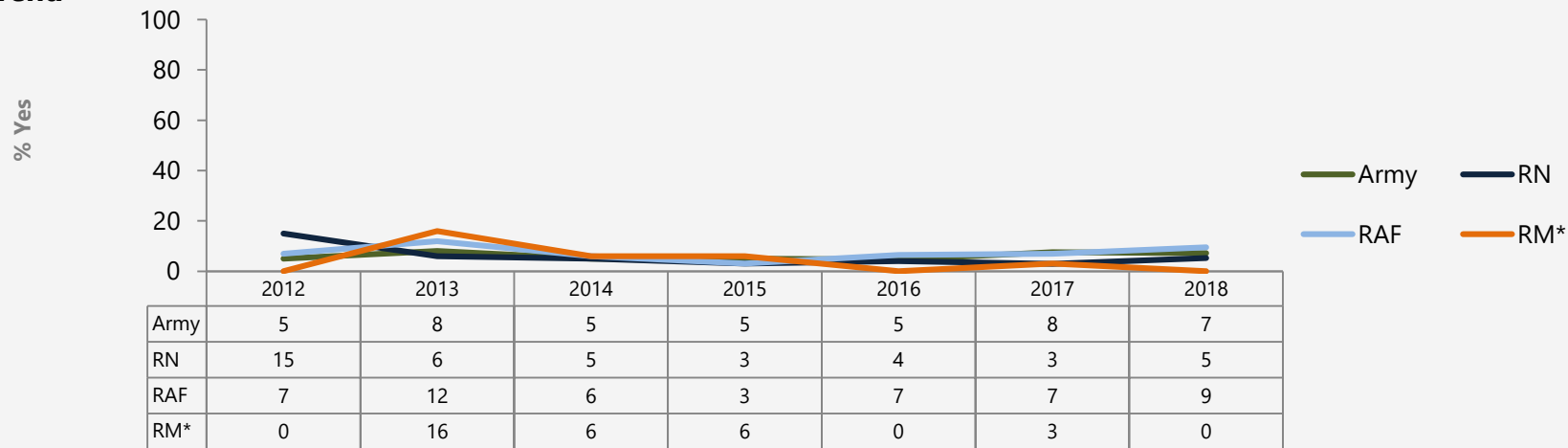
Current year results (%)



Differences



Trend



Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.
 Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents)

WHETHER BADLY OR UNFAIRLY TREATED BY OTHER Cadets

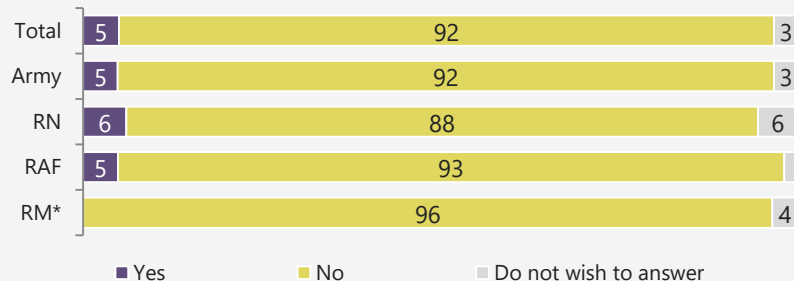
Officer Cadets

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

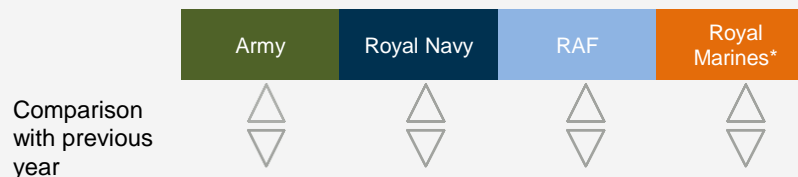
Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

Significant differences based on % who say 'yes'

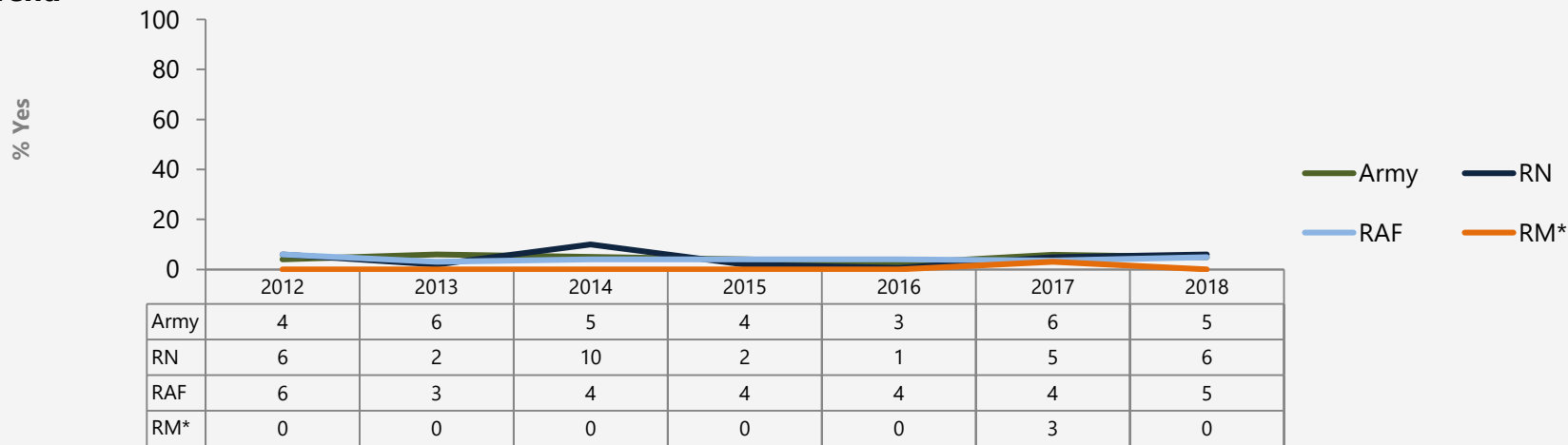
Current year results (%)



Differences



Trend



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

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

Please refer to notes page for base size of previous years

* Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

WHETHER BADLY OR UNFAIRLY TREATED BY STAFF OR OTHER Cadets

Officer Cadets

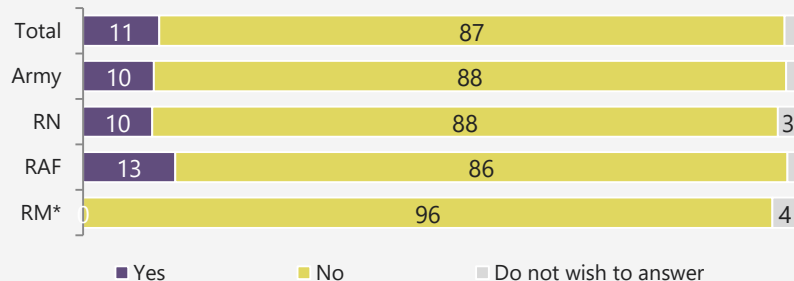
42a. Do you believe that you were badly or unfairly treated by other Cadets whilst at unit?*

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

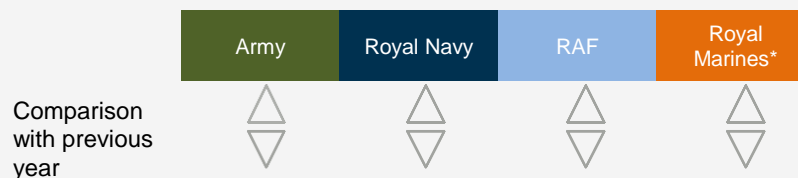
Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

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

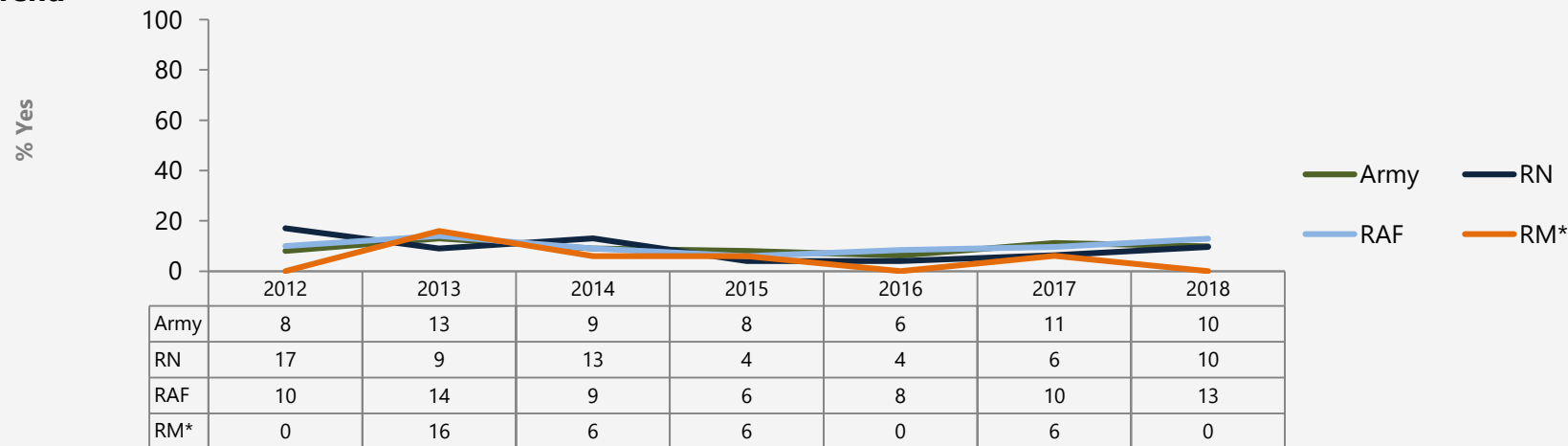
Current year results (%)



Differences



Trend



* This analysis is based on a combination of the 2 questions whether Officer Cadets have been badly or unfairly treated by either other Cadets and/OR staff whilst at unit

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

Please refer to notes page for base size of previous years
* Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

TYPES OF UNFAIR TREATMENT

Army Officer Cadets



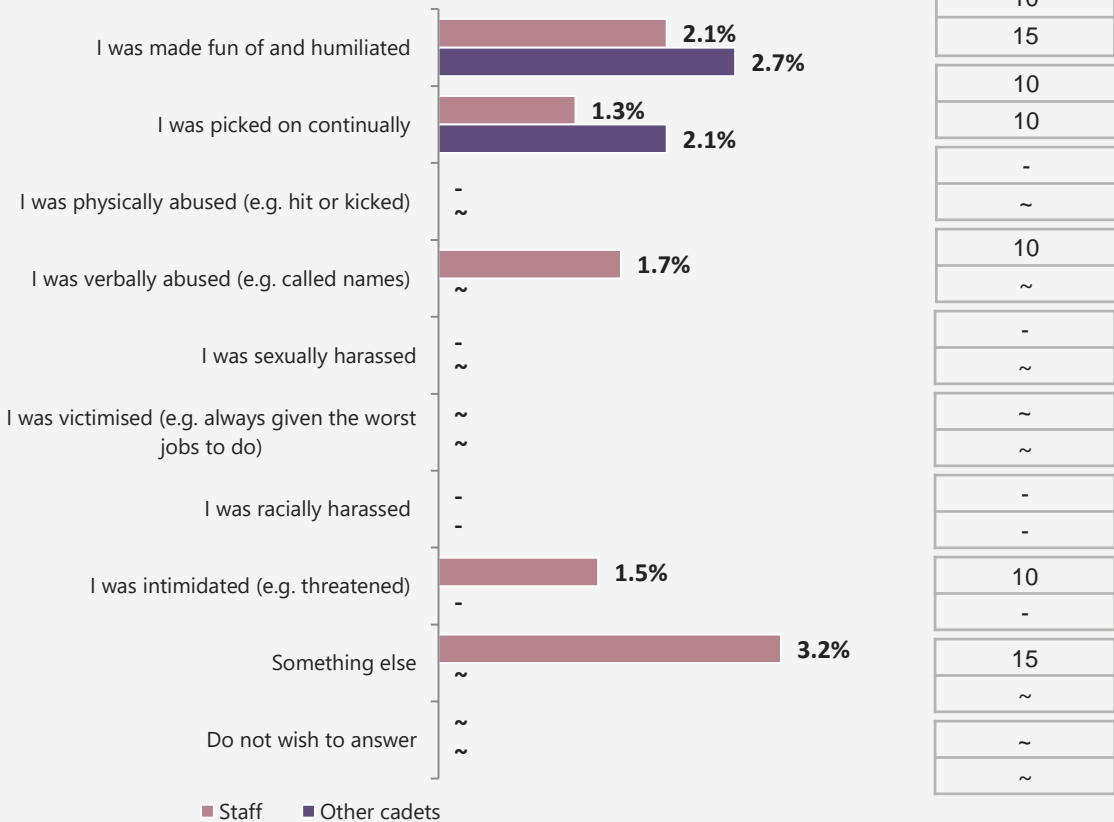
Q101-Staff. Please read the list below and tick the boxes that best apply to you.

Q101-Cadets. Please read the list below and tick the boxes that best apply to you.

All results recalculated on full base of Army Officer Cadets (476)

Number of respondents asked the question (all who were badly or unfairly treated): Army (47)

Current year results (% all Cadets)



Key figures

- Results are displayed as a percentage of all recruits. Figures have been rounded up to the nearest 5 and numbers of 5 or fewer are suppressed, in line with Defence Statistics' rounding policy. These figures are denoted by ~.



TYPES OF UNFAIR TREATMENT

Royal Navy Officer Cadets



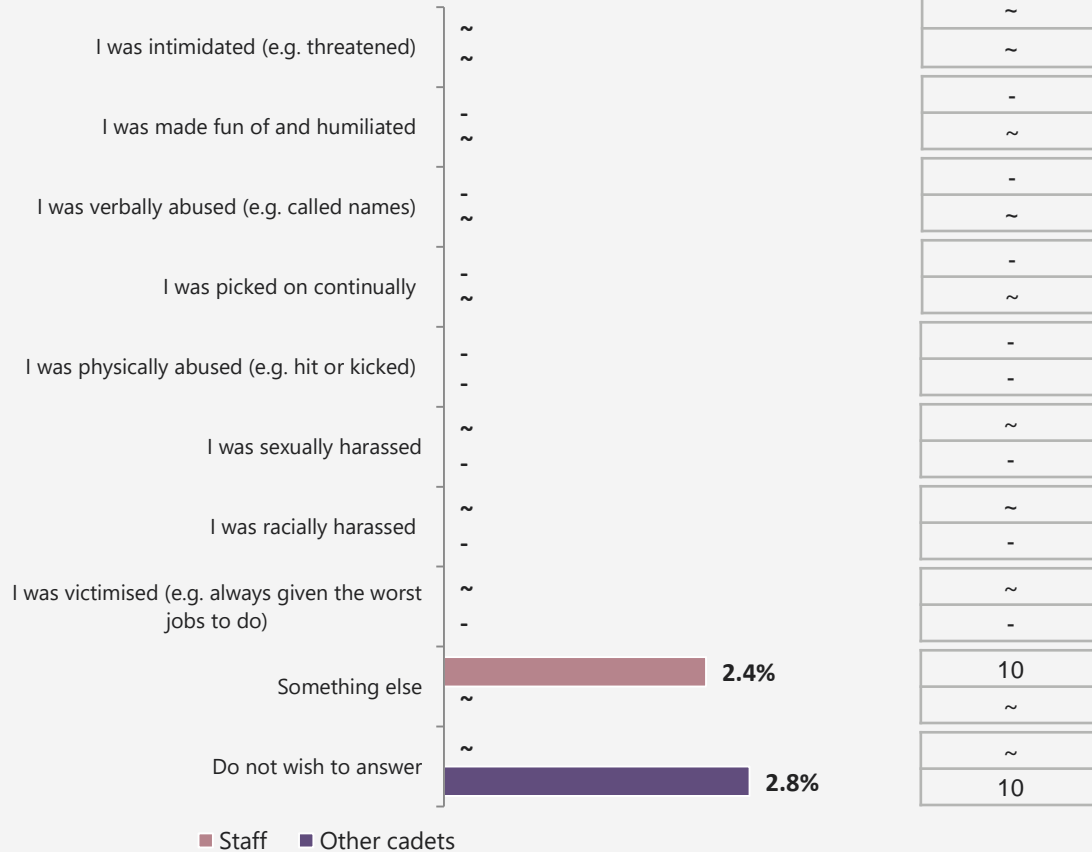
Q101-Staff. Please read the list below and tick the boxes that best apply to you.

Q101-Cadets. Please read the list below and tick the boxes that best apply to you.

All results recalculated on full base of Royal Navy Officer Cadets (249)

Number of respondents asked the question (all who were badly or unfairly treated): Royal Navy (24)

Current year results (% all Cadets)



Key figures

- Results are displayed as a percentage of all recruits. Figures have been rounded up to the nearest 5 and numbers of 5 or fewer are suppressed, in line with Defence Statistics' rounding policy. These figures are denoted by ~.



TYPES OF UNFAIR TREATMENT

RAF Officer Cadets

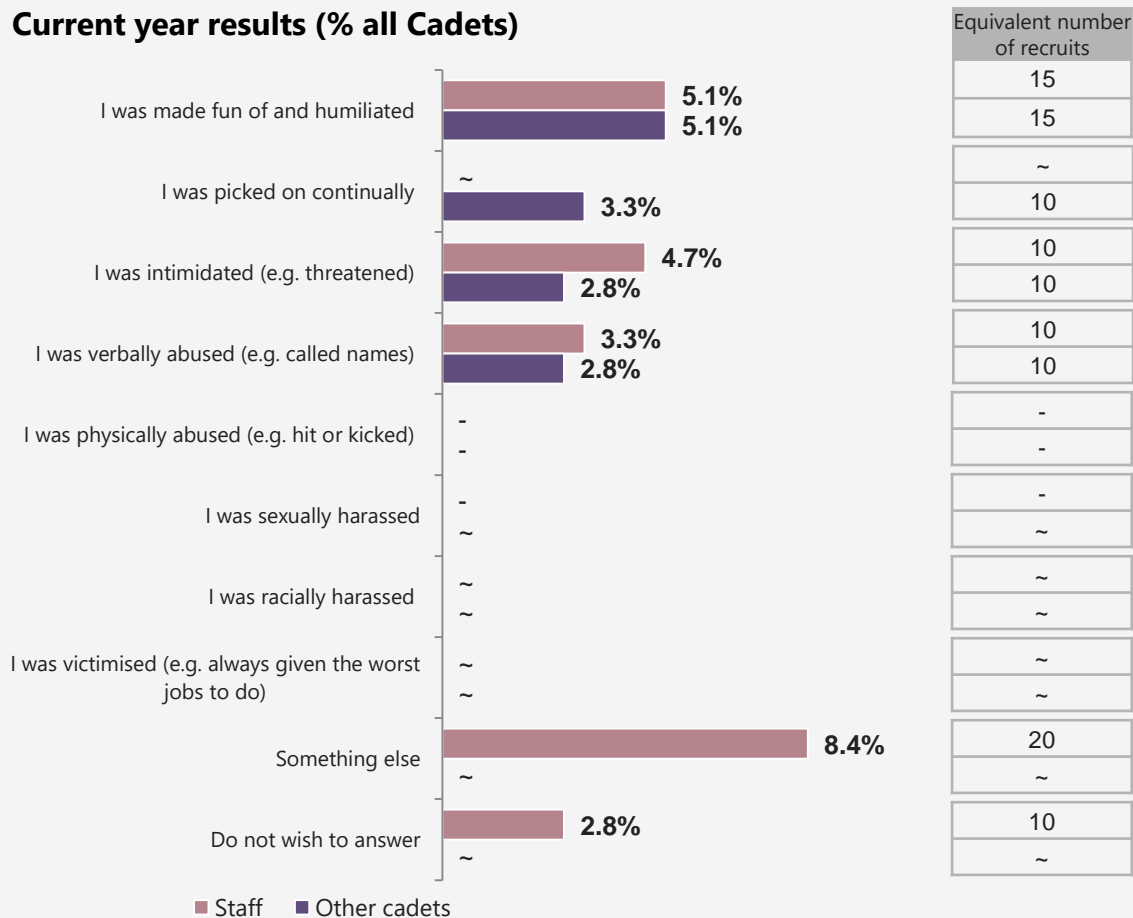
Q101-Staff. Please read the list below and tick the boxes that best apply to you.

Q101-Cadets. Please read the list below and tick the boxes that best apply to you.

All results recalculated on full base of RAF Officer Cadets (412)

Number of respondents asked the question (all who were badly or unfairly treated): RAF (53)

Current year results (% all Cadets)



Key figures

- Results are displayed as a percentage of all recruits. Figures have been rounded up to the nearest 5 and numbers of 5 or fewer are suppressed, in line with Defence Statistics' rounding policy. These figures are denoted by ~.



FREQUENCY OF UNFAIR TREATMENT

Officer Cadets

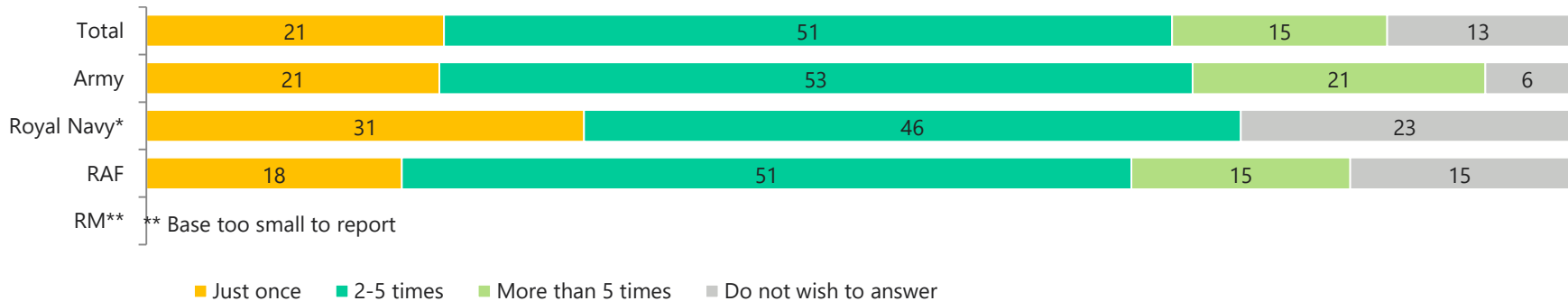
Q103-Staff. Generally speaking, how often would you say you were badly or unfairly treated by staff?

Q103-Cadets. Generally speaking, how often would you say you were badly or unfairly treated by other trainees?

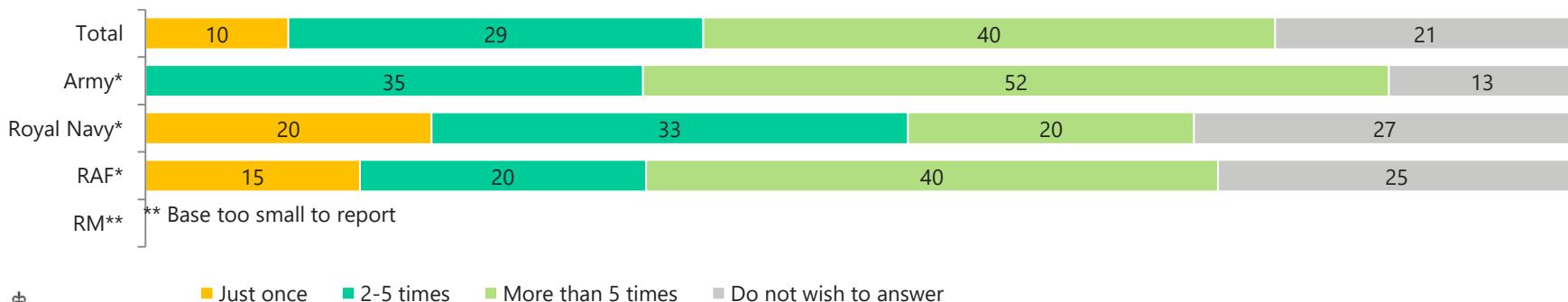
Number of respondents (all who said they were badly or unfairly treated by staff): Total (86), Army (34), Royal Navy (13*), RAF (39), Royal Marines (0**)

Number of respondents (all who said they were badly or unfairly treated by other Cadets): Total (58), Army (23*), Royal Navy (15*), RAF (20*), Royal Marines (0**)

How often unfairly treated by staff



How often unfairly treated by other Cadets



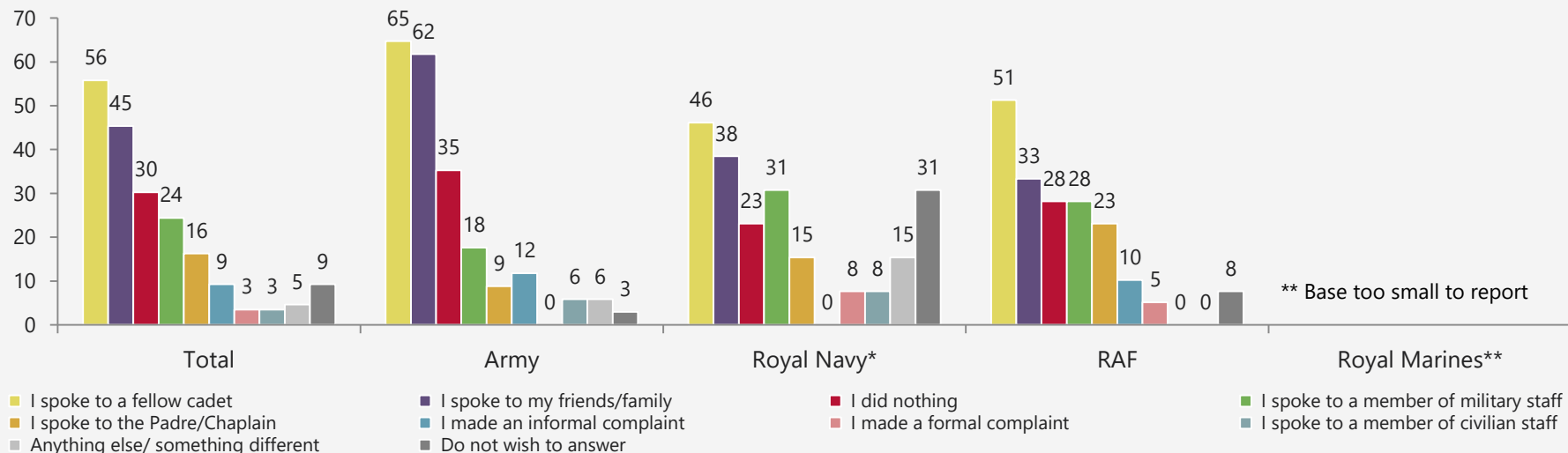
ACTION TAKEN AS A RESULT OF BAD OR UNFAIR TREATMENT

Officer Cadets

Q104-Staff. Which of the following did you do following the unfair treatment you experienced?

Number of respondents (all respondents who felt that they were badly or unfairly treated): Total (86), Army (34), Royal Navy (13*), RAF (39), Royal Marines (0**)

Current year results (%)



Key figures

- The top action taken by Officer Cadets who felt they were badly or unfairly treated by staff was to speak to a fellow Cadet (56%), followed by speaking to friends and family (45%).
- Overall, 9% of Officer Cadets who felt they were badly or unfairly treated by staff made an informal complaint and 3% made a formal complaint.

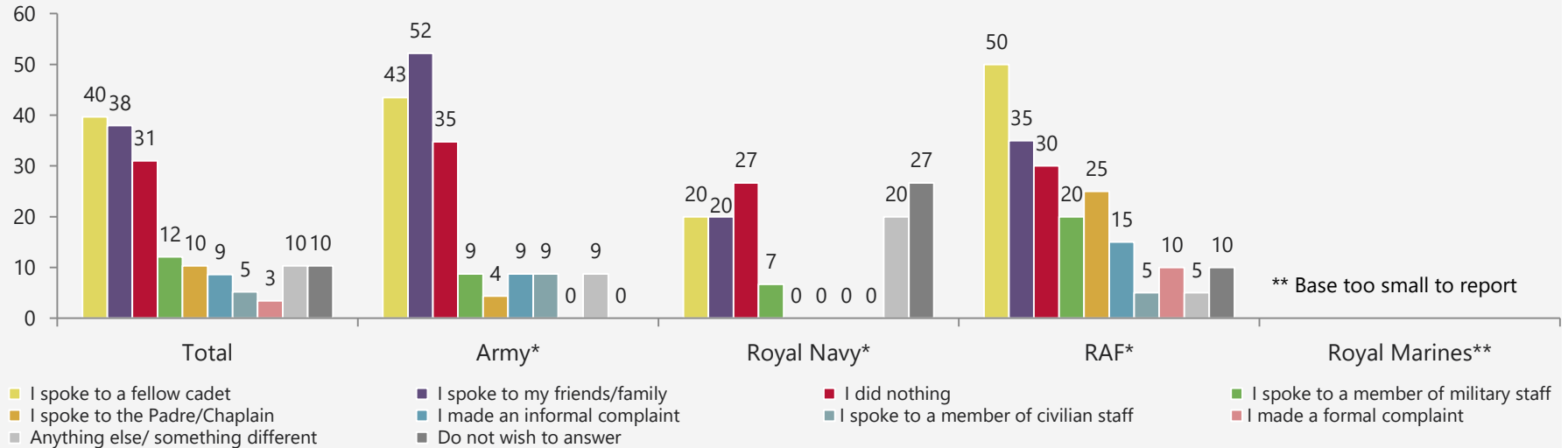
ACTION TAKEN AS A RESULT OF BAD OR UNFAIR TREATMENT

Officer Cadets

Q104-Cadets. Which of the following did you do following the unfair treatment you experienced?

Number of respondents (all respondents who felt that they were badly or unfairly treated): Total (58), Army (23*), Royal Navy (15*), RAF (20*), Royal Marines (0**)

Current year results (%)



Key figures

- The top action taken by Officer Cadets who felt they were badly or unfairly treated by other Cadets was to speak to a fellow Cadet (40%), closely followed by speaking to friends and family (38%).
- Overall, 9% of Officer Cadets who felt they were badly or unfairly treated by other Cadets made an informal complaint and 3% made a formal complaint.

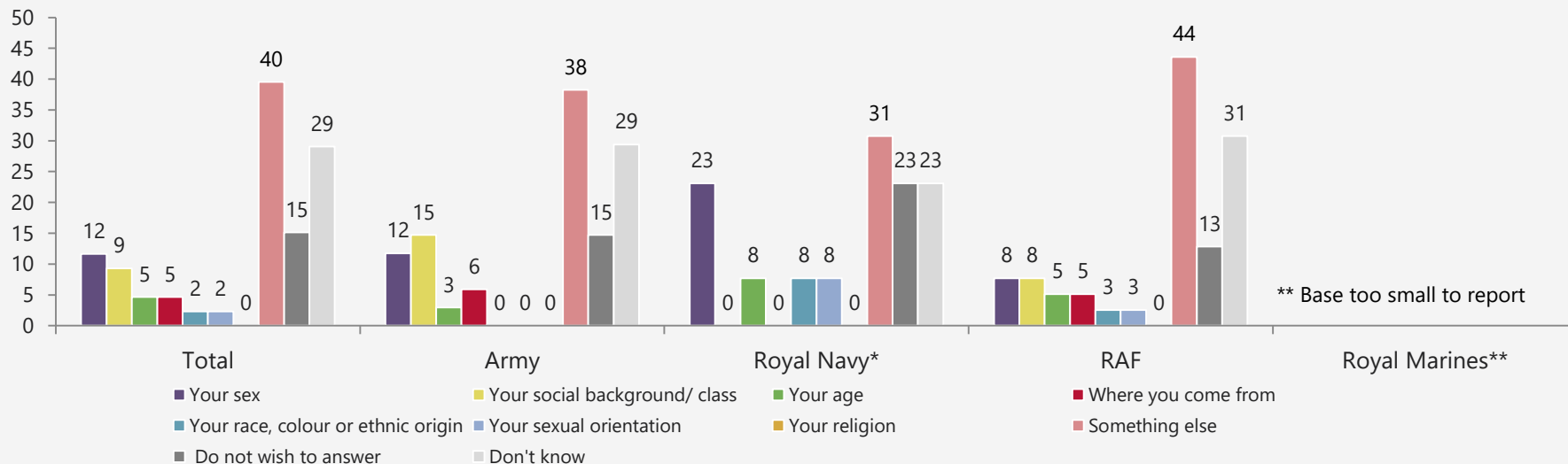
PERCEIVED REASON FOR BAD OR UNFAIR TREATMENT

Officer Cadets

Q105-Staff. Why do you think you were badly or unfairly treated?

Number of respondents (all respondents who felt they were badly or unfairly treated): Total (86), Army (34), Royal Navy (13*), RAF (39), Royal Marines (0**)

Current year results (%)



Key figures

- Across the Armed Forces, the most common reason cited by Officer Cadets for why they felt they were unfairly treated by staff, from a list of possible reasons provided, was because of their sex (12%), followed by their social background/class (9%).
- It should be noted that 15% chose not to answer and 40% said something else.

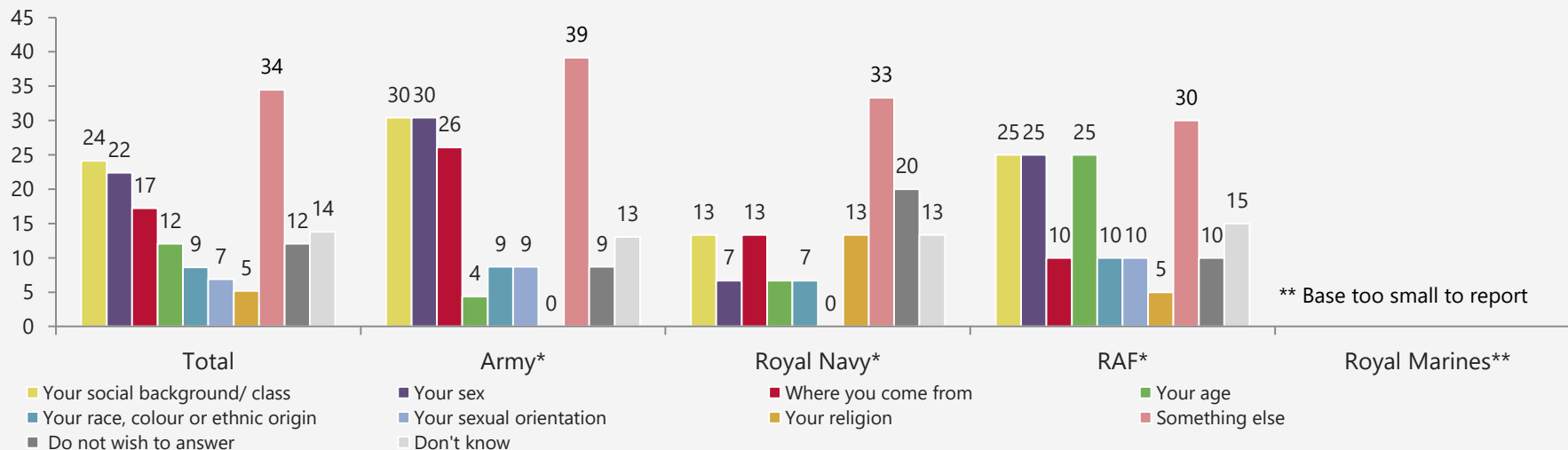
PERCEIVED REASON FOR BAD OR UNFAIR TREATMENT

Officer Cadets

Q105-Cadets. Why do you think you were badly or unfairly treated?

Number of respondents (all respondents who felt they were badly or unfairly treated): Total (58), Army (23*), Royal Navy (15*), RAF (20*), Royal Marines (0**)

Current year results (%)



Key figures

- Across the Armed Forces, the most common reason cited by Officer Cadets for why they felt they were unfairly treated by other Cadets, from a list of possible reasons provided, was because of their social background/class (24%), closely followed by their sex (22%).
- It should be noted that 12% chose not to answer and 34% said something else.

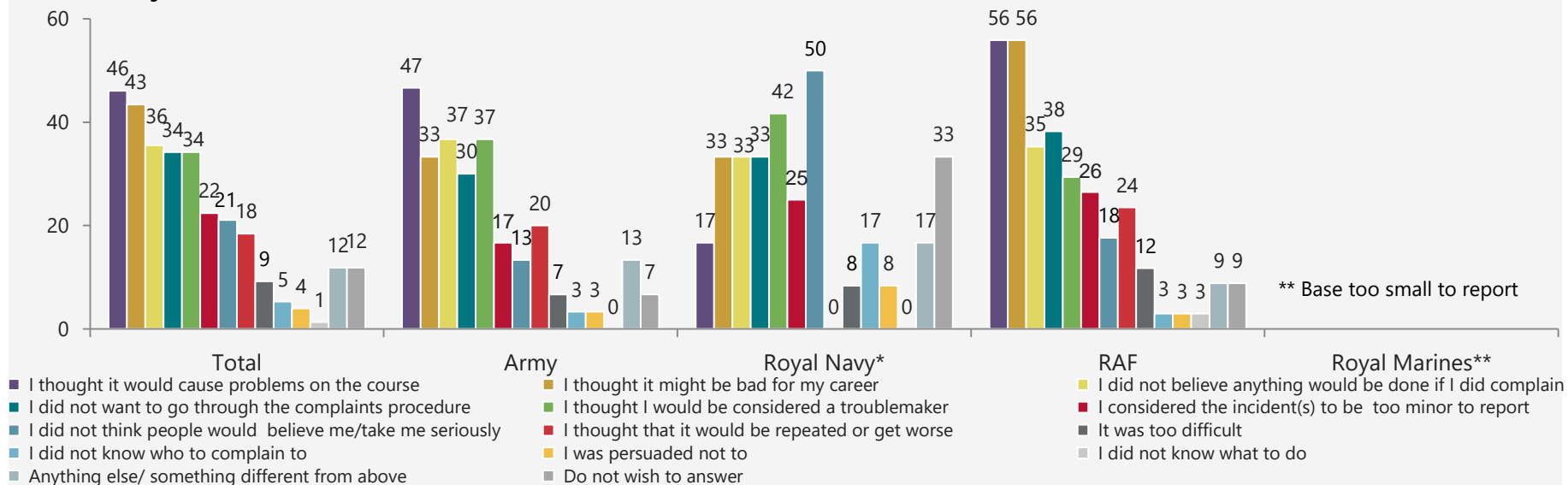
REASON FOR NOT COMPLAINING ABOUT BAD OR UNFAIR TREATMENT

Officer Cadets

Q106-Staff. If you did not complain about any incident of bad or unfair treatment, why was this?

Number of respondents (all respondents who said they were badly or unfairly treated by staff or other trainees and who did not make a complaint): Total (76), Army (30), Royal Navy (12*), RAF (34), Royal Marines (0**)

Current year results (%)



Key figures

- A mix of reasons were selected for why Officer Cadets did not complain about incidents of bad or unfair treatment by staff and this varies between the Services. The top reason at a total level was because they considered complaining would cause problems on the course (46%). This was followed by thinking it might be bad for their career (43%).
- Other key reasons were not believing anything would be done if they did complain (36%), not wanting to go through the complaints process (34%) and thought they would be considered a troublemaker (34%).

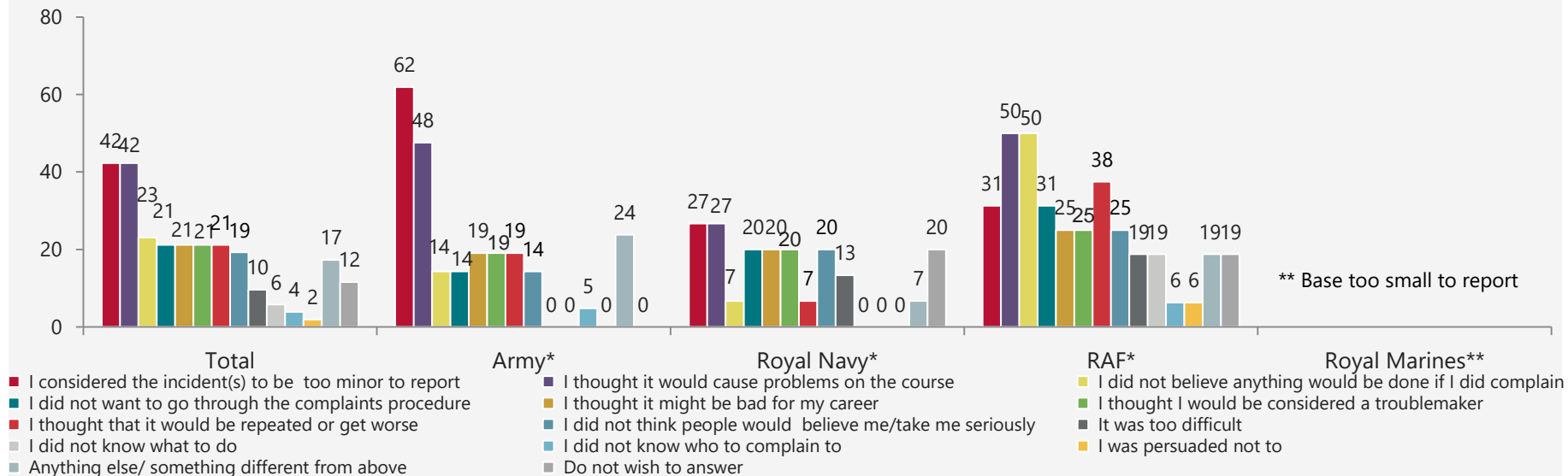
REASON FOR NOT COMPLAINING ABOUT BAD OR UNFAIR TREATMENT

Officer Cadets

Q106-Cadets. If you did not complain about any incident of bad or unfair treatment, why was this?

Number of respondents (all respondents who said they were badly or unfairly treated by staff or other trainees and who did not make a complaint): Total (52), Army (21*), Royal Navy (15*), RAF (16*), Royal Marines (0**)

Current year results (%)



Key figures

- A mix of reasons were selected for why Officer Cadets did not complain about incidents of bad or unfair treatment by other Cadets and this varies between the Services. The top two reasons at a total level were because they considered the incident(s) to be too minor to report (42%) and they thought complaining would cause problems on the course (42%).
- This varies between Services and it should be noted that 12% chose not to answer and 17% said something else.



Setbacks during training



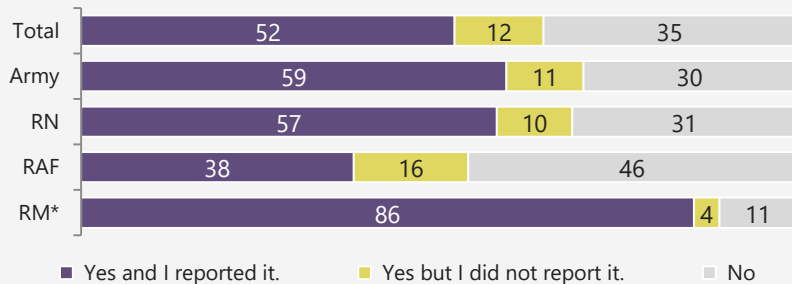
ILLNESS OR INJURY DURING TRAINING

Officer Cadets

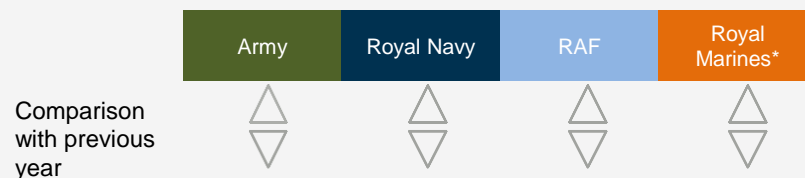
51. Were you ever ill or injured during training?

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 Comments and significant differences based on % saying 'yes and I reported it'

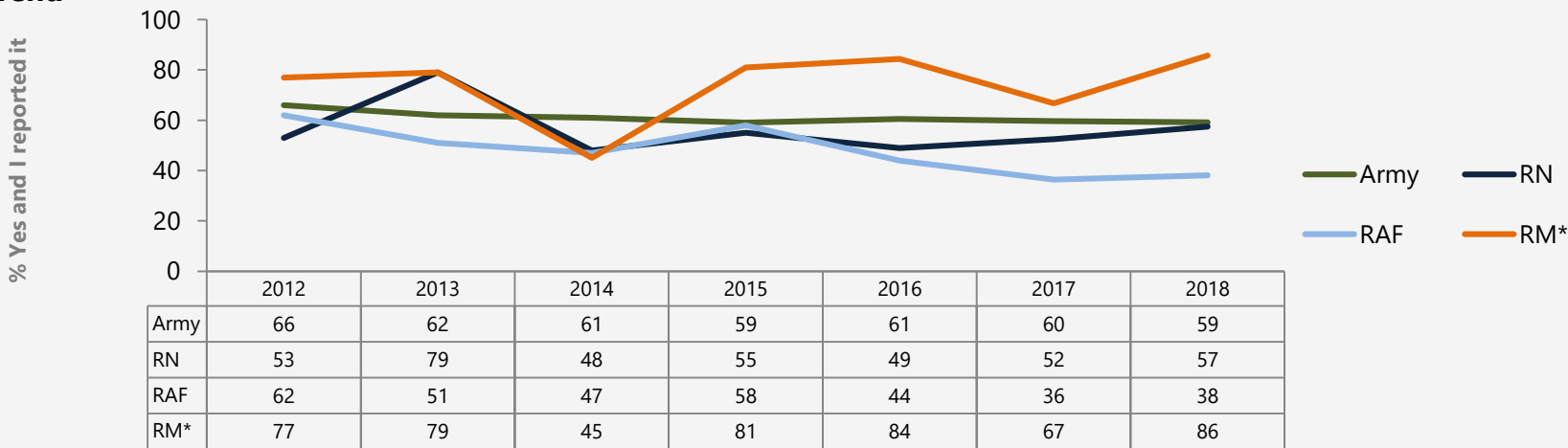
Current year results (%)



Differences



Trend



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 Results less than 3% are not labelled in the chart.
 Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

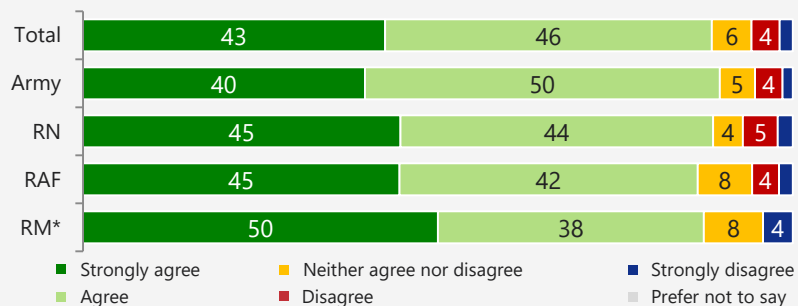
WHETHER ILLNESS/INJURY WAS PROPERLY DEALT WITH

Officer Cadets

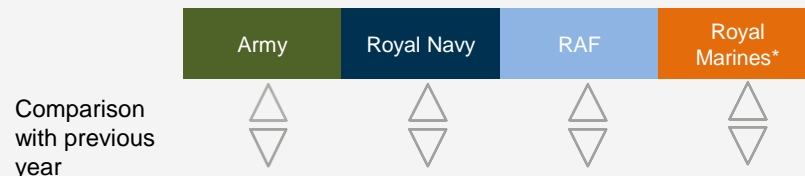
52. Please indicate how you feel about the following statements: My injury/illness was properly dealt with

Number of respondents (all respondents who were ill or injured and reported it): Total (606), Army (282), Royal Navy (143), RAF (157), Royal Marines (24*)
 % positive equals the proportion who say 'strongly agree' or 'agree' – significant differences and comments based on this

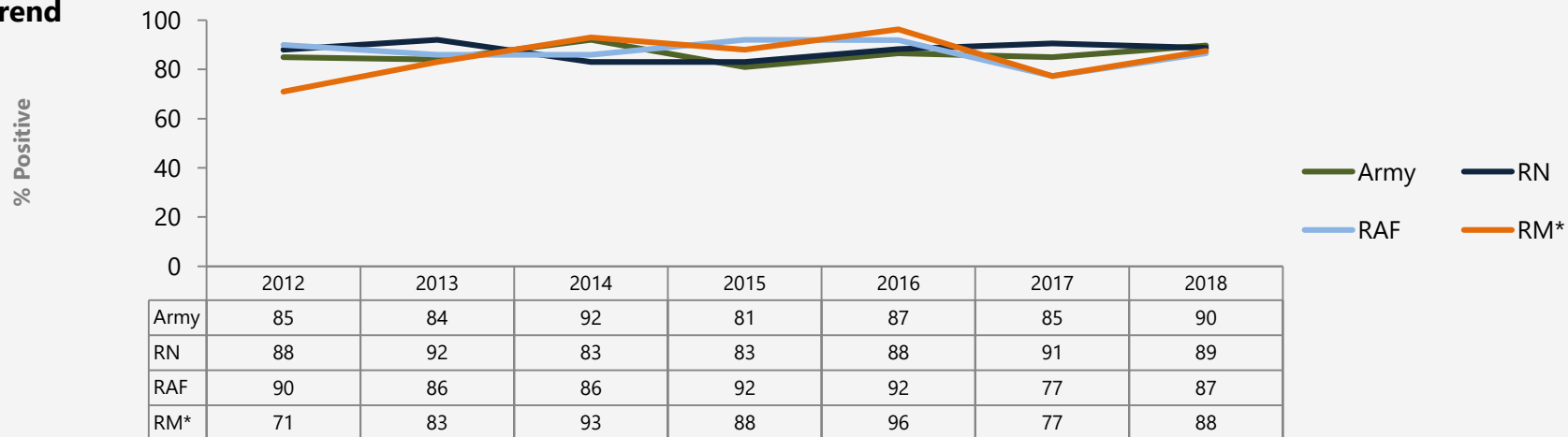
Current year results (%)



Differences



Trend



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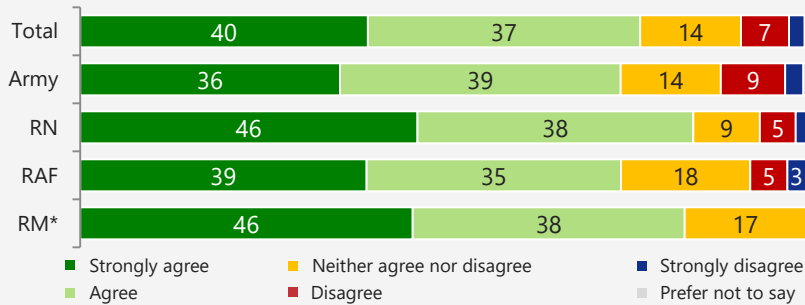
STAFF HELP AND SUPPORT DURING ILLNESS/INJURY

Officer Cadets

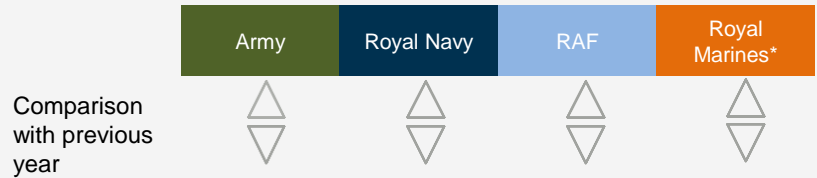
52. Please indicate how you feel about the following statements: Staff helped and supported me when I was ill/injured

Number of respondents (all respondents who were ill or injured and reported it): Total (606), Army (282), Royal Navy (143), RAF (157), Royal Marines (24*)
 % positive equals the proportion who say 'strongly agree' or 'agree' – significant differences and comments based on this

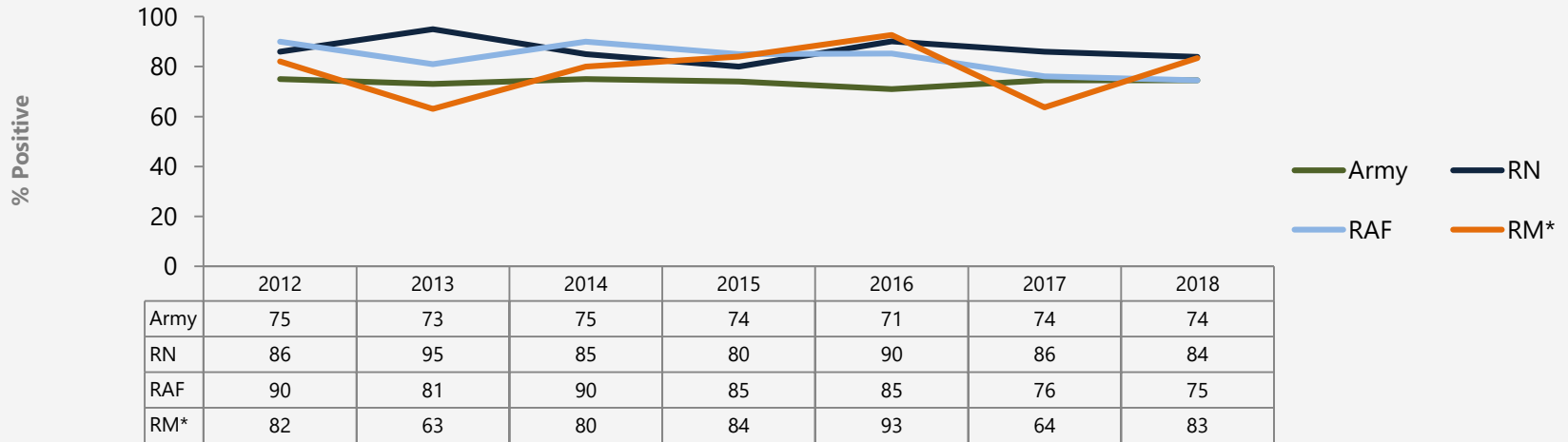
Current year results (%)



Differences



Trend



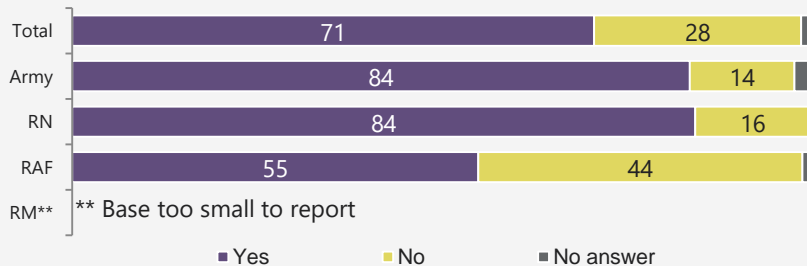
WHETHER WOULD FEEL COMFORTABLE TO REPORT SICK

Officer Cadets

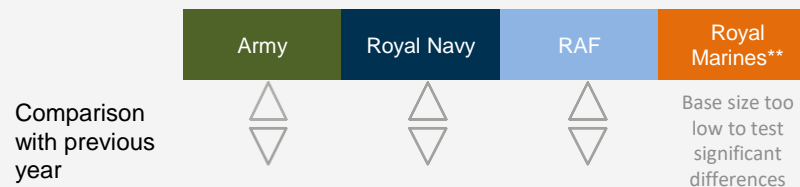
51a. Would you have felt comfortable to report sick, if you had been ill or injured during training?

Number of respondents (all respondents who were not ill/injured): Total (410), Army (141), Royal Navy (77), RAF (189), Royal Marines (3**) % positive equals the proportion who say 'yes' – significant differences and comments based on this

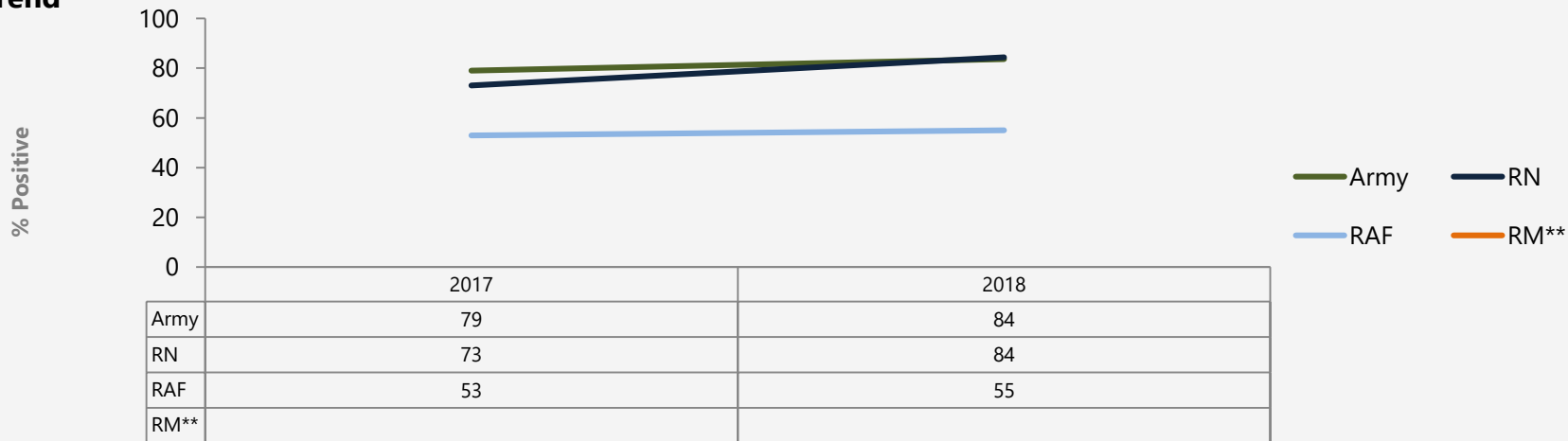
Current year results (%)



Differences



Trend



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 ** Base too small to report

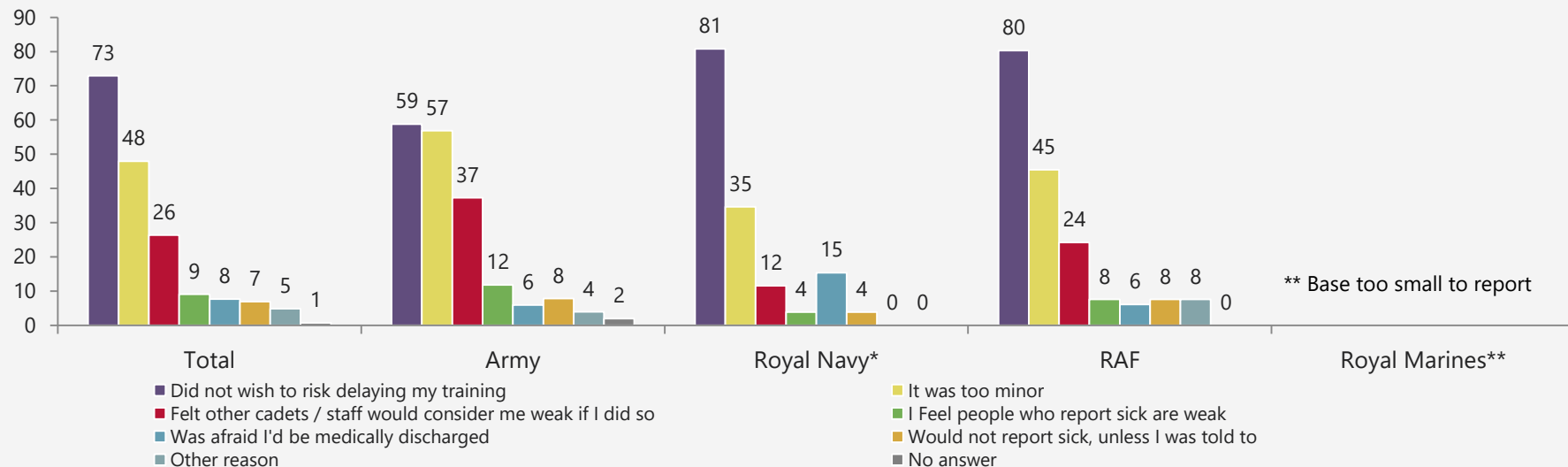
REASON FOR NOT REPORTING ILLNESS OR INJURY

Officer Cadets

53. Why did you not report it?

Number of respondents (all respondents who were ill or injured and did not report it): Total (144), Army (51), Royal Navy (26*), RAF (66), Royal Marines (1**)

Current year results (%)



Key figures

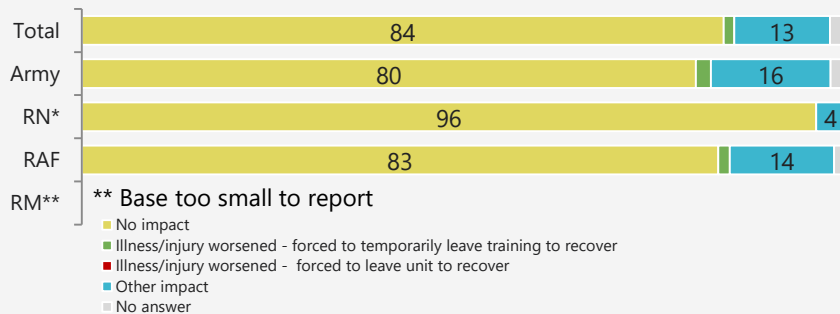
- Overall, the main reason for not reporting illness or injury was due to Officer Cadets not wishing to risk delaying their training (73%). This was followed by Officer Cadets feeling that the illness or injury was too minor (48%) and they felt other cadets or staff would consider them weak if they did report it (26%).

RESULT OF NOT REPORTING SICK Officer Cadets

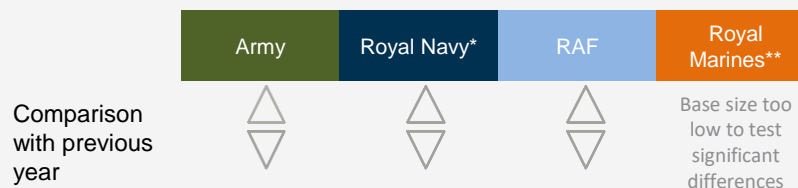
54. What was the result of not reporting sick?

Number of respondents (all respondents who were ill or injured and did not report it): Total (144), Army (51), Royal Navy (26*), RAF (66), Royal Marines (1**) Significant differences and comments based on proportion who say 'No impact'

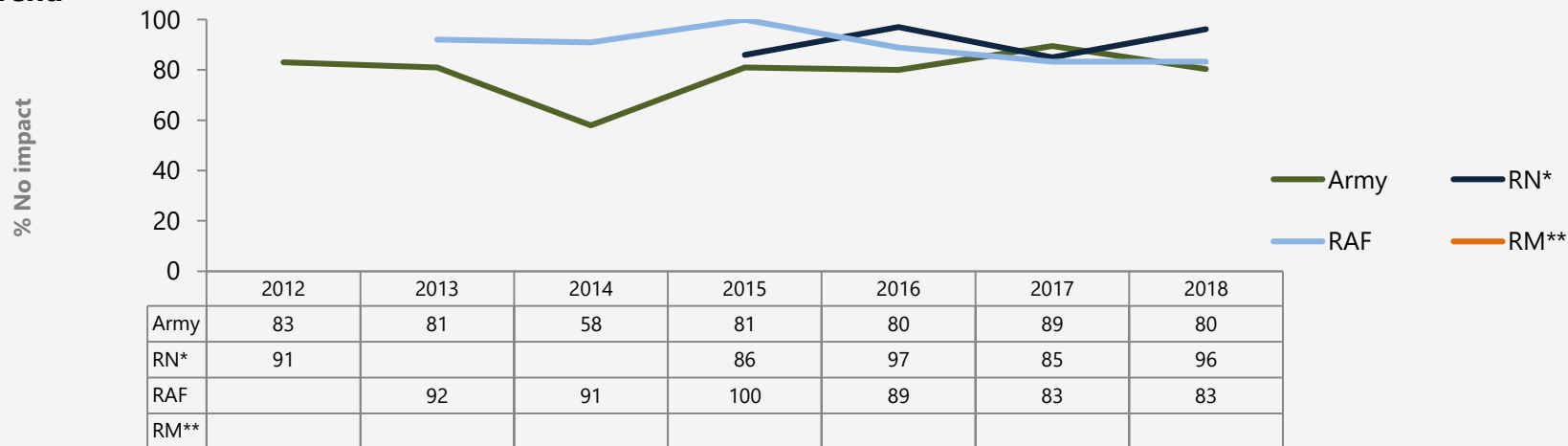
Current year results (%)



Differences



Trend



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 ** Base too small to report

REPEATING TRAINING

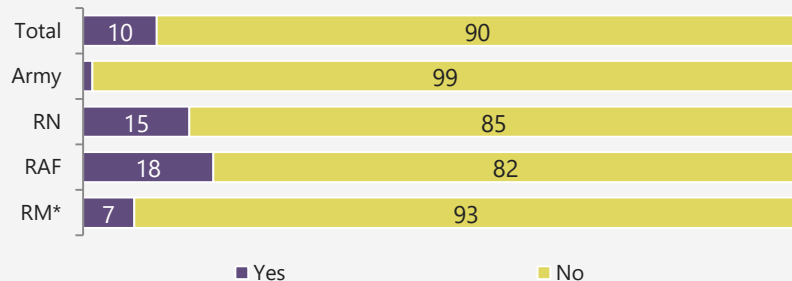
Officer Cadets

61. Did you have to repeat training?

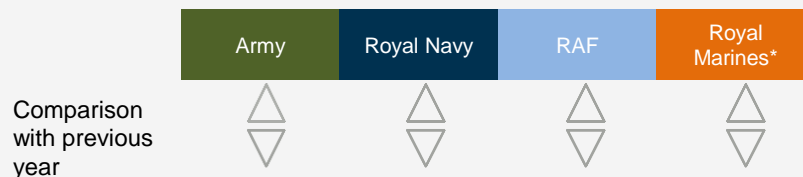
Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

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

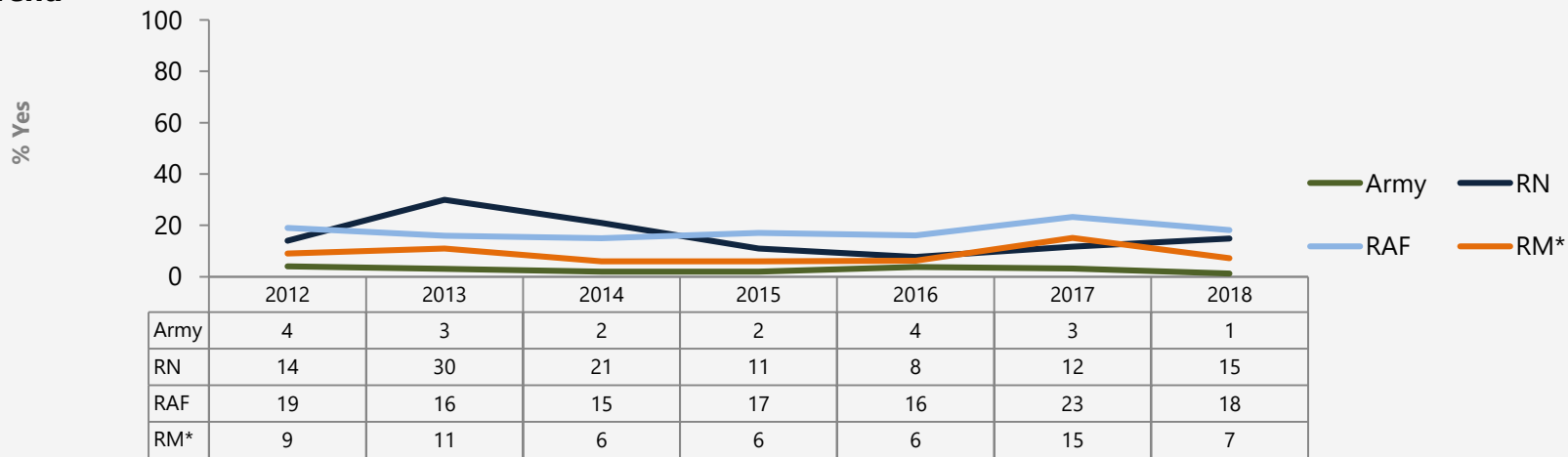
Current year results (%)



Differences



Trend



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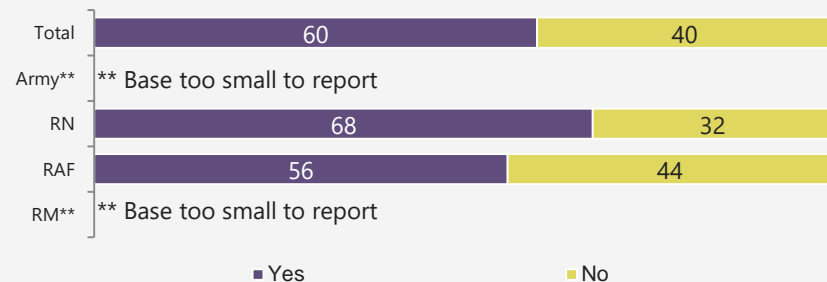
PERSONAL WARNING OF POSSIBILITY OF REPEATING TRAINING

Officer Cadets

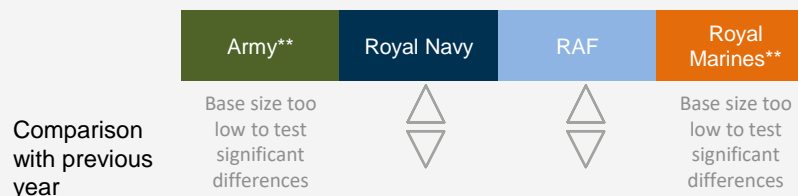
62. Were you warned personally that there was a possibility that you would have to repeat training?

Number of respondents (all respondents who repeated training): Total (120), Army (6**), Royal Navy (37), RAF (75), Royal Marines (2**) % positive equals the proportion who say 'yes' – significant differences and comments based on this

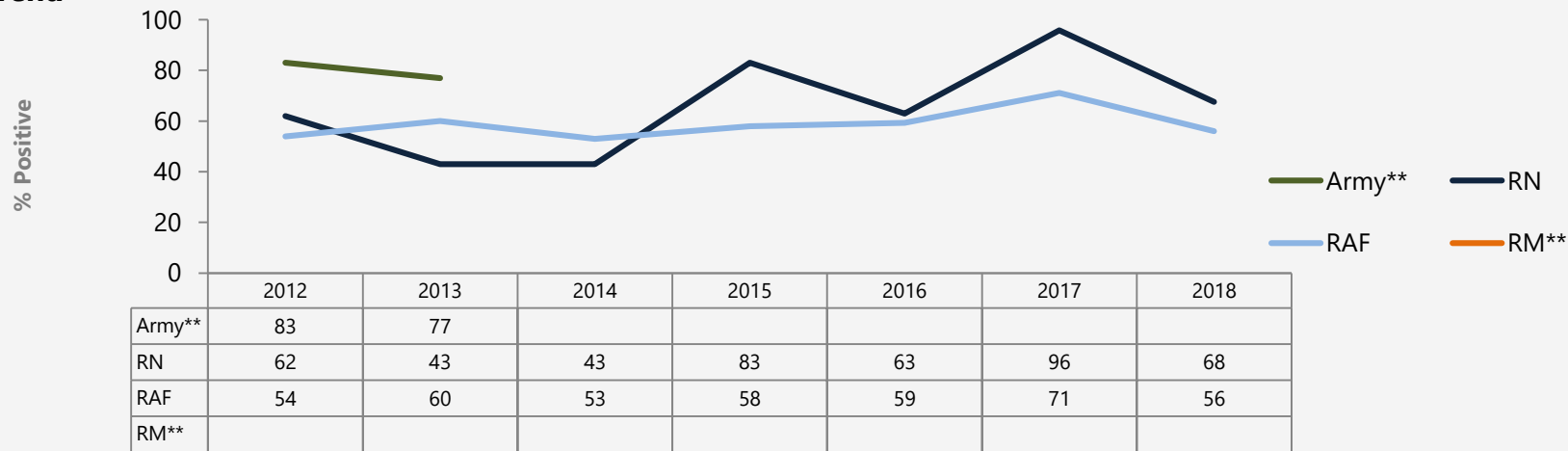
Current year results (%)



Differences



Trend



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 Please refer to notes page for base size of previous years
 ** Base too small to report

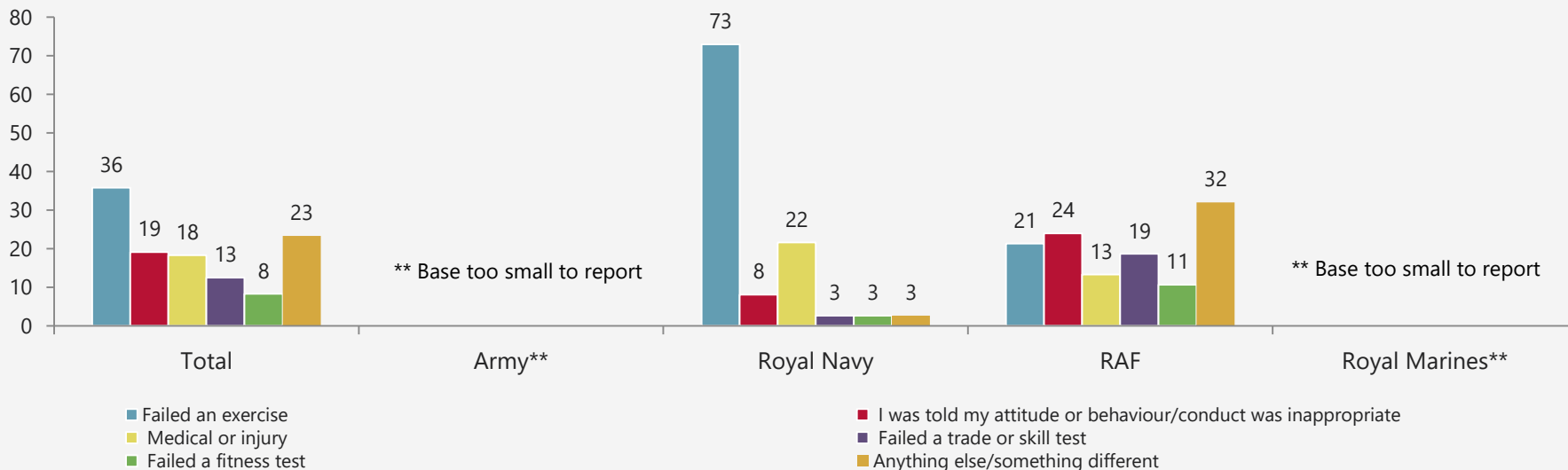
REASON GIVEN FOR REPEATING TRAINING

Officer Cadets

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

Number of respondents (all respondents who had to repeat training): Total (120), Army (6**), Royal Navy (37), RAF (75), Royal Marines (2**)

Current year results (%)



Key figures

- Across the Armed Forces, the most common reason given for repeating training, from a list of possible reasons provided, was due to failing an exercise (36%), this is largely driven by responses from RN Cadets. After this, being told that their attitude or behaviour was inappropriate (19%) and a medical issue (18%) are the next most common reason given.
- It should be noted that 23% indicated reasons that are relating to something other than those presented to them in the survey.



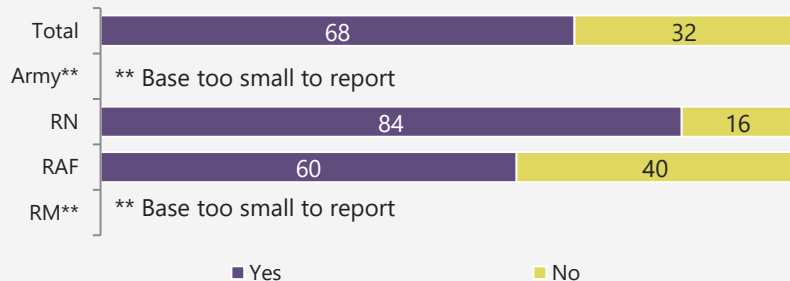
WHETHER AGREED WITH REPEATING TRAINING

Officer Cadets

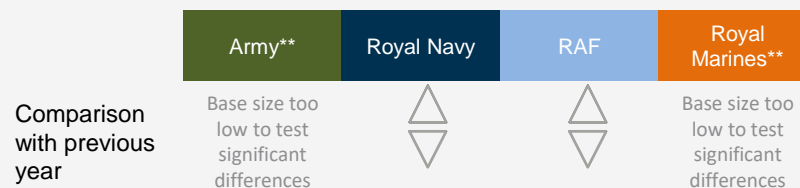
64. Did you agree with the reasons given for repeating training?

Number of respondents (all respondents who had to repeat training): Total (120), Army (6**), Royal Navy (37), RAF (75), Royal Marines (2**) % positive equals the proportion who say 'yes' – significant differences and comments based on this

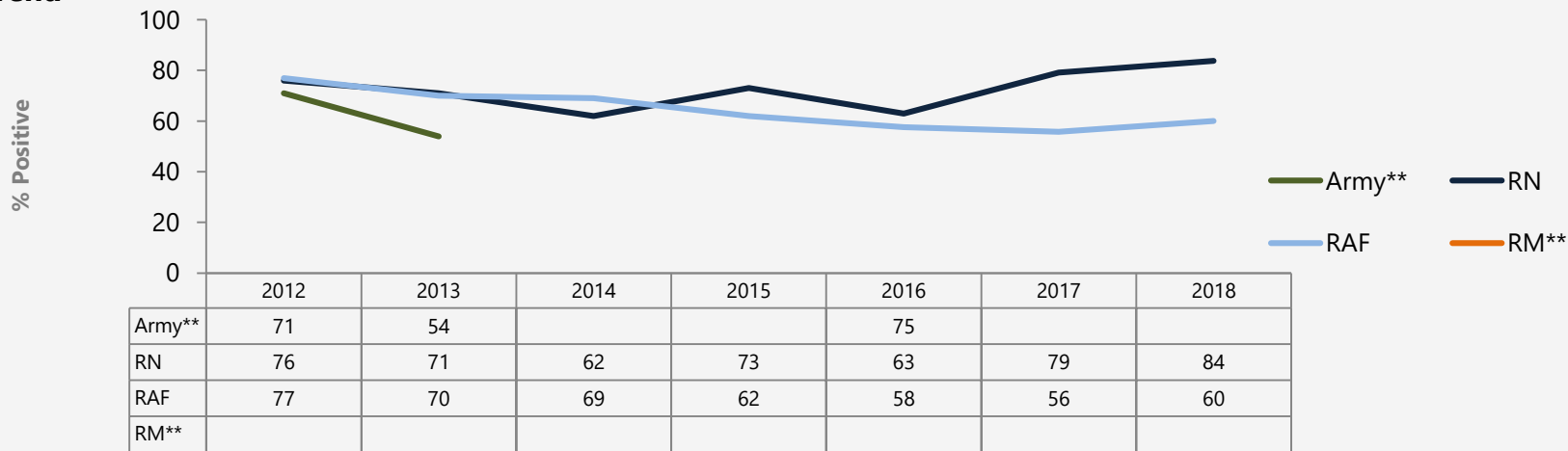
Current year results (%)



Differences



Trend



Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.
 Please refer to notes page for base size of previous years
 ** Base too small to report

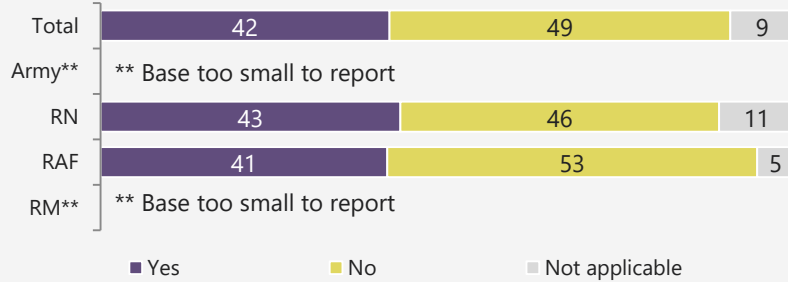
OPPORTUNITY TO AVOID REPEATING TRAINING

Officer Cadets

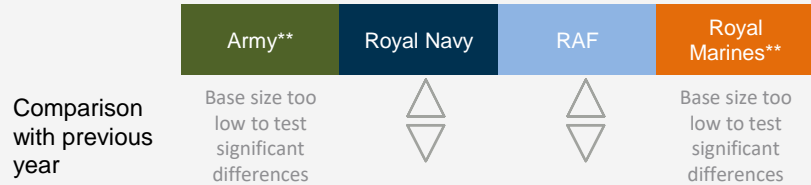
66. Do you feel you were given every opportunity to improve in order to avoid repeating training?

Number of respondents (all respondents who had to repeat training): Total (120), Army (6**), Royal Navy (37), RAF (75), Royal Marines (2**) % positive equals the proportion who say 'yes' – significant differences and comments based on this

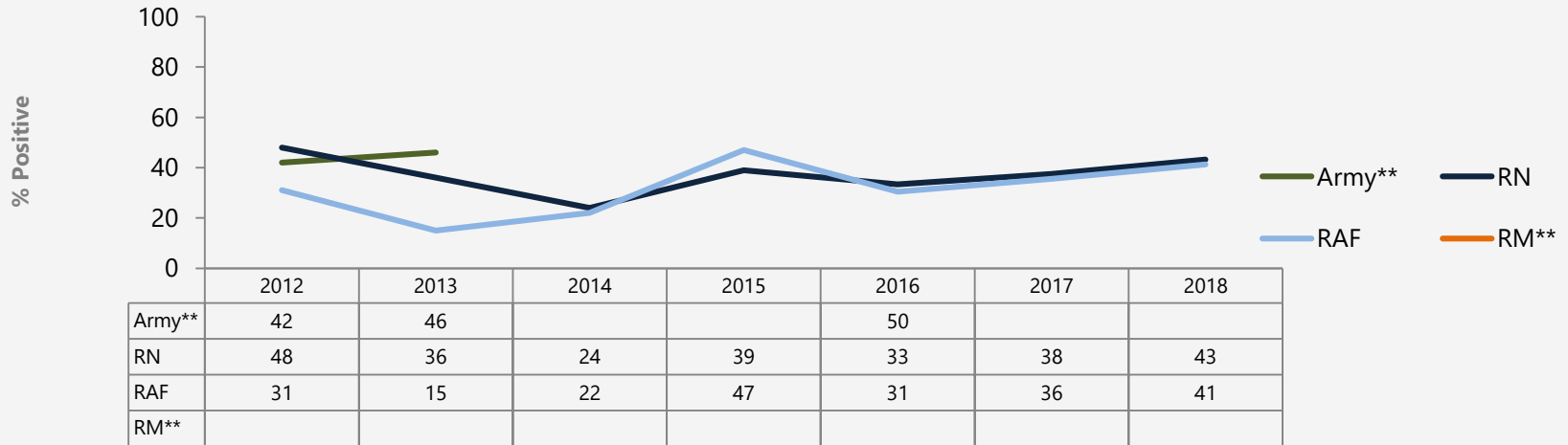
Current year results (%)



Differences



Trend



Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.
 Please refer to notes page for base size of previous years
 ** Base too small to report



General

SATISFACTION WITH TRAINING EXPERIENCE

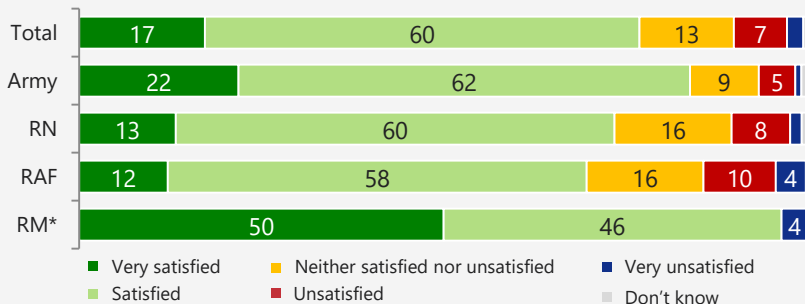
Officer Cadets

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

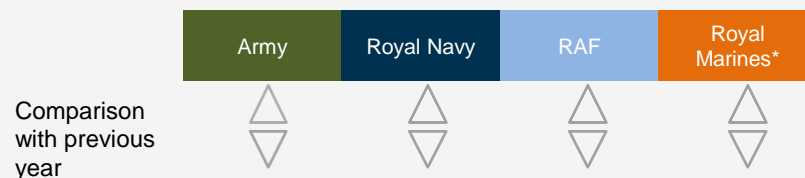
Number of respondents: Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

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

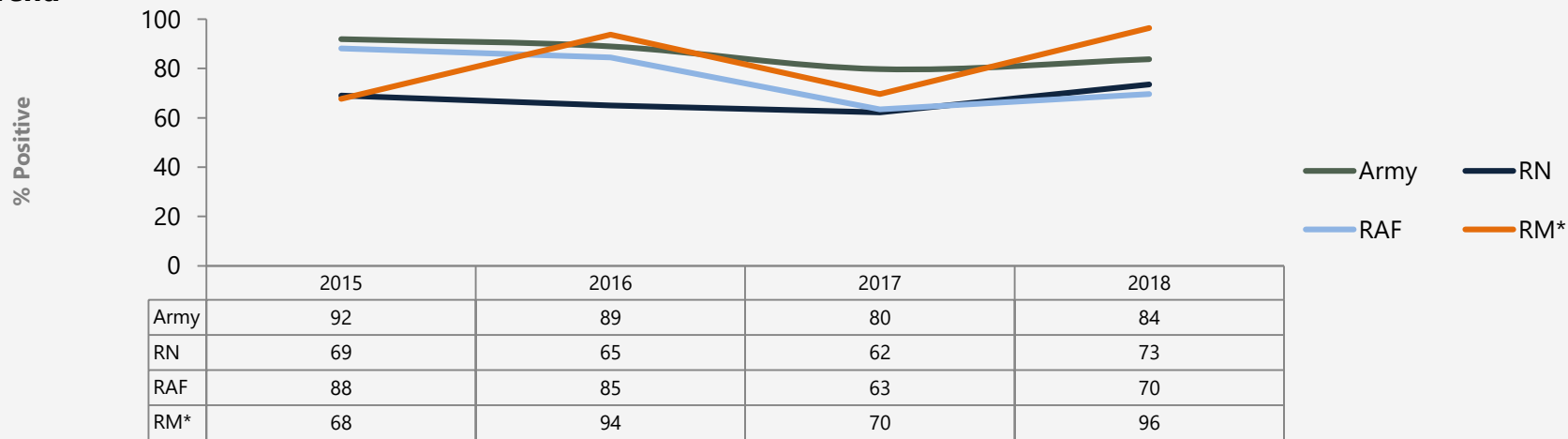
Current year results (%)



Differences



Trend



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

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

Please refer to notes page for base size of previous years. The answer options 'Extremely satisfied' and 'Extremely dissatisfied' were removed in 2018

* Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

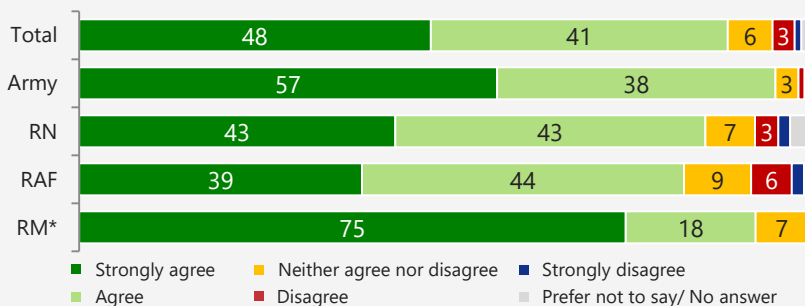
PERSONAL BENEFIT FROM THE COURSE

Officer Cadets

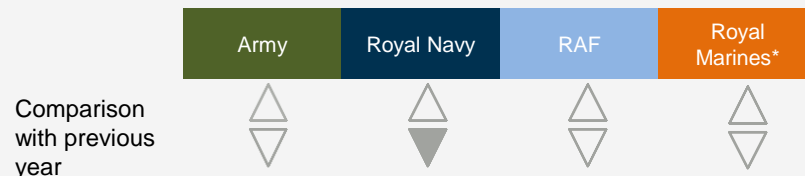
68. Below are some statements ... To what extent do you agree or disagree with each? I feel I personally benefited from the course

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'strongly agree' or 'agree' – significant differences and comments based on this

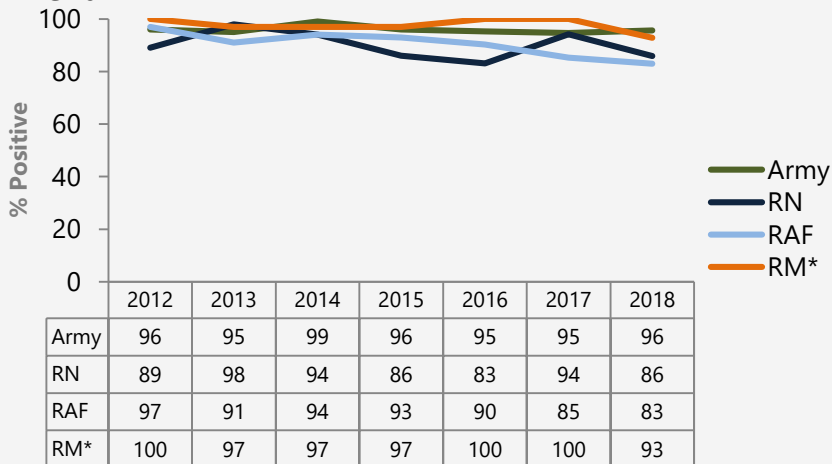
Current year results (%)



Differences



Trend



Key figures

- Royal Navy Officer Cadets rating 'strongly agree' or 'agree' that they feel they personally benefited from the course decreased from 94% in 2017 to 86% in 2018.

Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.
 Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

SENSE OF ACHIEVEMENT

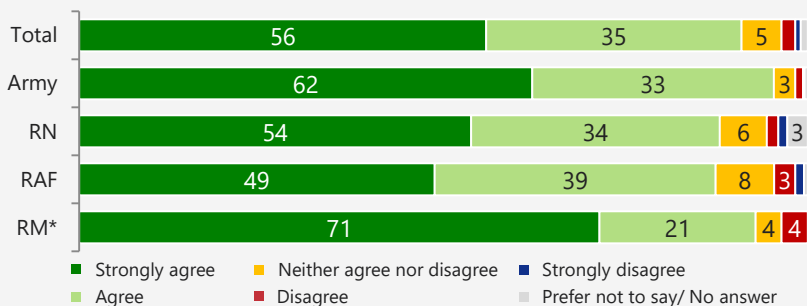
Officer Cadets

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

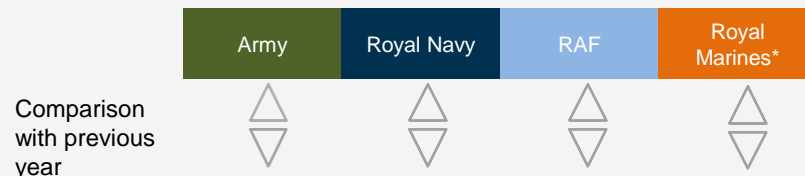
Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

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

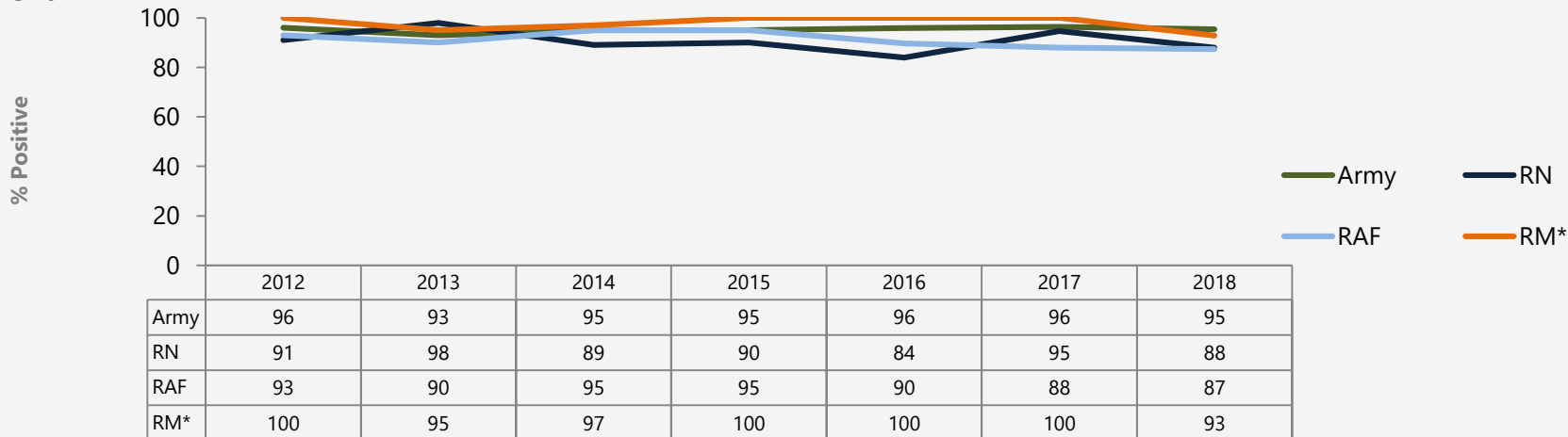
Current year results (%)



Differences



Trend



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

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

Please refer to notes page for base size of previous years

* Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

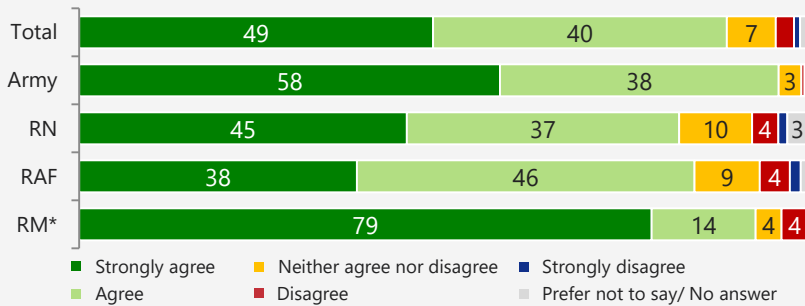
CHALLENGE

Officer Cadets

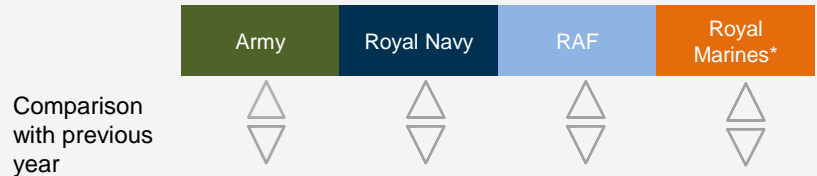
68. Below are some statements ... To what extent do you agree or disagree with each? I felt challenged

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'strongly agree' or 'agree' – significant differences and comments based on this

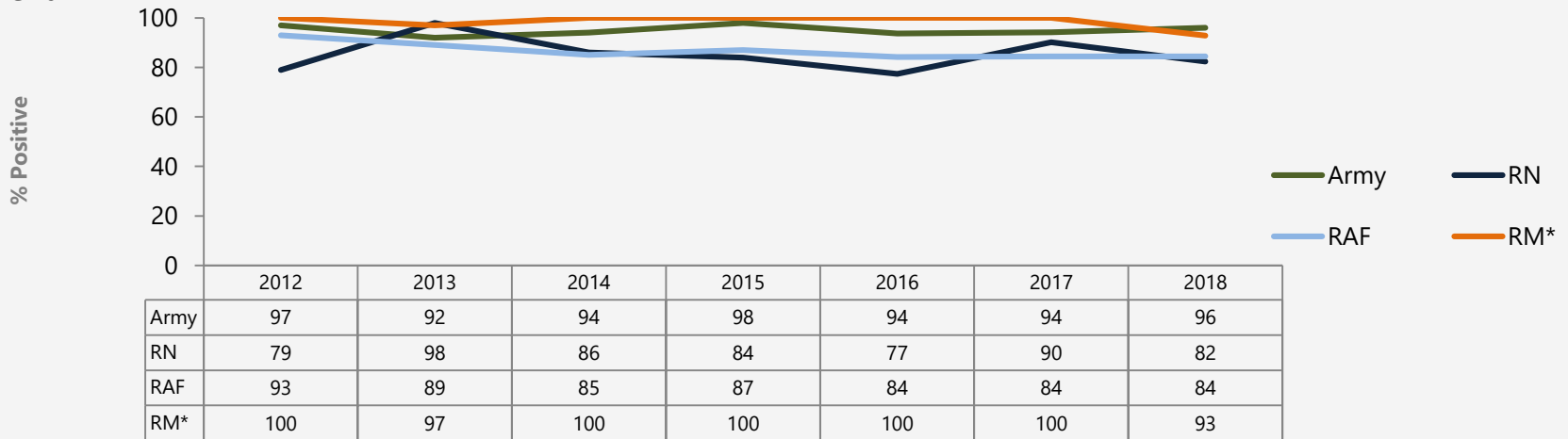
Current year results (%)



Differences



Trend



TRAINING COMPARISON TO EXPECTATIONS

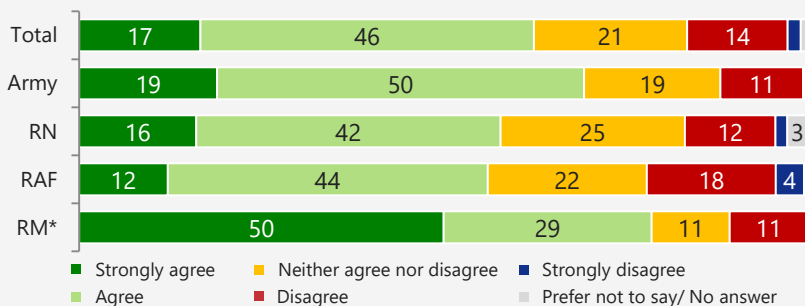
Officer Cadets

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

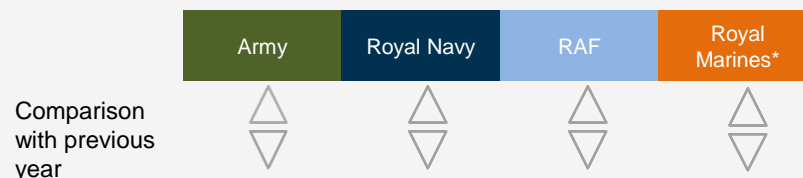
Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

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

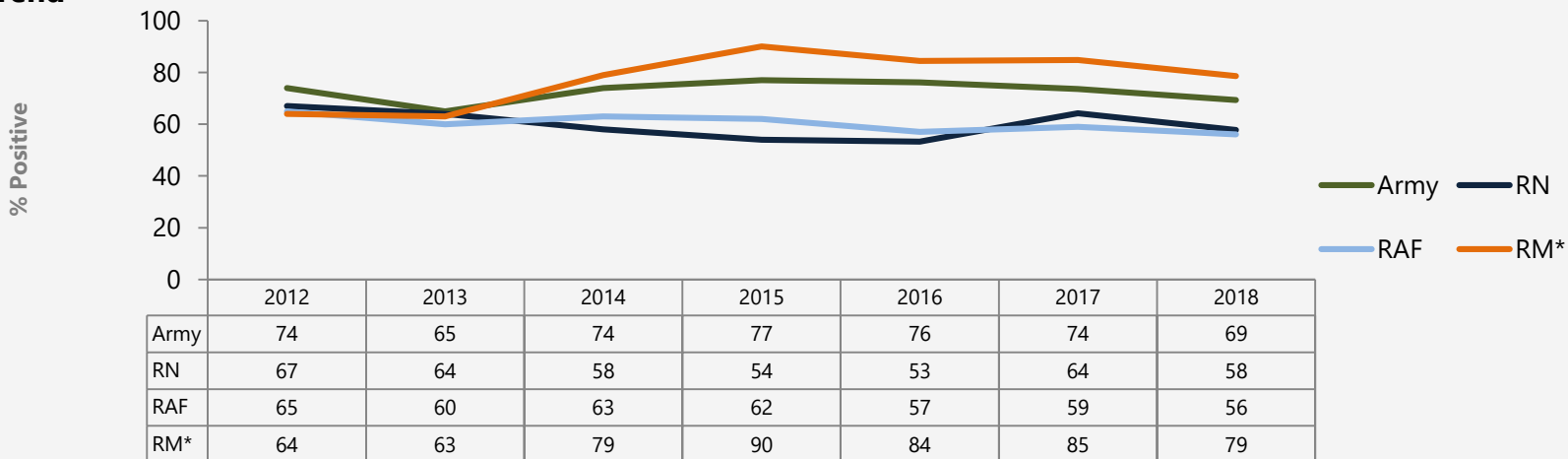
Current year results (%)



Differences



Trend

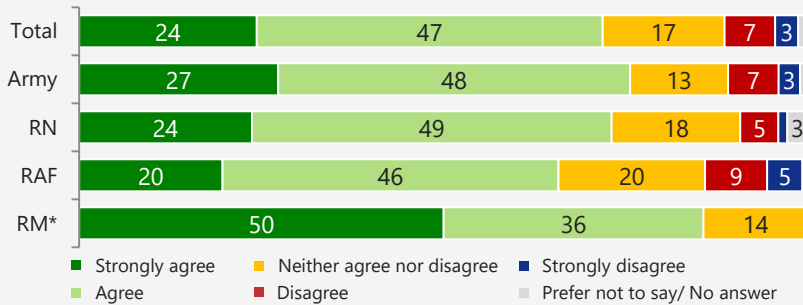


Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.
 Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

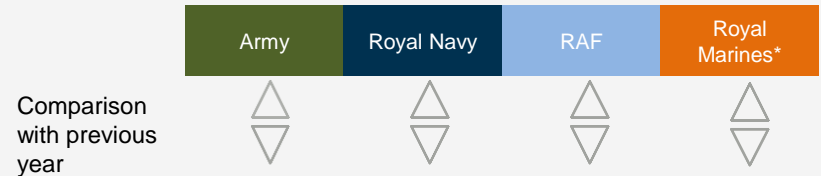
68. Below are some statements ... To what extent do you agree or disagree with each? I enjoyed the course

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'strongly agree' or 'agree' – significant differences and comments based on this

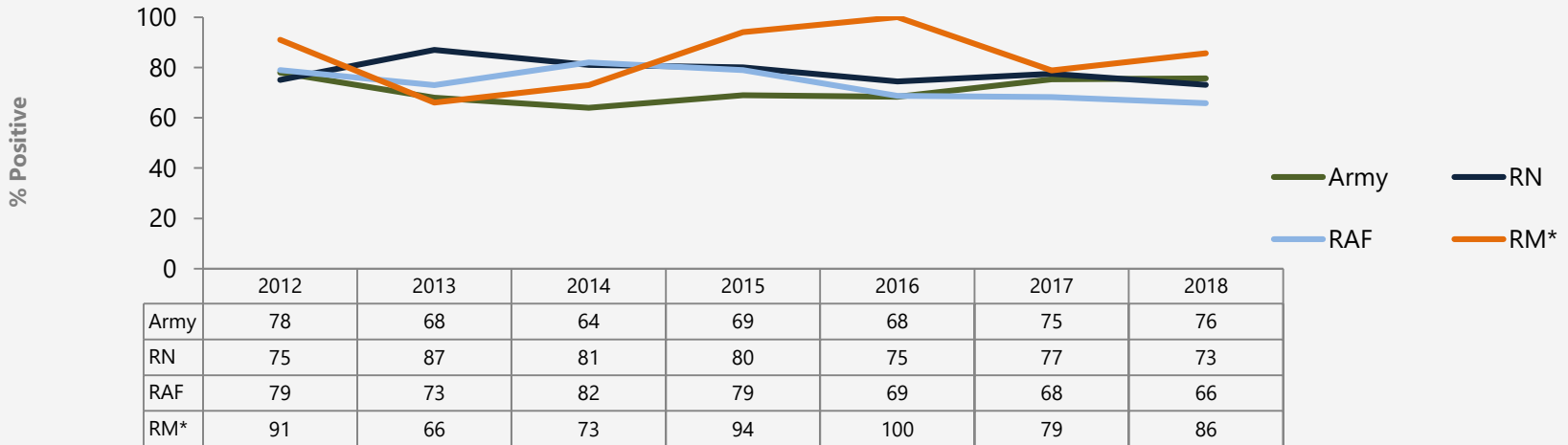
Current year results (%)



Differences



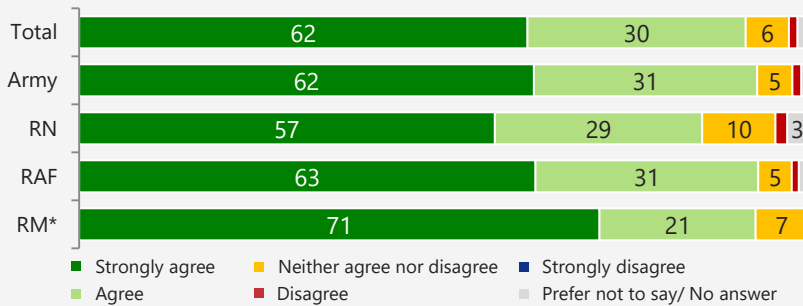
Trend



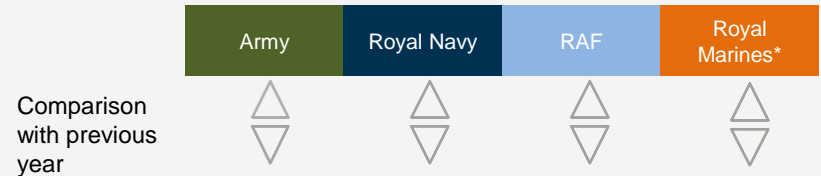
68. Below are some statements ... To what extent do you agree or disagree with each? I feel proud to be in the [Service]

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'strongly agree' or 'agree' – significant differences and comments based on this

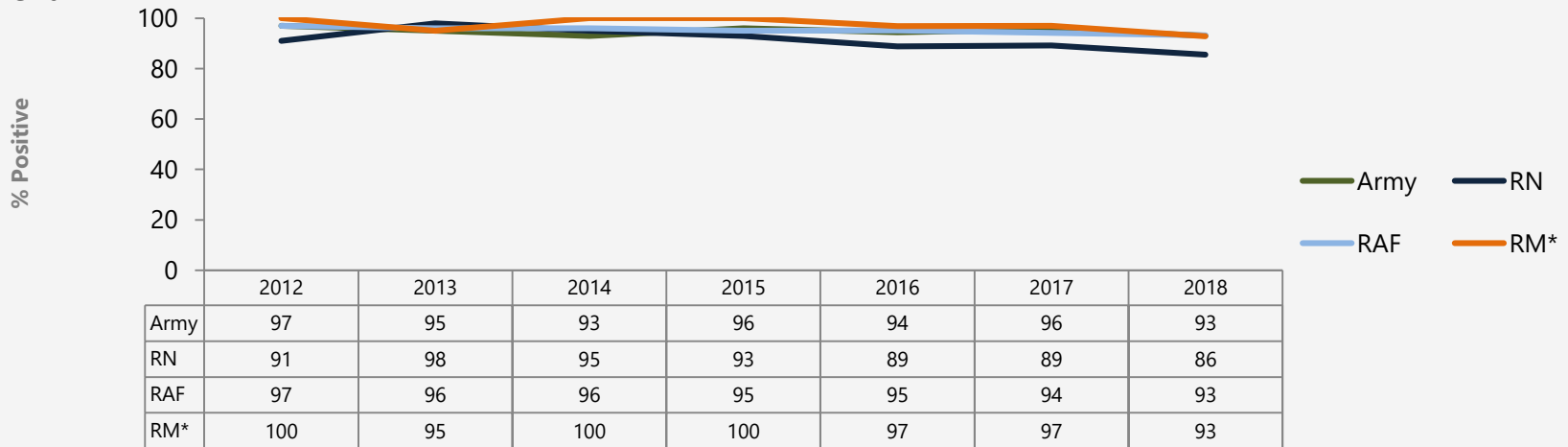
Current year results (%)



Differences



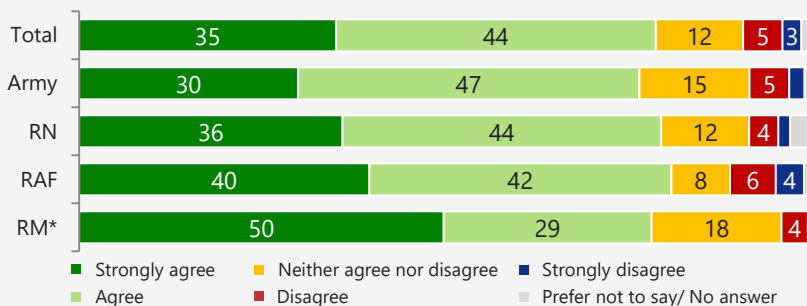
Trend



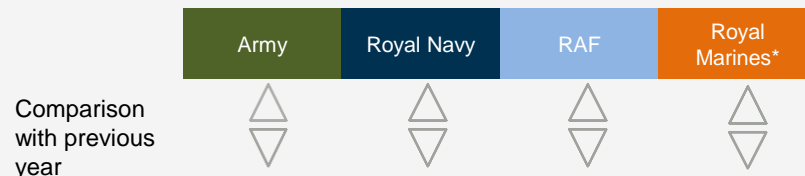
68. Below are some statements ... To what extent do you agree or disagree with each? Morale was good on my course

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'strongly agree' or 'agree' – significant differences and comments based on this

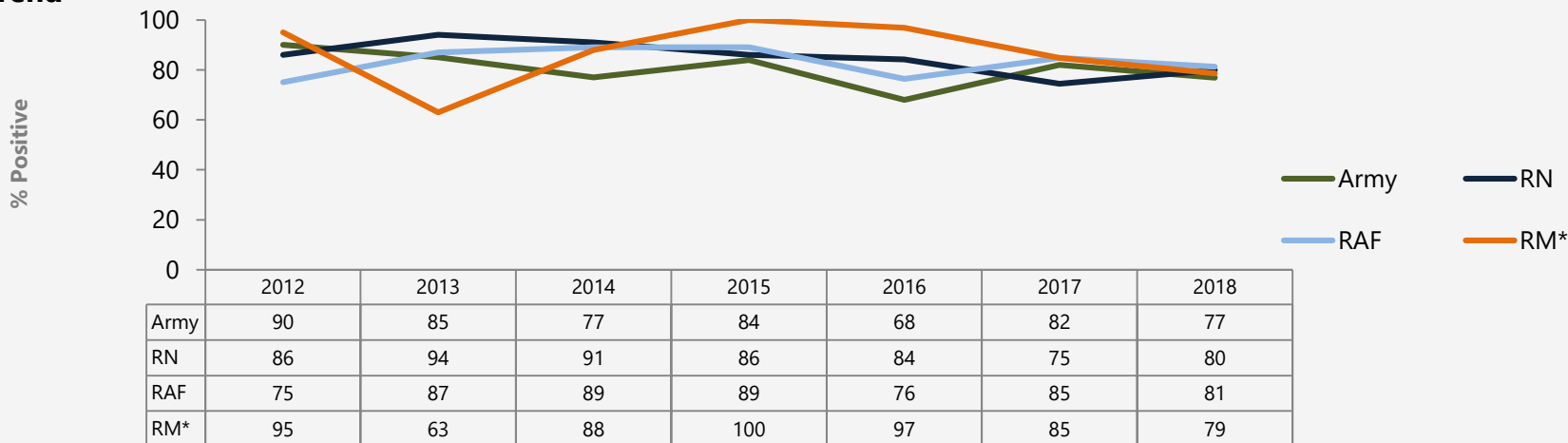
Current year results (%)



Differences



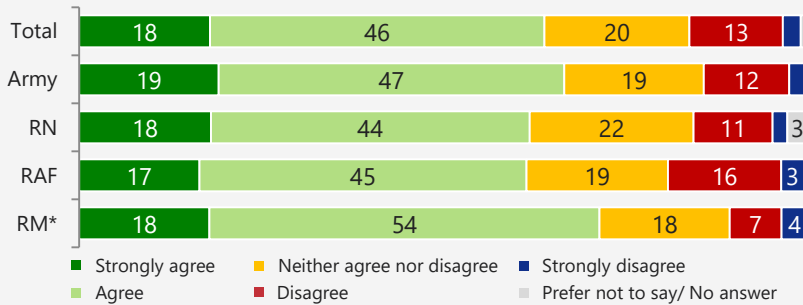
Trend



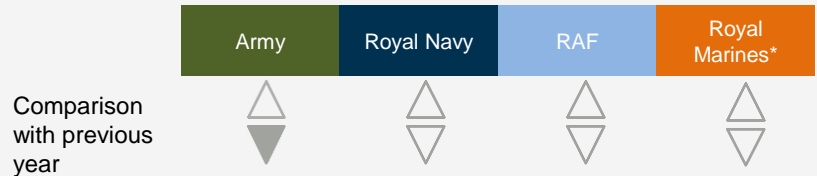
68. Below are some statements ... To what extent do you agree or disagree with each? I received regular feedback on my performance

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'strongly agree' or 'agree' – significant differences and comments based on this

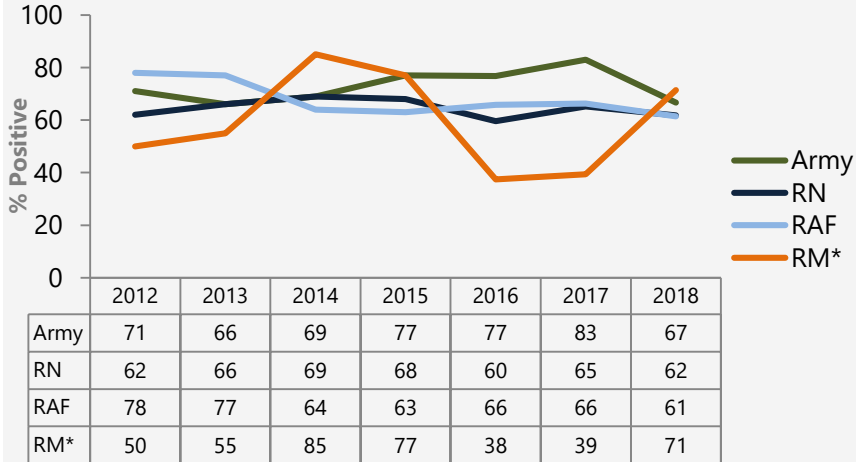
Current year results (%)



Differences



Trend



Key figures

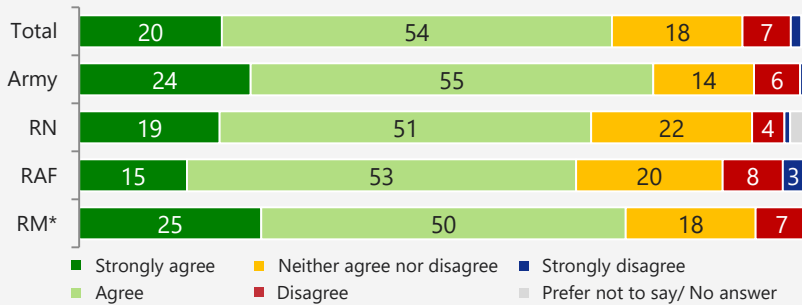
- Army Officer Cadets rating 'strongly agree' or 'agree' that they received regular feedback on their performance decreased significantly from 83% in 2017 to 67% in 2018.

Aggregated totals may not add up to 100% due to rounding.
 Results less than 3% are not labelled in the chart.
 Please refer to notes page for base size of previous years
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

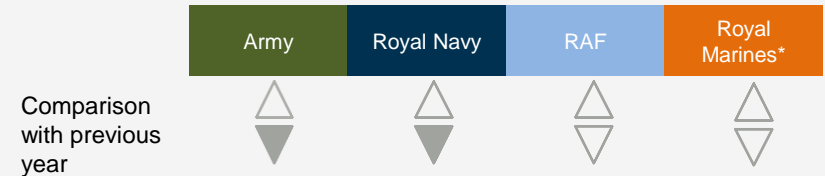
68. Below are some statements ... To what extent do you agree or disagree with each? Training objectives and aims were explained to me

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'strongly agree' or 'agree' – significant differences and comments based on this

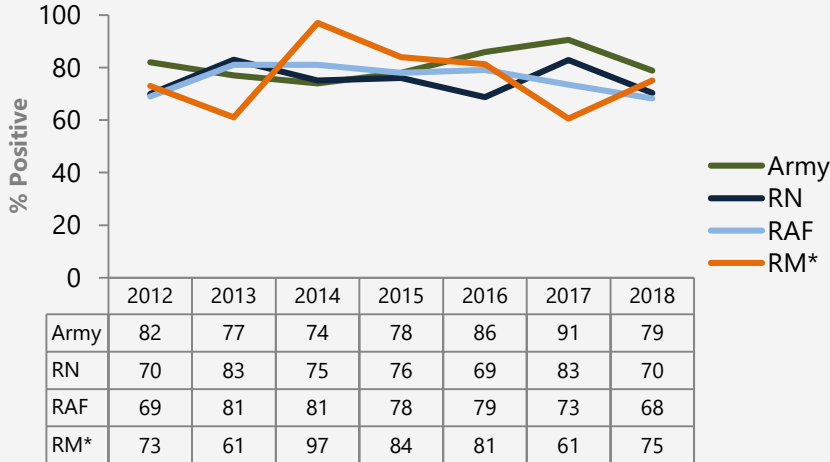
Current year results (%)



Differences



Trend



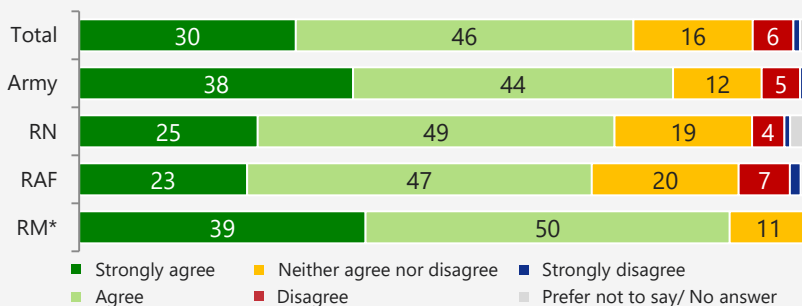
Key figures

- Army Officer Cadets rating 'strongly agree' or 'agree' that the training objectives and aims were explained to them decreased significantly from 91% in 2017 to 79% in 2018. Royal Navy Officer Cadets rating 'strongly agree' or 'agree' also decreased from 83% in 2017 to 70% in 2018.

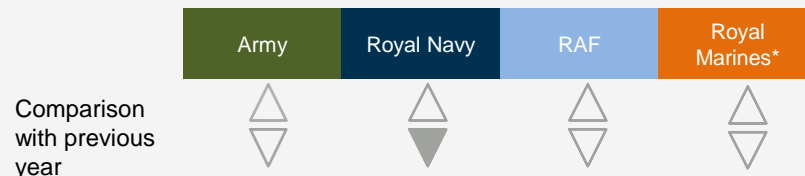
68. Below are some statements ... To what extent do you agree or disagree with each? The staff/instructors did all they could to help me succeed

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'strongly agree' or 'agree' – significant differences and comments based on this

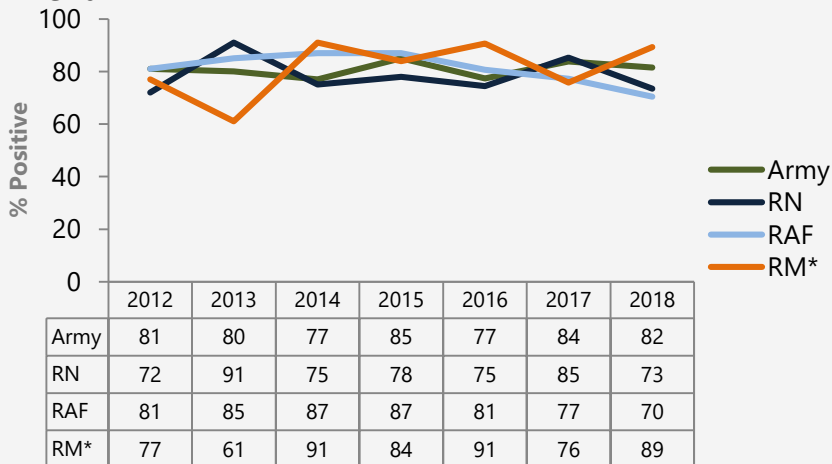
Current year results (%)



Differences



Trend



Key figures

- Royal Navy Officer Cadets rating 'strongly agree' or 'agree' that the staff and instructors did all they could to help them succeed decreased from 85% in 2017 to 73% in 2018.

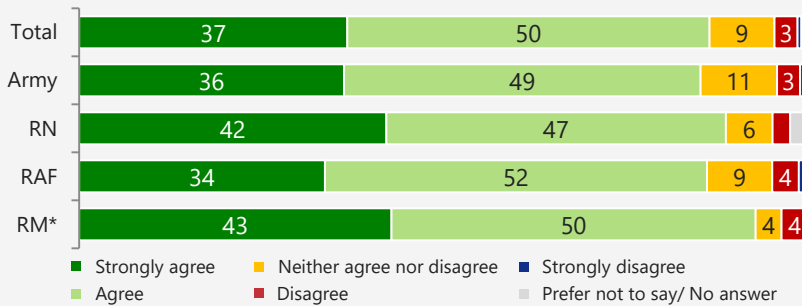
ABLE TO KEEP IN TOUCH WITH FAMILY WHEN NOT ON A TRAINING TASK

Officer Cadets

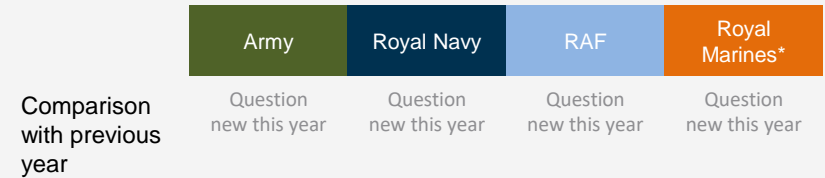
68. Below are some statements ... To what extent do you agree or disagree with each? I was able to keep in touch with my family when I wasn't on a training task

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say "strongly agree" or "agree" – significant differences and comments based on this

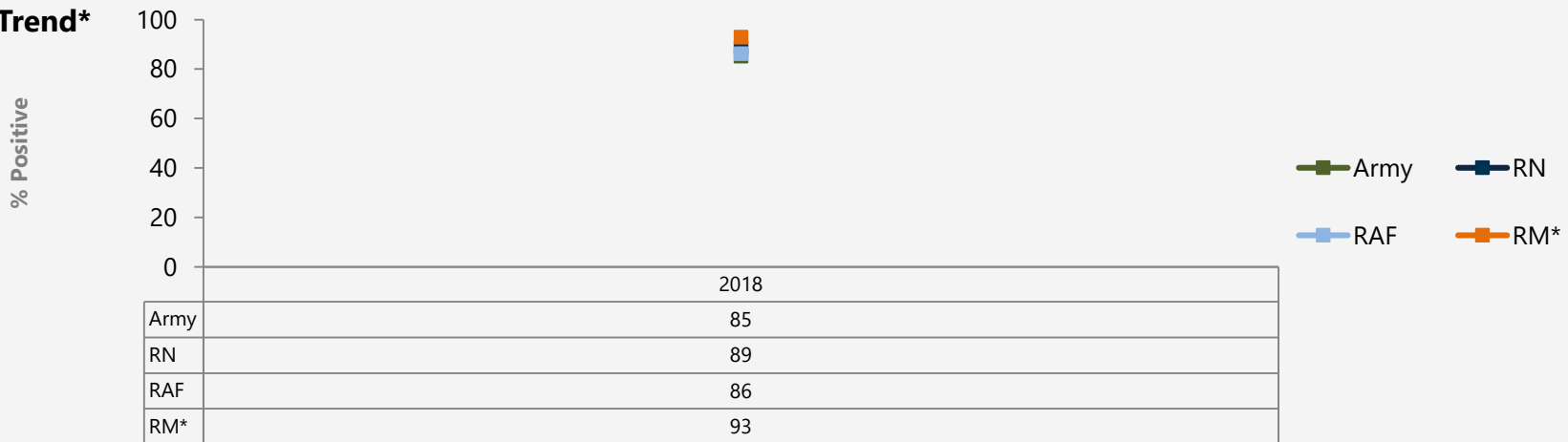
Current year results (%)



Differences*



Trend*



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

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

Please refer to notes page for base size of previous years
 *No trend data or differences to previous years because this is the first year this question has appeared.

* Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

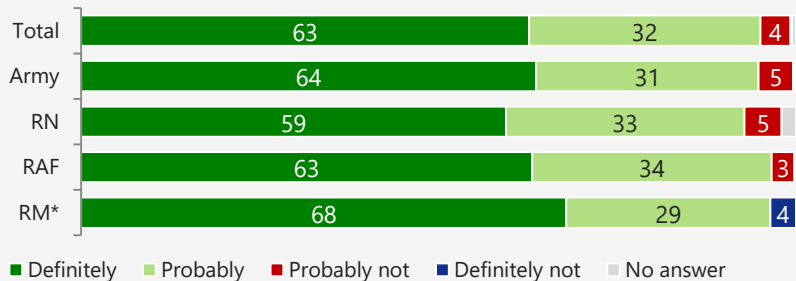
RECOMMENDATION OF JOINING SERVICE

Officer Cadets

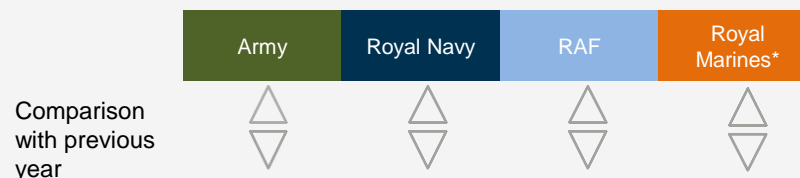
69. Would you recommend joining your Service to others?

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who 'definitely' or 'probably' – significant differences and comments based on this

Current year results (%)



Differences



Trend



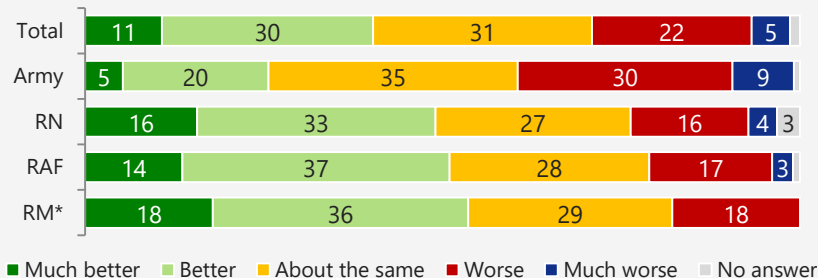
PERCEPTIONS OF PAY COMPARED WITH NON-MILITARY FRIENDS AT HOME

Officer Cadets

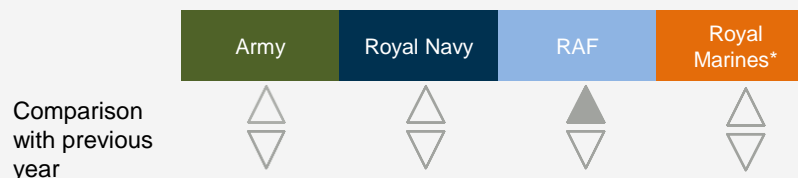
71. How do you think your pay compares with your non-military friends at home?

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)
 % positive equals the proportion who say 'mine is much better' or 'mine is better' – significant differences and comments based on this

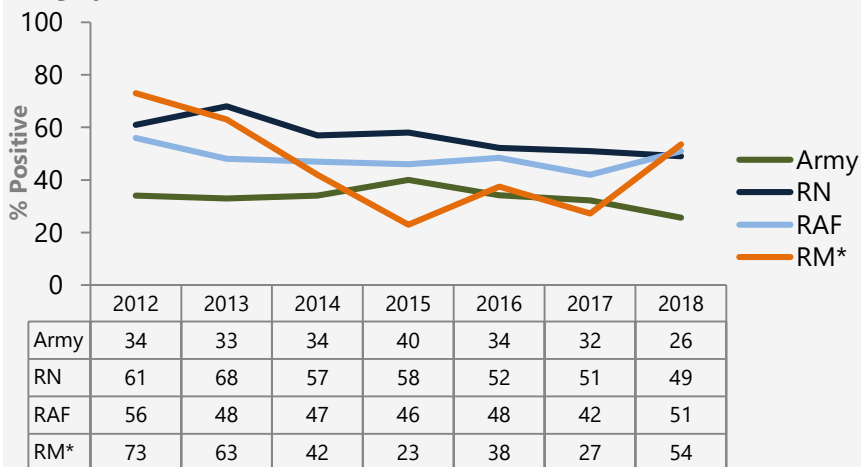
Current year results (%)



Differences



Trend



Key figures

- RAF Officer Cadets rating their pay as 'much better' or 'better' compared with non-military friends at home increased from 42% in 2017 to 51% in 2018.



Hopes for the future

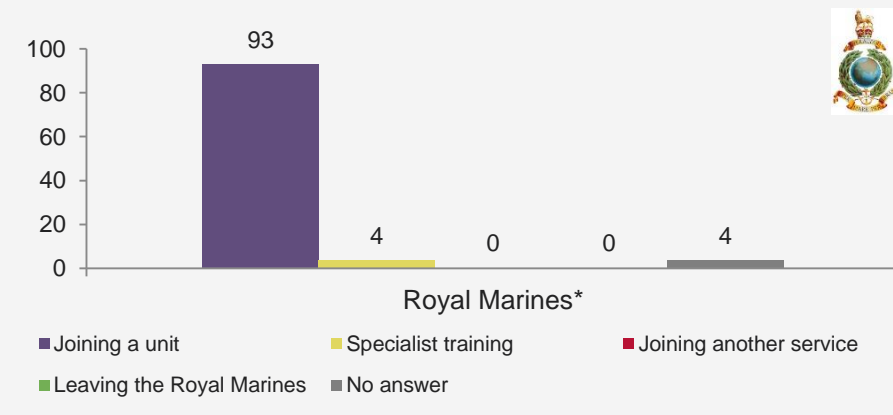
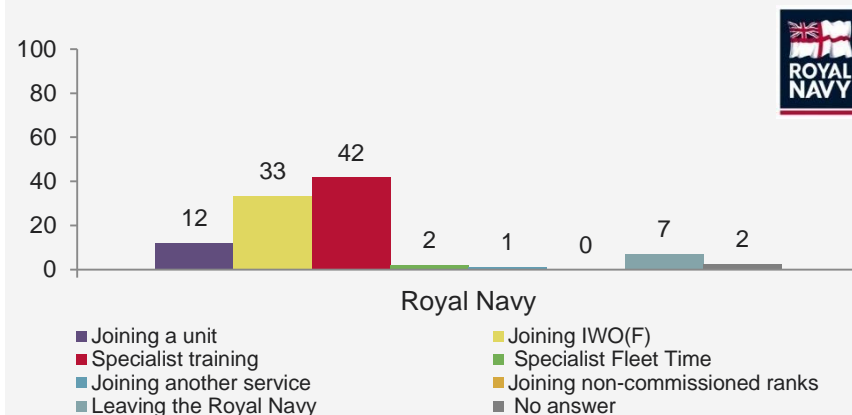
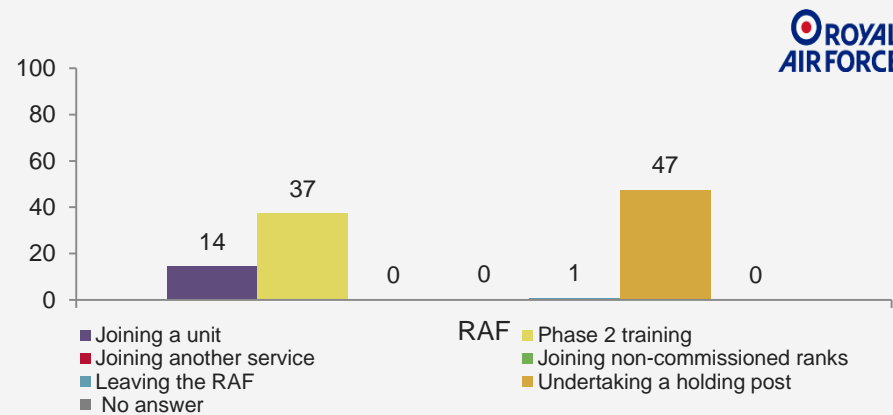
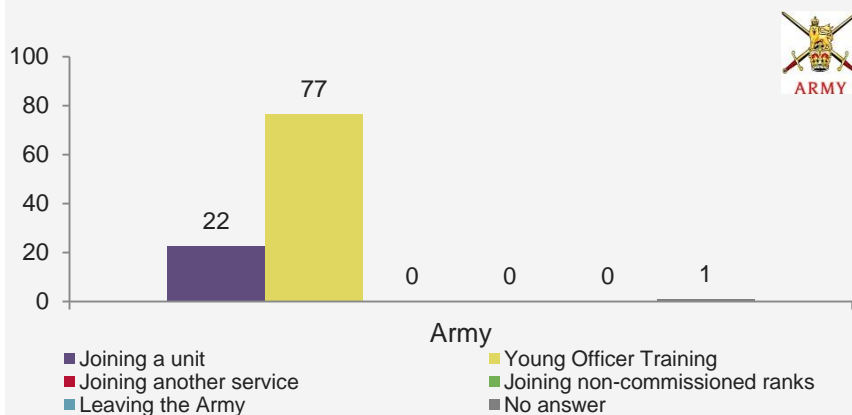
PLAN FOR AFTER TRAINING

Officer Cadets

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

Number of respondents (all respondents): Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

Current year results (%)



* Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

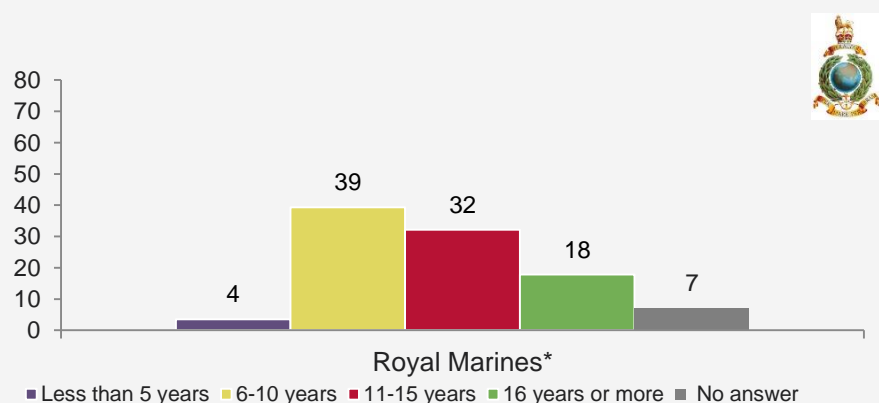
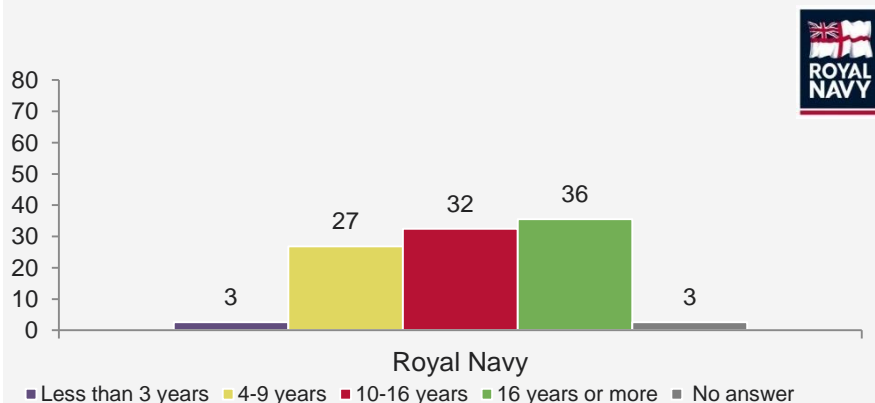
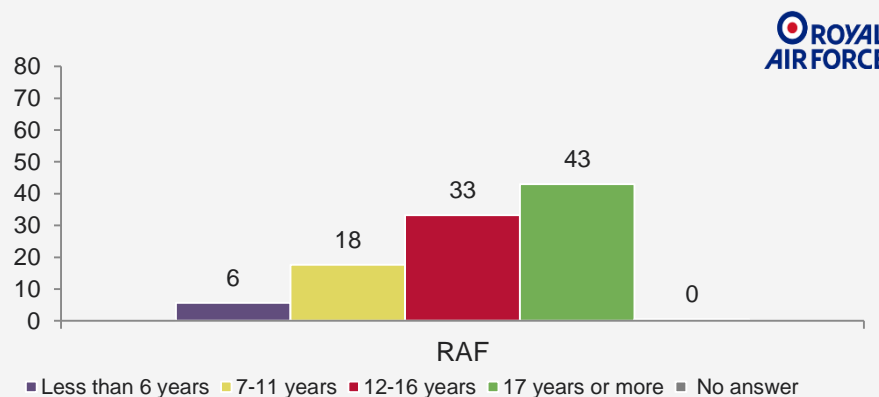
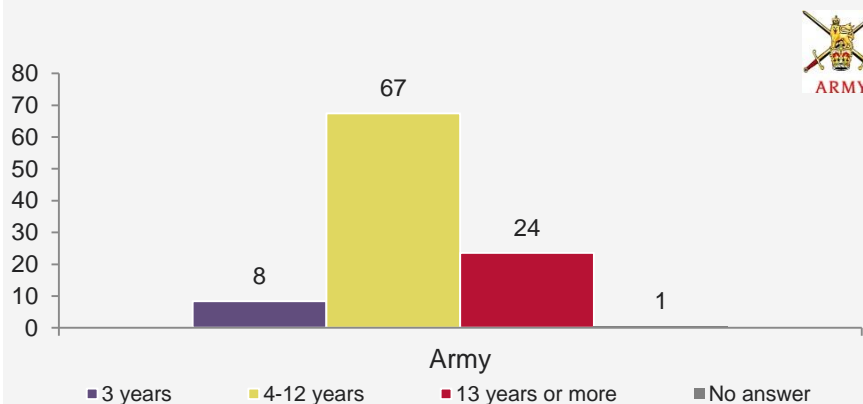
INTENDED LENGTH OF STAY IN THE SERVICE

Officer Cadets

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

Number of respondents (all respondents who are not leaving the Service): Army (476), Royal Navy (231), RAF (409), Royal Marines (28*)

Current year results (%)



* Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

PREPAREDNESS TO GO ON TO THE NEXT STAGE OF CAREER

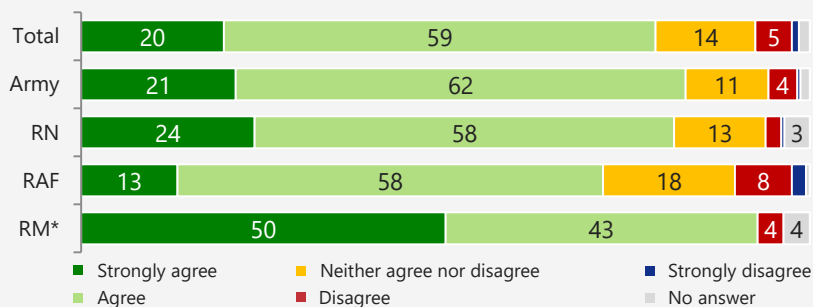
Officer Cadets

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

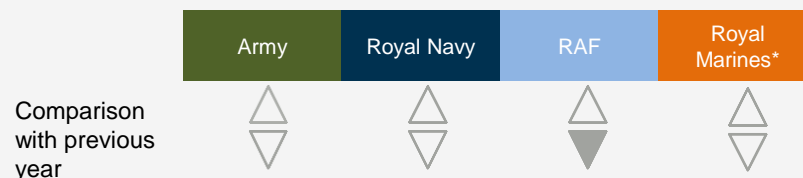
Number of respondents (all respondents who are not leaving the Service): Total (1,144), Army (476), Royal Navy (231), RAF (409), Royal Marines (28*)

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

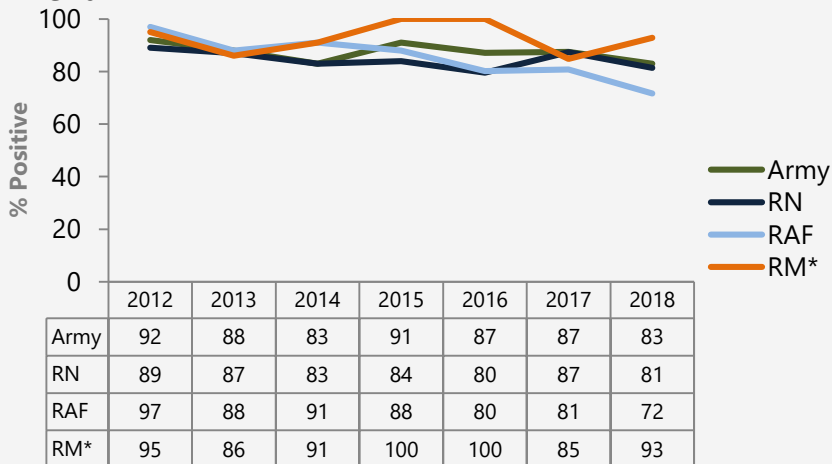
Current year results (%)



Differences



Trend



Key figures

- RAF Officer Cadets rating 'strongly agree' or 'agree' that they feel prepared to go onto the next stage of their career or training, decreased from 81% in 2017 to 72% in 2018.



Respondent profiles

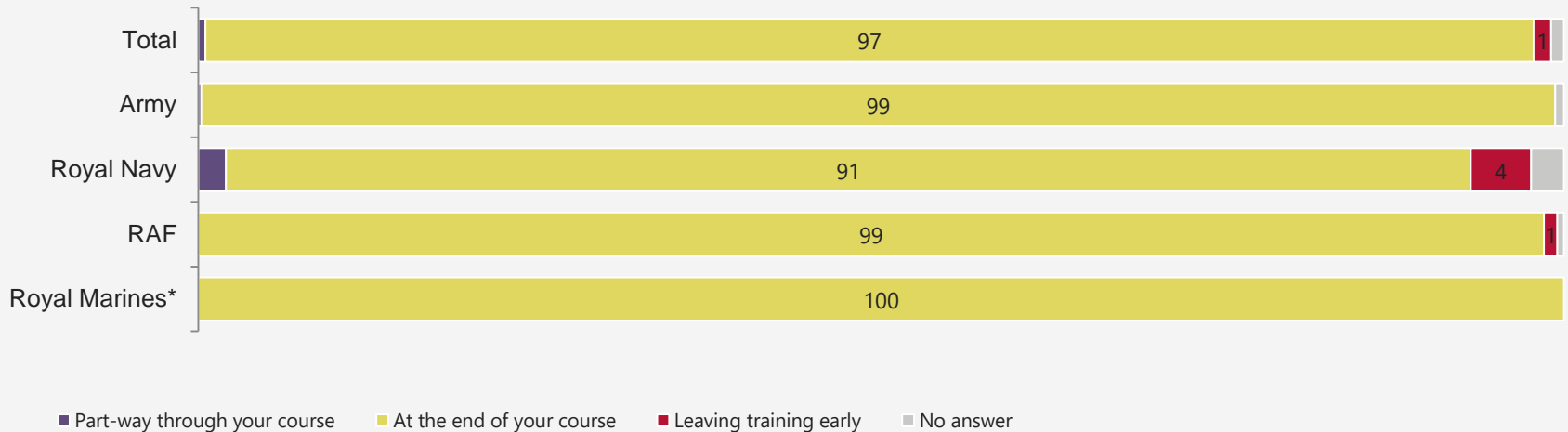
POINT IN COURSE AT TIME OF COMPLETING SURVEY

Officer Cadets

82. At the time of completing this survey, are you ...?

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Royal Marines (28*)

Current year results (%)



Key figures

- At the time of completing the survey, the majority of Officer Cadets were at the end of their course (97%).
- This was true across the Services, with 99% of Army Officer Cadets, 91% of Royal Navy Officer Cadets, 99% of RAF Officer Cadets and 100% of Royal Marine Officer Cadets were at the end of their course at the time of completing the survey.



RESPONDENT PROFILE: WHERE FROM, BACKGROUND, RELIGION

Army Officer Cadets

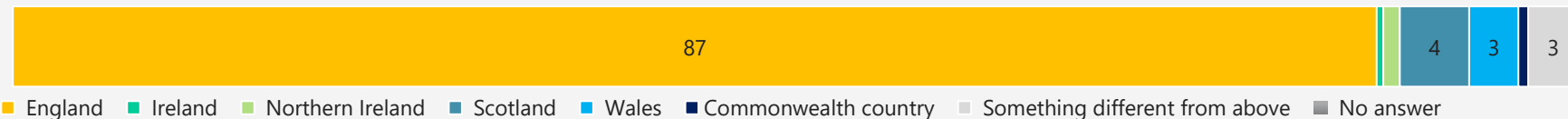


11. Where are you from?, 12. What is your background, 13. Are you...? [religion]

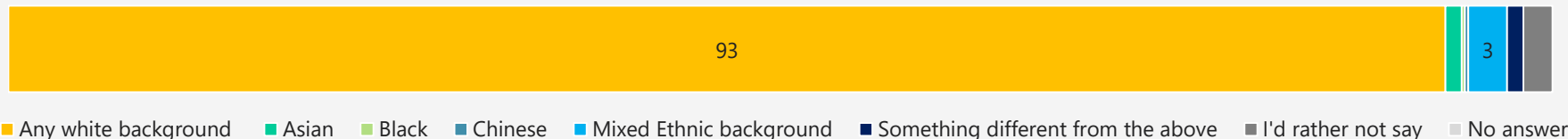
Number of respondents (all respondents): Army (476)

For 'Do you practise your faith/religion regularly?': (all Army respondents who have a faith/religion): 238

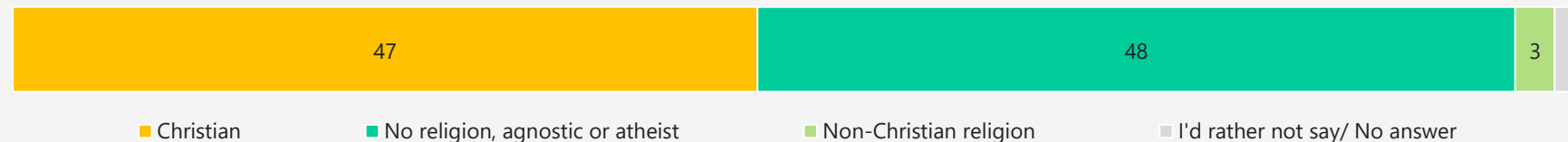
Where are you from? (%)



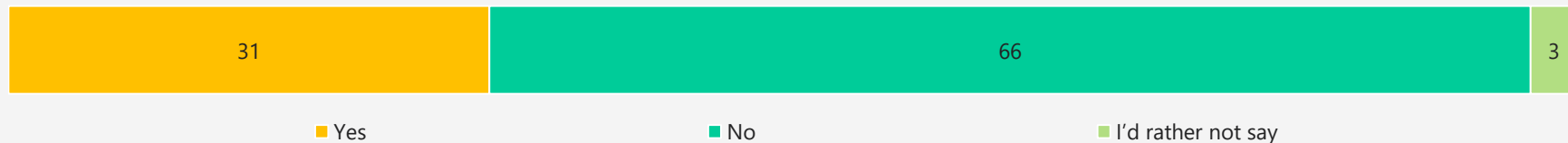
Background (%)



Religion (%)



Do you practise your faith/religion regularly? (%)



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

RESPONDENT PROFILE: GENDER, AGE, MARITAL STATUS, SEXUAL ORIENTATION

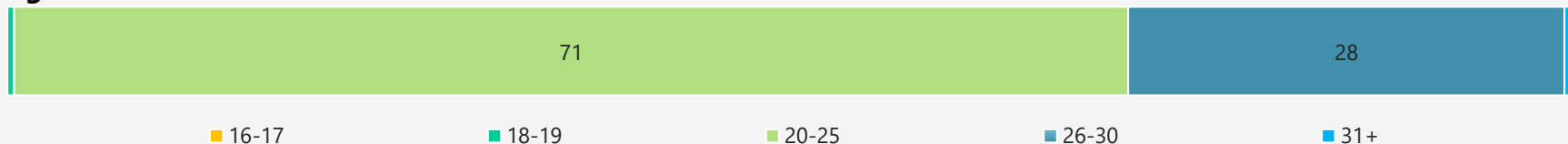
Demog1. What gender are you?, Demog2. How old are you?, Demog3. Which of the following applies to you [marital status], Demog4. Are you...? [sexual orientation]

Number of respondents (all respondents): Army (476)

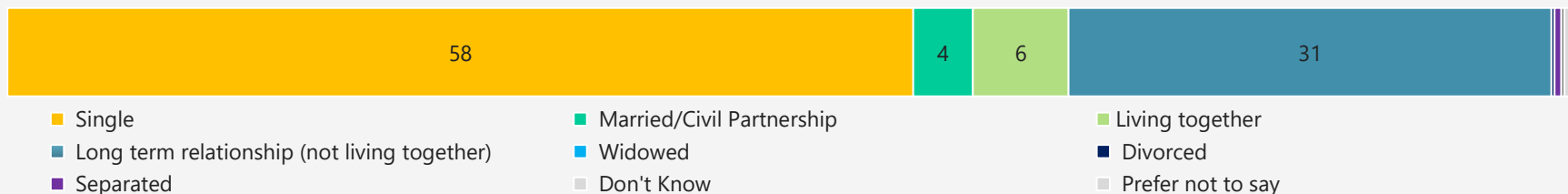
Gender



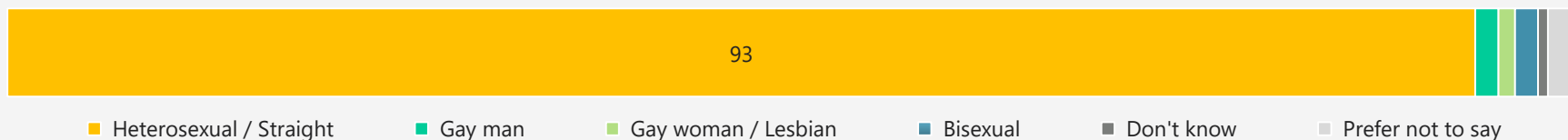
Age



Marital Status



Sexual Orientation



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

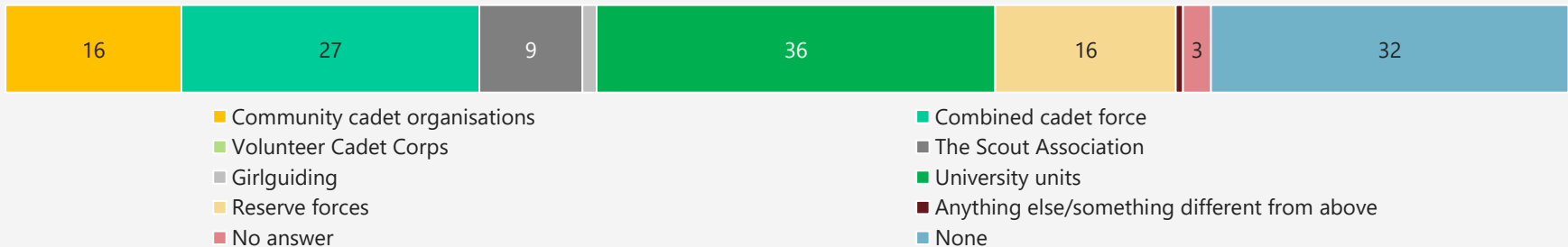


RESPONDENT PROFILE: MEMBERSHIP OF OTHER ORGANISATIONS AND PREVIOUS SERVICE

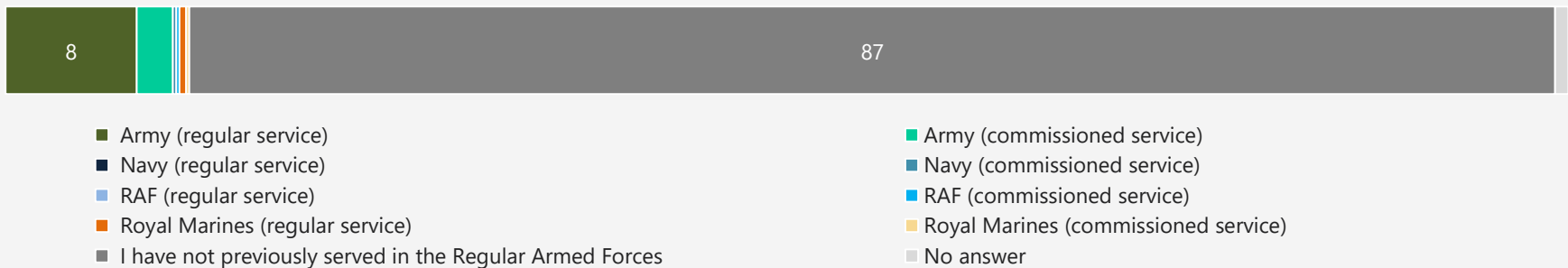
7. Prior to joining have you been a member of any of the following organisations for longer than 6 months?
8. Have you previously served in the Regular Armed Forces?

Number of respondents (all respondents): Army (476)

Membership of other organisations prior to joining the Service



Previous Service in Armed Forces



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

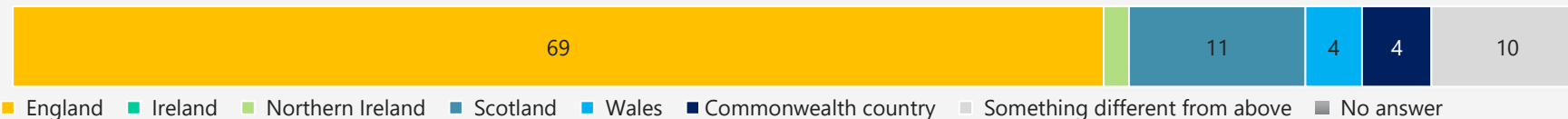


11. Where are you from?, 12. What is your background?, 13. Are you...? [religion]

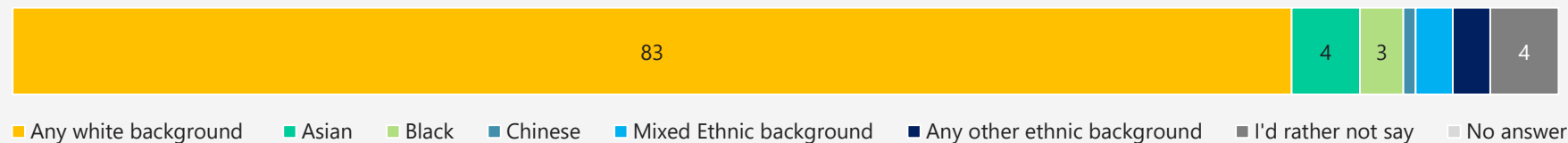
Number of respondents (all respondents): Royal Navy (249)

For 'Do you practise your faith/religion regularly?': (all Royal Navy respondents who have a faith/religion): 128

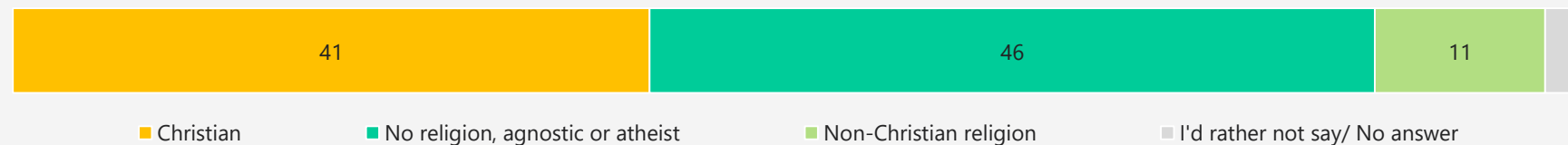
Where are you from? (%)



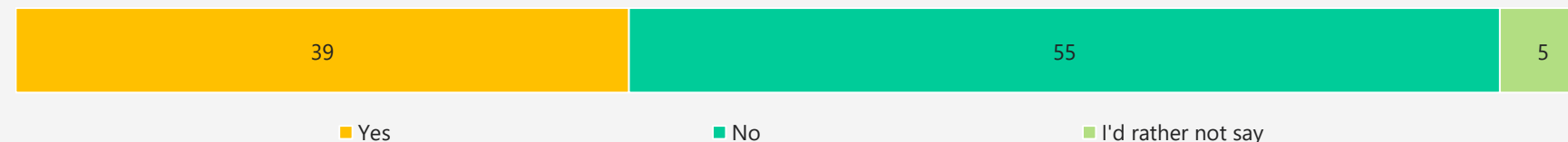
Background (%)



Religion (%)



Do you practise your faith/religion regularly? (%)



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

RESPONDENT PROFILE: GENDER, AGE, MARITAL STATUS, SEXUAL ORIENTATION

Royal Navy
Officer Cadets



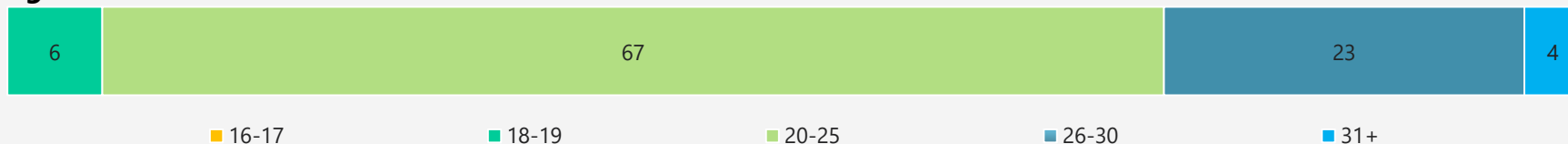
Demog1. What gender are you?, Demog2. How old are you?, Demog3. Which of the following applies to you [marital status], Demog4. Are you...? [sexual orientation]

Number of respondents (all respondents): Royal Navy (249)

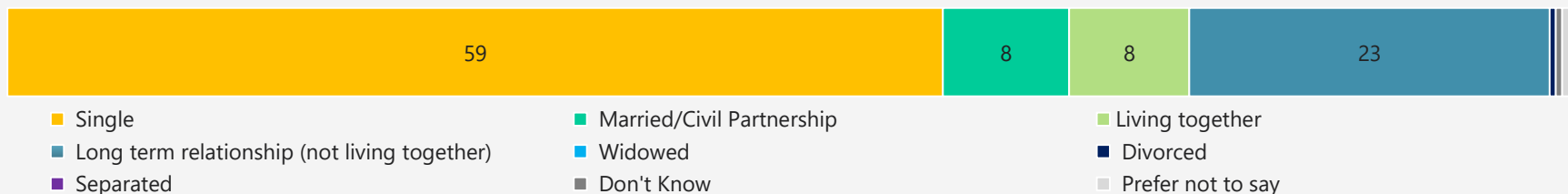
Gender



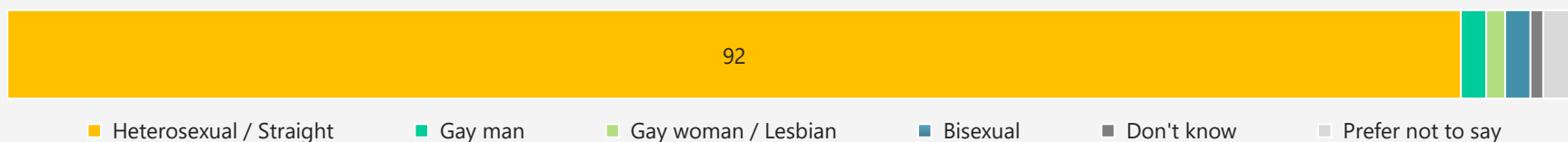
Age



Marital Status



Sexual Orientation



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

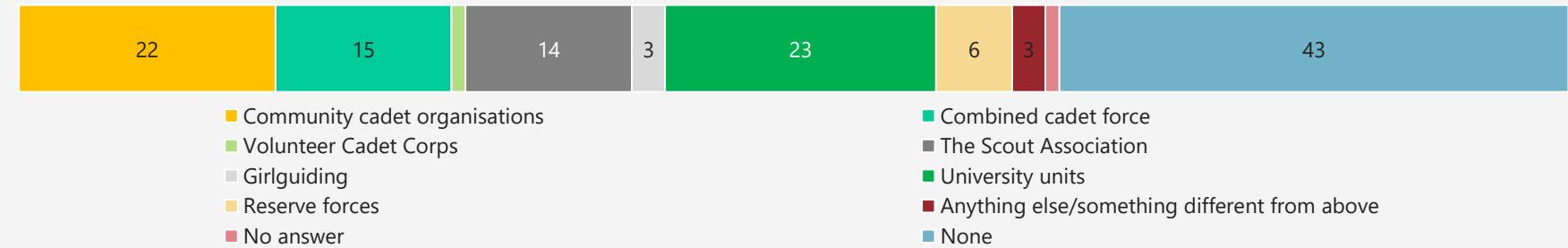


RESPONDENT PROFILE: MEMBERSHIP OF OTHER ORGANISATIONS AND PREVIOUS SERVICE

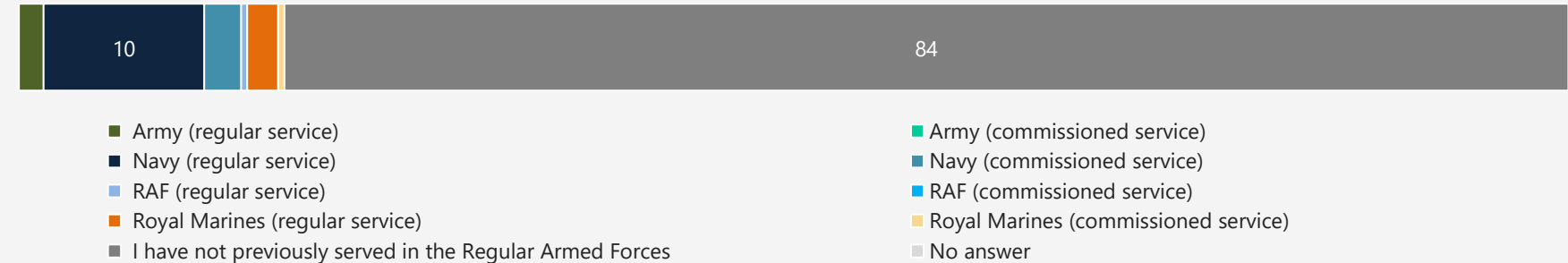
7. Prior to joining have you been a member of any of the following organisations for longer than 6 months?
8. Have you previously served in the Regular Armed Forces?

Number of respondents (all respondents): Royal Navy (249)

Membership of other organisations prior to joining the Service



Previous Service in Armed Forces



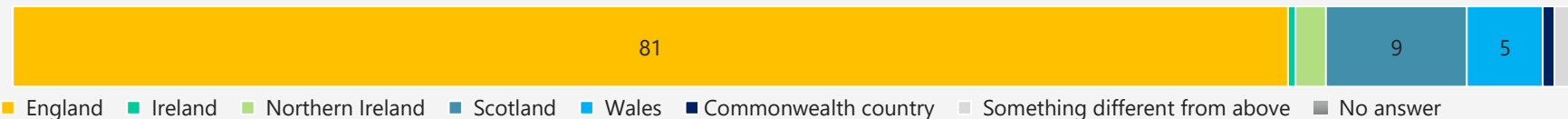
Totals may not add up to 100% due to rounding. Results less than 3% are not labelled in the chart.

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

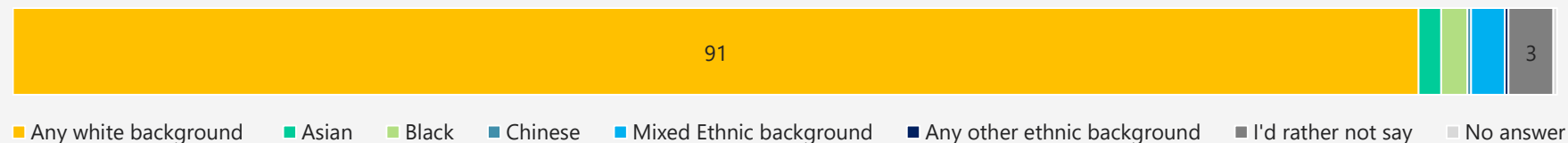
Number of respondents (all respondents): RAF (412)

For 'Do you practise your faith/religion regularly?': (all RAF respondents who have a faith/religion): 193

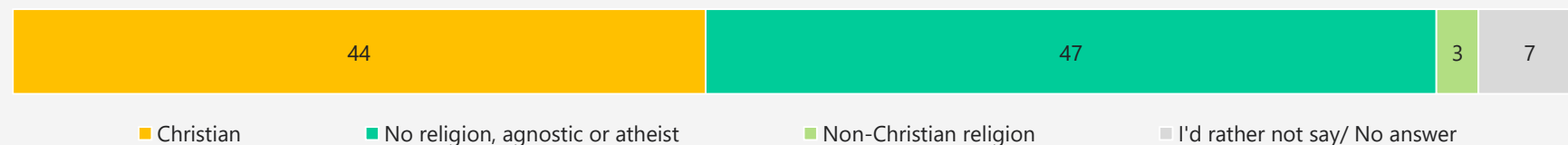
Where are you from? (%)



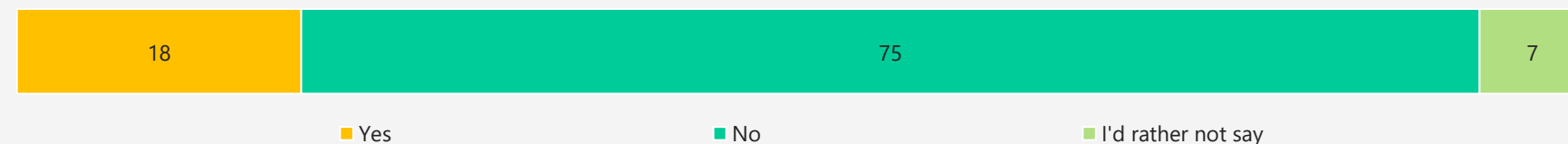
Background (%)



Religion (%)



Do you practise your faith/religion regularly? (%)



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

RESPONDENT PROFILE: GENDER, AGE, MARITAL STATUS, SEXUAL ORIENTATION

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

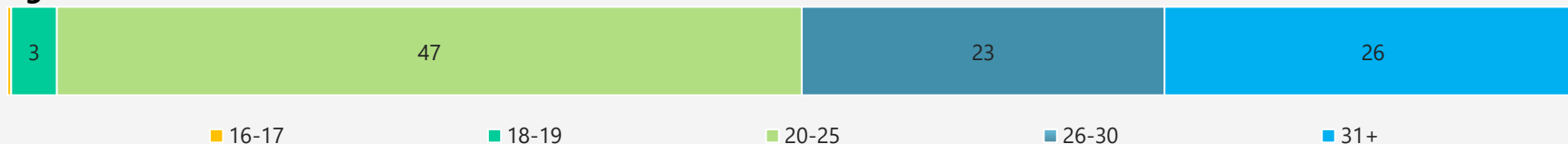
Number of respondents (all respondents): RAF (412)

Officer Cadets

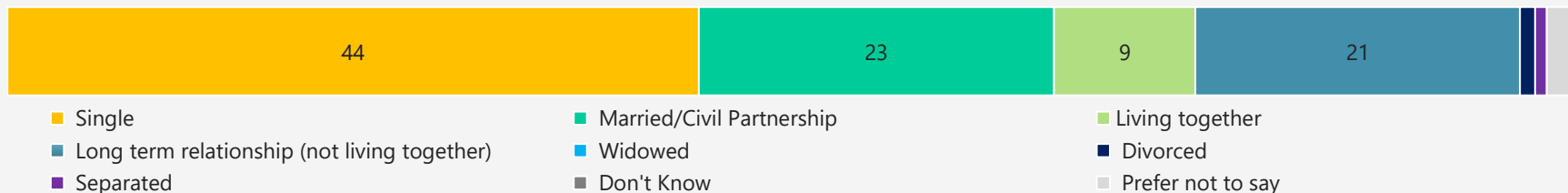
Gender



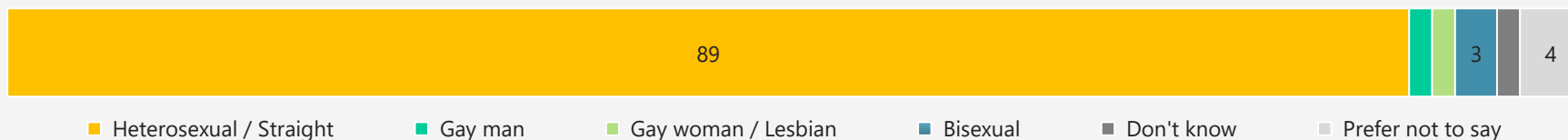
Age



Marital Status



Sexual Orientation



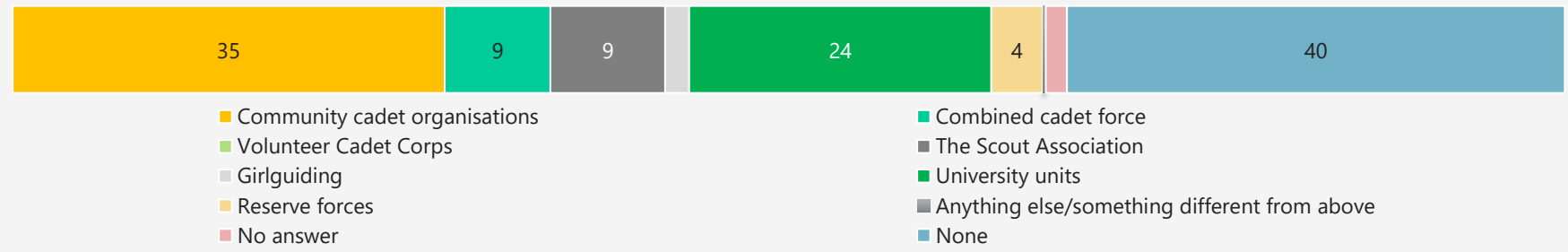
Totals may not add up to 100% due to rounding. Results less than 3% are not labelled in the chart.

RESPONDENT PROFILE: MEMBERSHIP OF OTHER ORGANISATIONS AND PREVIOUS SERVICE

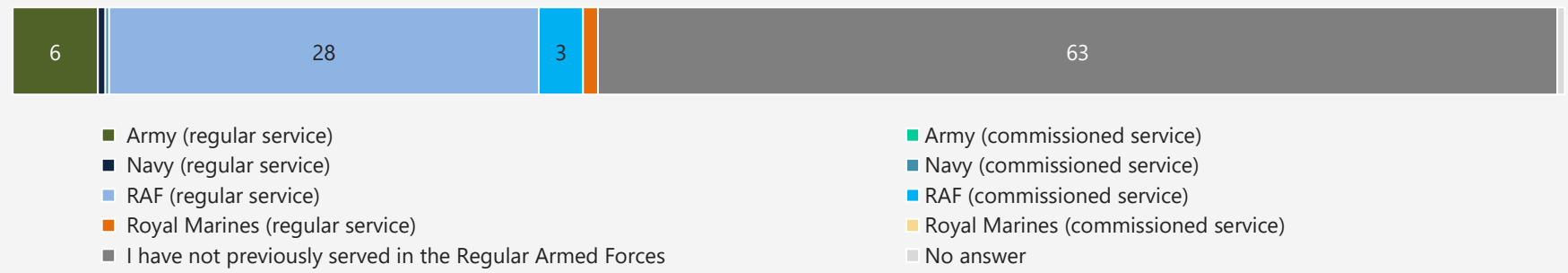
7. Prior to joining have you been a member of any of the following organisations for longer than 6 months?
8. Have you previously served in the Regular Armed Forces?

Number of respondents (all respondents): RAF (412)

Membership of other organisations prior to joining the Service



Previous Service in Armed Forces



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

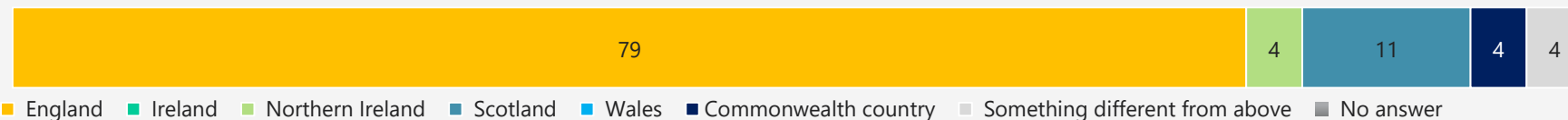


11. Where are you from?, 12. What is your background?, 13. Are you...? [religion]

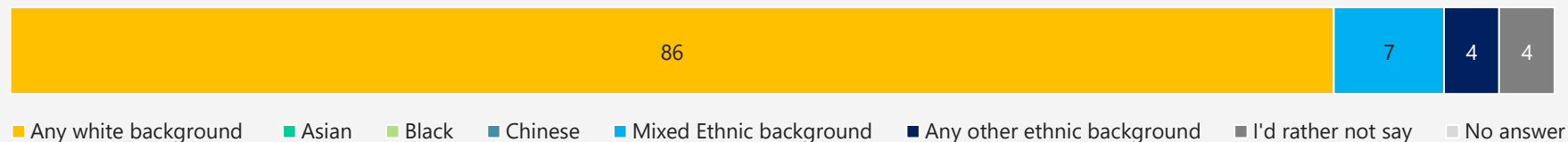
Number of respondents (all respondents): Royal Marines (28*)

For 'Do you practise your faith/religion regularly?': (all Royal Marines who have a faith/religion): 15*

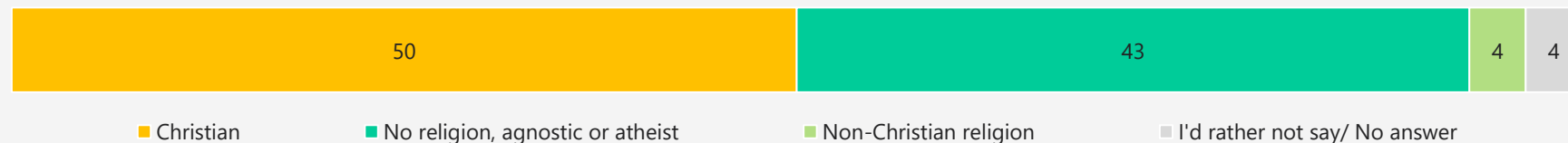
Where are you from? (%)



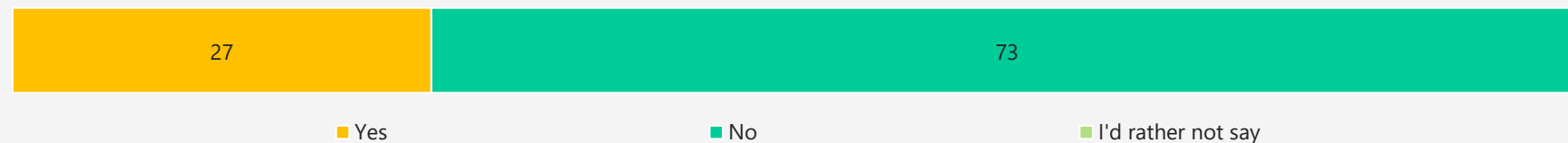
Background (%)



Religion (%)



Do you practise your faith/religion regularly? (%)



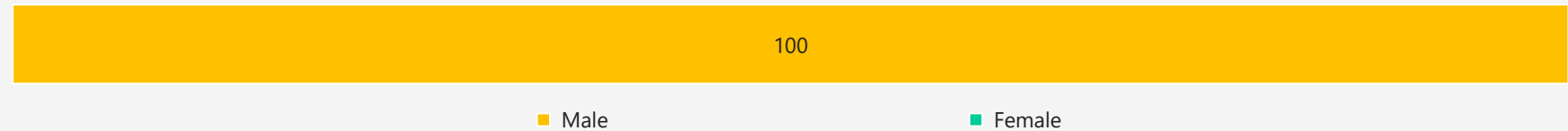
RESPONDENT PROFILE: GENDER, AGE, MARITAL STATUS, SEXUAL ORIENTATION



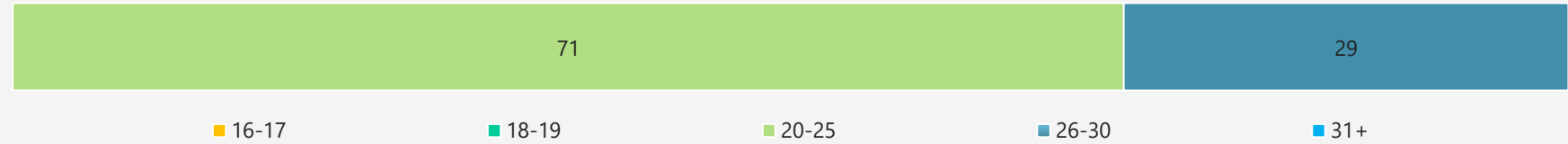
Demog1. What gender are you?, Demog2. How old are you?, Demog3. Which of the following applies to you [marital status], Demog4. Are you...? [sexual orientation]

Number of respondents (all respondents): Royal Marines (28*)

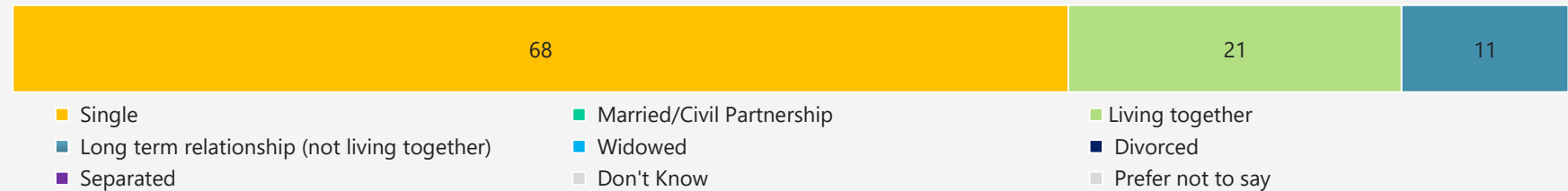
Gender



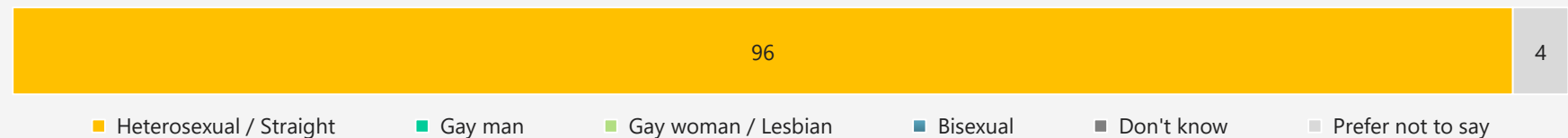
Age



Marital Status



Sexual Orientation



Totals may not add up to 100% due to rounding. Results less than 3% are not labelled in the chart.
* Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size

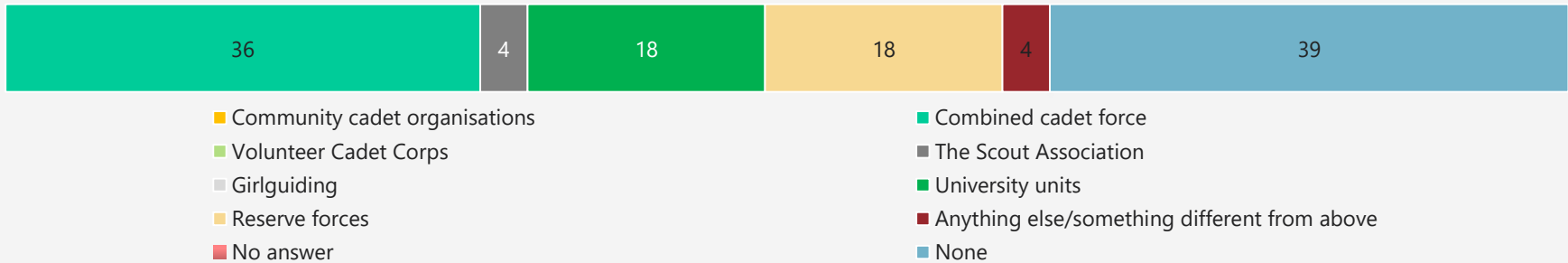


RESPONDENT PROFILE: MEMBERSHIP OF OTHER ORGANISATIONS AND PREVIOUS SERVICE

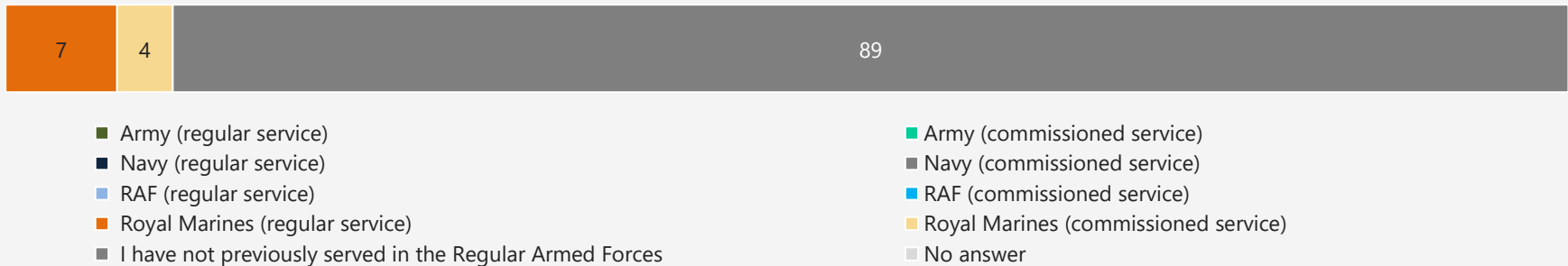
7. Prior to joining have you been a member of any of the following organisations for longer than 6 months?
 8. Have you previously served in the Regular Armed Forces?

Number of respondents (all respondents): Royal Marines (28*)

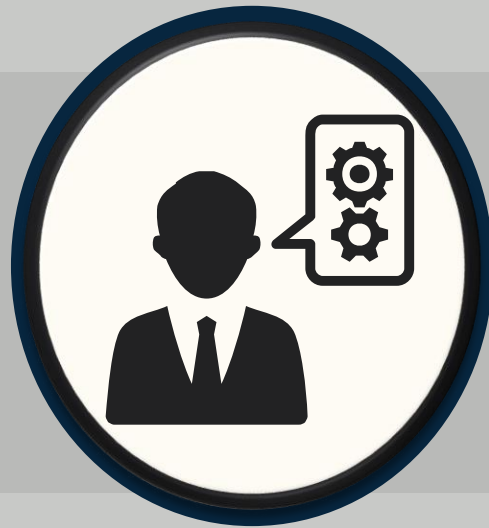
Membership of other organisations prior to joining the Service



Previous Service in Armed Forces



Totals may not add up to 100% due to rounding. Results less than 3% are not labelled in the chart.
 * Caution: low base (< 30 respondents), there can be large fluctuations in the trend data due to low base size



Annex A

Data cleaning

Statistical reliability

ANNEX A: DATA CLEANING

- The survey is completed online, as part of the survey design some questions are filtered to specific groups of respondents if they are relevant to a subset of respondents only. Full details of the filtering applied is available in the BQR this is based on:
 - School
 - Responses from other earlier questions within the survey
- If there are single response questions e.g. 'Agree' or 'Disagree' or answer options that are exclusive e.g. 'Do not wish to answer' the online survey applies cleaning to allow for one response only to prevent collection of contradictory responses from respondents.

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).
- Statistical tests are carried out between various sub-sets of respondents and over time for certain key indicators (full details of the testing applied is included in the BQR). This includes the following:
 - Current vs last year:
 - Army 2018 vs Army 2017
 - Royal Navy 2018 vs Royal Navy 2017
 - RAF 2018 vs RAF 2017
 - Royal Marines 2018 vs Royal Marines 2017
 - Current year:
 - Army vs Royal Navy vs RAF vs Royal Marines
- For any percentage given, however, we can estimate 'confidence intervals' within which the true values are likely to fall. For example; if 10% or 90% of our respondents of 1,165 Officer Cadets strongly agreed that the training was what they expected, we can be 99% confident that the 'true' value would be between 10.8% or 9.2% (if 10% strongly agree) and between 90.8% or 89.2% (if 90% strongly agree) i.e. a margin of 0.8% 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 99% confident that differences exceeding those in the table on the next page are genuine or 'significant' differences.
- Please note confidence intervals in the table overleaf refer to questions where all respondents are asked. For routed questions where only a sub-set of respondents are asked (e.g. those who were ill or injured during training), confidence intervals will be larger.

ANNEX A: STATISTICAL RELIABILITY

99% Confidence Intervals

Size of respondent base on which survey results are based	Confidence intervals if data point was recorded at..				
	10% or 90%	20% or 80%	30% or 70%	40% or 60%	50%
	±	±	±	±	±
All Officer Cadets (1,165)	0.8	1.1	1.3	1.4	1.4
Army Officer Cadets (476)	1.3	1.7	2.0	2.1	2.1
Royal Navy Officer Cadets (249)	1.9	2.5	2.8	3.0	3.1
RAF Officer Cadets (412)	1.3	1.8	2.0	2.2	2.2
Royal Marines Officer Cadets (28)	8.1	10.8	12.3	13.2	13.5

Source: Ipsos MORI

- Based on the assumption that all those given the opportunity to complete the survey represent full population of Cadets that this survey represents (Total 1,523, Army 616 Royal Navy 331, RAF 520, Royal Marines 56)



Annex B

Service Comparisons

SIGNIFICANT DIFFERENCES BETWEEN SERVICES

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

SIGNIFICANT DIFFERENCES BETWEEN SERVICES

Officer Cadets

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Marines (28*)

	Army				Royal Navy				RAF				Royal Marines				
	%	Higher than			%	Higher than			%	Higher than			%	Higher than			
PREPARING FOR TRAINING																	
Information prior to arrival: Prepared self for physical demands	76%	-	-	-	72%	-	-	-	71%	-	-	-	75%*	-	-	-	
Information prior to arrival: Accurate picture of what life would be like	43%	-	-	-	44%	-	-	-	47%	-	-	-	43%*	-	-	-	
Information prior to arrival: Accurate information about what training involved	59%	-	-	-	59%	-	-	-	62%	-	-	-	61%*	-	-	-	
Information prior to arrival: Accurate information about what kit and equipment to pack	51%	-	-	-	51%	-	-	-	50%	-	-	-	54%*	-	-	-	
Satisfaction with recruitment	34%	-	-	-	55%	Army	-	-	60%	Army	-	-	46%*	-	-	-	
FACILITIES AND AMENITIES																	
Standard of living accommodation	53%	RN	RAF	-	34%	-	-	-	36%	-	-	-	61%*	-	-	-	
Sports facilities	93%	RN	RAF	-	67%	-	-	-	86%	-	RN	-	89%*	-	-	-	
Opportunity for competitive sports	61%	-	RAF	-	56%	-	RAF	-	24%	-	-	-	11%*	-	-	-	
Medical care	91%	RN	-	-	77%	-	-	-	87%	-	RN	-	75%*	-	-	-	
Dental care	86%	RN	-	-	59%	-	-	-	84%	-	RN	-	75%*	-	-	-	
Access to IT for personal use	63%	-	-	-	73%	Army	-	-	71%	-	-	-	32%*	-	-	-	
Internet access	72%	-	RAF	-	78%	-	RAF	-	50%	-	-	-	86%*	-	-	-	
Laundry facilities	16%	-	-	-	20%	-	-	-	14%	-	-	-	7%*	-	-	-	
Personal kit	64%	-	-	-	76%	Army	-	-	72%	Army	-	-	75%*	-	-	-	
Training facilities	87%	RN	RAF	-	72%	-	-	-	74%	-	-	-	93%*	-	-	-	
Food	46%	RN	RAF	-	22%	-	-	-	30%	-	-	-	57%*	-	-	-	
IT support for software issues	27%	-	-	-	34%	-	RAF	-	20%	-	-	-	32%*	-	-	-	
Access to gym in spare time	84%	RN	RAF	-	74%	-	-	-	65%	-	-	-	39%*	-	-	-	
Provision of free WiFi hotspots	80%	-	RAF	-	73%	-	RAF	-	7%	-	-	-	93%*	-	-	-	
IT support for hardware issues	30%	-	RAF	-	32%	-	RAF	-	18%	-	-	-	32%*	-	-	-	
Leisure and retail facilities	61%	RN	RAF	-	42%	-	RAF	-	24%	-	-	-	43%*	-	-	-	
Whether given enough time to eat meals	79%	RN	-	-	59%	-	-	-	73%	-	RN	-	57%*	-	-	-	
Given option to comment on meals	93%	RN	-	-	85%	-	-	-	91%	-	-	-	82%*	-	-	-	

* Caution: low base (<30 respondents), there can be large fluctuations in the trend data due to low base size

SIGNIFICANT DIFFERENCES BETWEEN SERVICES

Officer Cadets

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Marines (28*) [Except questions with ** as asked based on of sub-group only]

Army		Royal Navy			RAF			Royal Marines		
%	Higher than	%	Higher than	%	Higher than	%	Higher than			

SUPPORT

Had support required for learning need/difficulty**	79%	-	-	-	83%*	-	-	-	56%*	-	-	-	Low base	-	-	-
Opportunity to talk privately with training staff	88%	-	-	-	84%	-	-	-	85%	-	-	-	82%*	-	-	-
Opportunity to talk privately with Chaplains/Padre	82%	-	-	-	88%	-	RAF	-	75%	-	-	-	82%*	-	-	-
Opportunity to keep in contact with family/friends	71%	-	-	-	82%	Army	RAF	-	69%	-	-	-	75%*	-	-	-
Opportunity to practise your faith/religion**	70%	-	RAF	-	80%	-	RAF	-	34%	-	-	-	Low base	-	-	-
Availability of staff for problems out of training hours	82%	RN	RAF	-	66%	-	-	-	71%	-	-	-	79%*	-	-	-
Someone to go to for personal or emotional problems	86%	-	-	-	82%	-	-	-	86%	-	-	-	71%*	-	-	-
Someone to help with administrative problems	36%	-	-	-	42%	-	-	-	33%	-	-	-	64%*	-	-	-
Opportunity to raise all concerns with person in authority	82%	-	RAF	-	77%	-	-	-	71%	-	-	-	64%*	-	-	-

FAIRNESS

Awareness of how to complain about poor or unfair treatment or bullying	86%	-	-	-	86%	-	-	-	86%	-	-	-	75%*	-	-	-
Full knowledge of Service Complaints Ombudsman	37%	-	-	-	33%	-	-	-	30%	-	-	-	75%*	-	-	-
Whether believe complaints are dealt with in a fair manner	52%	-	RAF	-	51%	-	RAF	-	40%	-	-	-	61%*	-	-	-
Cadets were all treated fairly	70%	-	-	-	74%	-	-	-	70%	-	-	-	82%*	-	-	-
I was treated fairly	88%	-	-	-	91%	-	-	-	85%	-	-	-	93%*	-	-	-
Training conducted without sexual or racial harassment	96%	-	RAF	-	93%	-	RAF	-	87%	-	-	-	93%*	-	-	-
Badly or unfairly treated by staff	7%	-	-	-	5%	-	-	-	9%	-	-	-	0%*	-	-	-
Badly or unfairly treated by other Officer Cadets	5%	-	-	-	6%	-	-	-	5%	-	-	-	0%*	-	-	-
Badly or unfairly treated by staff or other Officer Cadets	10%	-	-	-	10%	-	-	-	13%	-	-	-	0%*	-	-	-

* Caution: low base (<30 respondents) , there can be large fluctuations in the trend data due to low base size

SIGNIFICANT DIFFERENCES BETWEEN SERVICES

Officer Cadets

Number of respondents (all respondents): Total (1,165), Army (476), Royal Navy (249), RAF (412), Marines (28*) [Except questions with ** as asked based on of sub-group only]

	Army				Royal Navy				RAF				Royal Marines			
	%	Higher than			%	Higher than			%	Higher than			%	Higher than		
SETBACKS DURING TRAINING																
Injury was properly dealt with**	90%	-	-	-	89%	-	-	-	87%	-	-	-	88%*	-	-	-
Staff helped and supported when ill/injured**	74%	-	-	-	84%	-	-	-	75%	-	-	-	83%*	-	-	-
Would have felt comfortable to report sick**	84%	-	RAF	-	84%	-	RAF	-	55%	-	-	-	Low base			
Warned personally about possibility of repeating training**	Low base				68%	-	-	-	56%	-	-	-	Low base			
Given every opportunity to avoid repeating training**	Low base				43%	-	-	-	41%	-	-	-	Low base			
GENERAL																
Overall satisfaction with training experience	84%	RN	RAF	-	73%	-	-	-	70%	-	-	-	96%*	-	-	-
Received regular feedback on performance	67%	-	-	-	62%	-	-	-	61%	-	-	-	71%*	-	-	-
Training objectives and aims were explained	79%	-	RAF	-	70%	-	-	-	68%	-	-	-	75%*	-	-	-
Staff/instructors did all they could to help succeed in training	82%	-	RAF	-	73%	-	-	-	70%	-	-	-	89%*	-	-	-
Felt personally benefited from the course	96%	RN	RAF	-	86%	-	-	-	83%	-	-	-	93%*	-	-	-
Feel a sense of achievement	95%	RN	RAF	-	88%	-	-	-	87%	-	-	-	93%*	-	-	-
Felt challenged	96%	RN	RAF	-	82%	-	-	-	84%	-	-	-	93%*	-	-	-
Training was what expected	69%	RN	RAF	-	58%	-	-	-	56%	-	-	-	79%*	-	-	-
Enjoyed the course	76%	-	RAF	-	73%	-	-	-	66%	-	-	-	86%*	-	-	-
Feel proud to be in the Navy/RM/Army/RAF	93%	RN	-	-	86%	-	-	-	93%	-	RN	-	93%*	-	-	-
Morale was good on my course	77%	-	-	-	80%	-	-	-	81%	-	-	-	79%*	-	-	-
Prepared to go onto next stage of career	83%	-	RAF	-	81%	-	RAF	-	72%	-	-	-	93%*	-	-	-
Able to keep in touch with my family when I wasn't on a training task	85%	-	-	-	89%	-	-	-	86%	-	-	-	93%*	-	-	-
Would recommend joining Service to others	95%	-	-	-	93%	-	-	-	97%	-	-	-	96%*	-	-	-
Pay better than non-military friends'	26%	-	-	-	49%	Army	-	-	51%	Army	-	-	54%*	-	-	-

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