



Ministry  
of Defence

# UK Tri-Service Families Continuous Attitude Survey Results 2020

● Annual

Published: 23 July 2020

United Kingdom

This statistical release provides results from the Families Continuous Attitude Survey (FamCAS) 2020, along with results from previous years.

Statistics from FamCAS are used by both internal Ministry of Defence (MOD) teams and external bodies to inform the development of policy and measure the impact of decisions affecting personnel and their families.

## Satisfaction with Service family life



**61%** are **satisfied** with their quality of life married to a member of the Armed Forces.

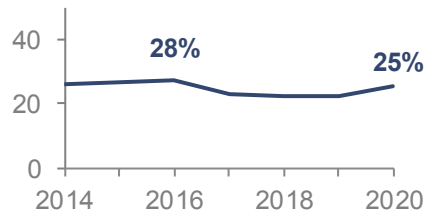
However about **half** of spouses:

- feel **disadvantaged** about family life
- **do not** feel valued by the Service
- **do not** feel part of the wider Service community

A third (33%) of spouses would feel happier if their partner left the Services whilst 15% would feel less happy.

## Service families are more mobile this year

% moving for Service reasons



Increased by three percentage points this year.

The change this year is driven by an increase of five percentage points for Army families. This is due to large numbers of families returning to the UK from Germany as part of the Army Basing Programme.

This has impacted on other measures within this report such as children changing schools.

## Service partner employment



**79%** are **employed**

- *similar to UK rates*
- *increased since 2014 (68%)*

**Four in ten** spouses looked for a new job in the past year.



**One in four** of all spouses experienced difficulties finding suitable employment.



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**Background quality report:** [www.gov.uk/government/collections/tri-service-families-continuous-attitude-survey-index](http://www.gov.uk/government/collections/tri-service-families-continuous-attitude-survey-index)

Would you like to be added to our **contact list** so that we can inform you about updates to these statistics and consult you if we are thinking of making changes? You can subscribe to updates by emailing Analysis-Surveys-Enquiries@mod.gov.uk

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## About these statistics

The Families Continuous Attitude Survey (FamCAS) refers to a set of harmonised Tri-Service questions including within the annual single Service Families Attitude Surveys.

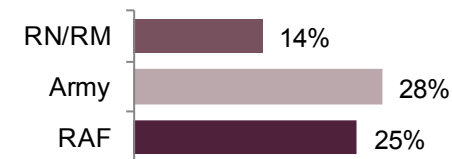


The FamCAS is one of the main ways that the department gathers information on the attitudes and experiences of Service families.

The 2020 FamCAS was distributed to a sample of 24,661 trained Regular Service personnel who were married or in a civil partnership. The Serving person was then asked to pass the survey on to their spouse. The Army and RAF survey used both online and paper questionnaires whilst the RN/RM was available online only this year. The survey was open from February until early May 2020.

### Response rates:

Overall 5,417 valid responses were received, representing a response rate of 22%.



This is a three percentage point decrease since 2019.

The decrease in response rates is largely driven by a decrease in RN/RM response rates following the move to an online only survey, with no paper survey option. In 2019 a third of RN/RM responses were on paper. The RN/RM response rate fell by just over a third from 22% in 2019 to 14% this year.

### Data Quality Note

The methodological change to an online only survey may have affected the time series of results for some of the RN/RM tables. To better understand this impact, 2019 data were used to compare previously published RN/RM tables against corresponding online only results. Where necessary a break in time series has been applied to a few tables. Other tables now include a footnote to indicate the potential impact on results of this change in methodology.

## Data Quality Note

The survey was in field when the COVID-19 lockdown was introduced on 23rd March 2020. Pre- and post-lockdown responses were analysed to better understand the impact of the lockdown on the published results. There were some statistically significant differences<sup>1</sup> between pre-and post-lockdown results; post-lockdown respondents were more positive on several attitudinal questions.

However, the majority of responses (81%) were received prior to lockdown. As a result there were no statistically significant differences<sup>1</sup> between the pre-lockdown results and the combined pre- and post-lockdown results published alongside this report. Footnotes have been added to one table where the time series may have been affected.

## About this statistical release

The following terminology has been used throughout this report:

- “married” refers to those who are married or in a civil partnership
- “spouse” refers to spouse/civil partner.
- RN/RM is used as an abbreviation of Royal Navy/Royal Marines.

### AFCAS 2020 comparisons:

These comparisons are based on a subset of Armed Forces Continuous Attitude Survey results (AFCAS) for Service personnel who are married/in a civil partnership. As a result they will not match published AFCAS<sup>2</sup> results.

### National comparisons:

National figures are used to provide context wherever possible. However, these are rarely directly comparable due to demographic differences between the general population and the population of Service spouses.

Reference tables and an example of a FAMCAS 2020 questionnaire are published as separate documents and can be found on the FAMCAS webpage - [www.gov.uk/government/collections/tri-service-families-continuous-attitude-survey-index](http://www.gov.uk/government/collections/tri-service-families-continuous-attitude-survey-index)

Please also see the Background Quality Report at the webpage above for full details of survey methodology, analysis and data quality considerations.

*Only differences that are statistically significant are commented on within this report; statistical tests were carried out at the 99% confidence level. This is at a fairly stringent level and means that there should be a less than 1% chance that differences observed in FAMCAS results are not representative of Service families as a whole. This reduces the likelihood of wrongly concluding that there has been an actual change based on survey results, which only cover a sample of Service families.*

<sup>1</sup> Statistical tests carried out at the 95% confidence level.

<sup>2</sup>AFCAS: <https://www.gov.uk/government/collections/armed-forces-continuous-attitude-survey-index>

# Section 1 - About you

Section 1 provides background demographics of Service spouses and their families as well as information about how often they move and the amount of separation they experience.

## Data Quality Note

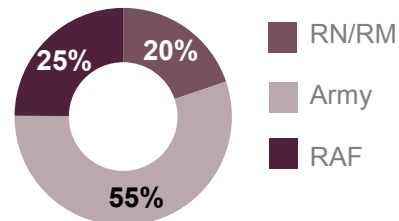
The estimates provided below are derived from the Joint Personnel Administration system (JPA)<sup>1</sup>. The estimate of married Service personnel is derived from a self-reported field so there may be some under-reporting. The 2020 Armed Forces Continuous Attitude Survey (AFCAS) estimated 53% of Service personnel were married/in a civil partnership, which would equate to just over 70,000 personnel.

**Approximately 62,000 Regular trained Service personnel are married or in a civil partnership<sup>1</sup>**

**Just over half of all Service spouses are married to Army personnel<sup>1</sup>**

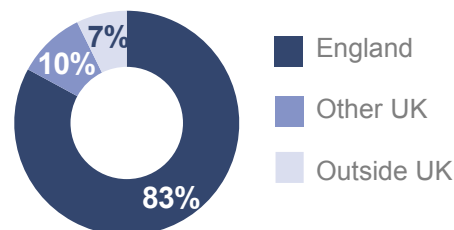
This distribution broadly reflects the relative size of the Services.

% married Service personnel by Service



**The majority of Service spouses live in England<sup>1</sup>**

% Service spouses by location



**74%** of Service spouses are married to Other Ranks<sup>1</sup>

**26%** of Service spouses are married to Officers<sup>1</sup>

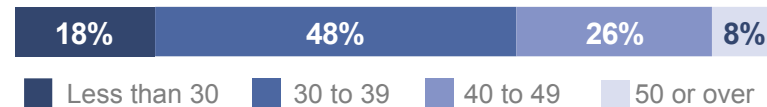
Estimates within the rest of this report are taken from the FamCAS. Comparisons to other data sources are referenced in footnotes.

**Over nine in ten Service spouses are female**

This reflects the fact that the majority of Serving personnel are male<sup>2</sup>.

**Two-thirds of Service spouses are aged under 40**

% Service spouses by age



## National Comparison

On average, Service spouses are younger than the married population. The 2018 national age profile<sup>3</sup> of married people for England estimates 68% are aged over 45 compared to just 19% of Service spouses in England. This difference reflects the younger age profile of Service personnel in comparison to the wider population.

**Spouses of Other Ranks are, on average, younger than Officer spouses**

Three-quarters of Other Rank spouses are aged under 40 compared to 42% of Officer spouses. This difference reflects the age difference between Officers and Other Ranks<sup>2</sup>.

The majority of Army Other Rank spouses are aged less than 40 (81%). This compares to 66% and 65% of RN/RM and RAF Other Rank spouses respectively.

<sup>2</sup> Source: <https://www.gov.uk/government/statistics/uk-armed-forces-biannual-diversity-statistics-2019>

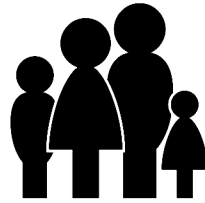
<sup>3</sup> Source: <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesbymaritalstatusandlivingarrangementsengland>

<sup>1</sup> Source: The Joint Personnel Administration system (JPA) as at 1 March 2020

**79%** of Service families have children

**36%** of Service families have at least one child aged under 5

**54%** of Service families have at least one child of school age



**46%** of spouses are educated to Undergraduate level or above<sup>3</sup>

This differs by rank: 72% of Officer spouses compared to 36% of Other Rank spouses.

#### National comparison

Although not directly comparable, the 2011 Census<sup>4</sup> estimated that 30% of the UK population aged 16-64 were educated to Undergraduate level or above.

**79%** of spouses are employed<sup>5</sup>

This includes 9% of spouses who are also serving in the Regular Armed Forces. Couples where both partners are members of the Regular Armed Forces are referred to as dual-serving couples.



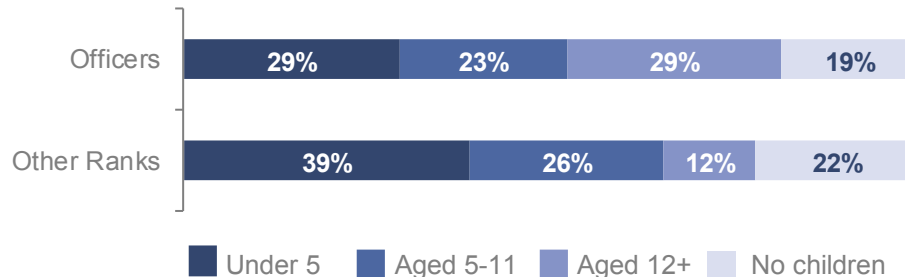
#### National comparison

Although not directly comparable, the 2019 UK Labour Force Survey (LFS)<sup>1</sup>, estimates 51% of married couple households have children, considerably lower than the 79% of Service families. This will be due, in part, to the differing age range of Service spouses compared to the general population.

The LFS also estimates 62% of UK married couple households with dependent children have two or more dependent children. This is not too dissimilar to Service Families; of those families with at least one child aged under 18<sup>2</sup>, 66% have two or more children aged under 18.

#### Other Rank families tend to have younger children than Officer families

% families by age of youngest child



**60%** of spouses are homeowners

The proportion of homeowners is unchanged since 2016. Homeownership differs greatly by Rank and Service, ranging from 43% for Army Other Rank spouses to 86% for RN/RM Officer spouses.



#### AFCAS 2020 comparison

These results are consistent with the AFCAS 2020 findings: 62% of married Service personnel are homeowners; 78% of spouses/civil partners are employed including 9% who are also serving in the Regular Armed Forces.

<sup>1</sup> Source: <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/families/datasets/familiesandhouseholdsfamiliesandhouseholds>

<sup>2</sup> SUBSET: Families with at least one child aged under 18 (72%)

<sup>3</sup> Undergraduate level or above includes Undergraduate Degrees, Post-graduate Degrees and professional qualifications (e.g. teaching, nursing, accounting, civil engineering etc.).

<sup>4</sup> Source: <http://www.nomisweb.co.uk/census/2011/lc5102ew>

<sup>5</sup> Employed refers to those in full-time, part-time or self employment.

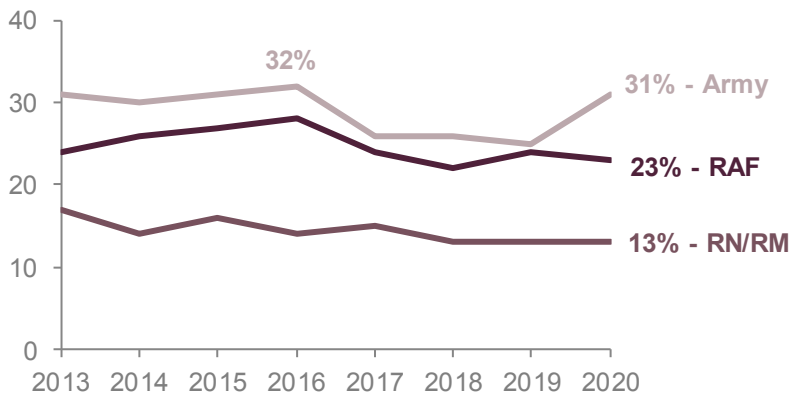
Service personnel are often posted to new locations and many spouses choose to accompany them rather than be separated. This means that Service spouses are also a very mobile population.

### A quarter of Service families moved for Service reasons over the last year

The proportion of families moving for Service reasons increased by three percentage points this year but remains below the 28% reported in 2016.

### This increase is largely driven by Army families who now report similar levels of mobility to the peak in 2016

% families moved for Service reasons in the past year



The Army increase in mobility is largely due to the Army Basing Programme (APB)<sup>1</sup> which involved the return of a large number of Service families from Germany to the UK over the summer of 2019.

Army families are more likely to move for Service reasons than RAF and RN/RM families. Royal Navy families cannot accompany Service personnel at sea.

A higher proportion of Officer families moved for Service reasons (30%) than Other Rank families (24%).

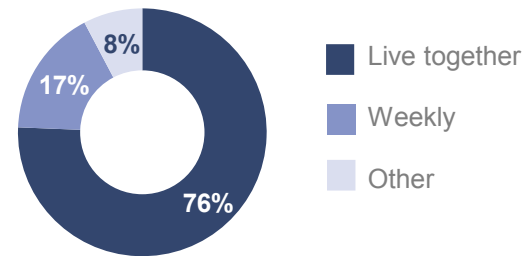
<sup>1</sup> Source: <https://www.army.mod.uk/who-we-are/future-of-the-army/army-basing-programme/>

### Just over one in five families have moved three or more times for Service reasons in the past five years

Just over a third of families have not moved at all over the past five years. This differs greatly by Service ranging from 26% for Army families to 58% for RN/RM families.

### Over three-quarters of Service couples live together

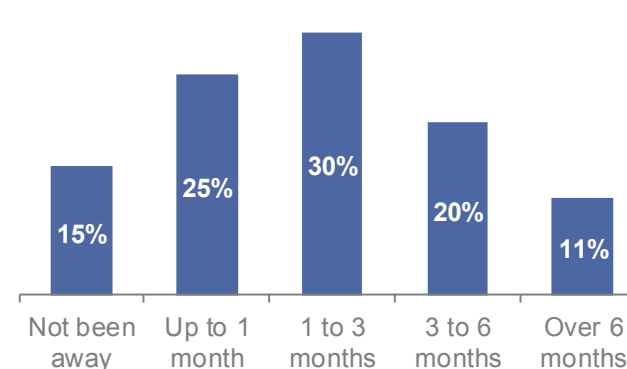
% spouses by how often they see their Serving partner



These proportions differ by both Service and Rank. Spouses of RN/RM personnel are less likely to live with their partner (61%) as are Officer spouses (71%).

### Despite the high proportion of Service couples living together, over three in ten spouses were separated from their partner for more than three months last year

% families by amount of separation



### AFCAS 2020 comparison

These are broadly similar to the AFCAS 2020 results of time spent away from home for married Service personnel.

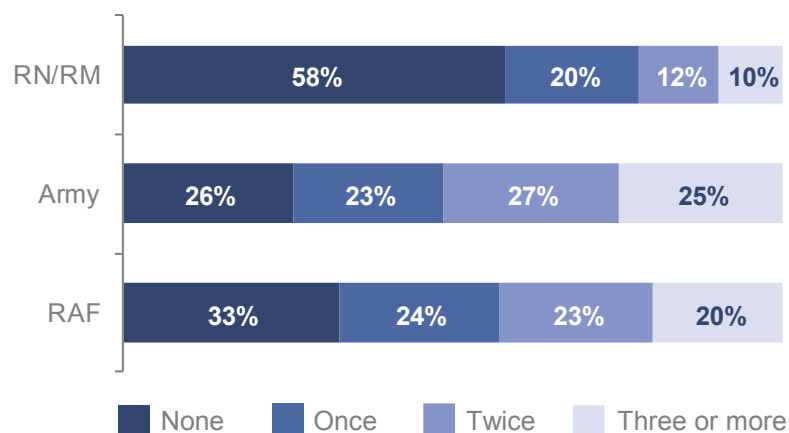
The amount of separation differs by Service with a higher proportion of RN/RM spouses reporting separation of more than three months (41%) than Army or RAF spouses (28%). Please refer to Section 2: Service comparisons, for more information on Service differences.

## Section 2 - Service comparisons

There are differences in the survey results for each Service which reflect the unique challenges faced by each. In particular, Army and RAF families experience higher mobility whilst RN/RM families are less likely to live together and experience higher separation. This section highlights the main differences in families' experiences of, and attitudes towards Service life.

### Army and RAF families are more mobile than RN/RM families

% families by number of times moved for Service reasons over the past five years



### Over the past year, 31% of Army and 23% of RAF families moved home for Service reasons

This compares to 13% of RN/RM families.

Army and RAF spouses feel more negative about the number of house moves than RN/RM spouses.

### During the past year, 14% of Army and 11% of RAF spouses accompanied their partner on an overseas assignment

This compares to 5% of RN/RM spouses.

Army and RAF spouses are more positive about opportunities for travel than RN/RM families.

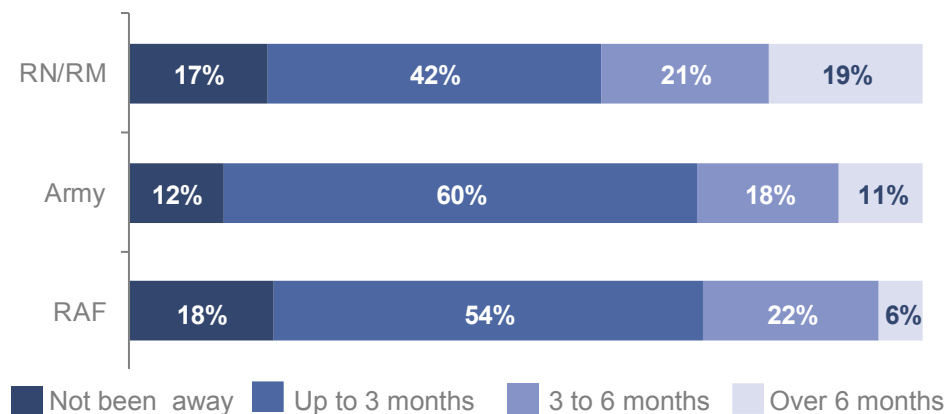
### RN/RM spouses are less likely to live with their partner during the working week

**61%** of RN/RM spouses live with their partner during the working week

This compares to 80% of Army and 78% of RAF spouses.

### RN/RM spouses are more likely to have experienced separation of more than six months over the past year

% families by the amount of time the Serving spouse has been away for Service reasons in the past year



RN/RM spouses are much more likely to feel negative about the amount of separation from their partner than Army or RAF spouses.

Royal Navy families cannot accompany Service personnel at sea. This tends to encourage home ownership, which provides stability. Despite this, Royal Navy spouses are still more likely to experience separation during the working week even if the Service person is based on shore.

## RN/RM families are the most likely to own a home whilst Army families are the least likely

% families own their own home



Army and RAF families feel more negative about the prospects of buying their own home than RN/RM families.

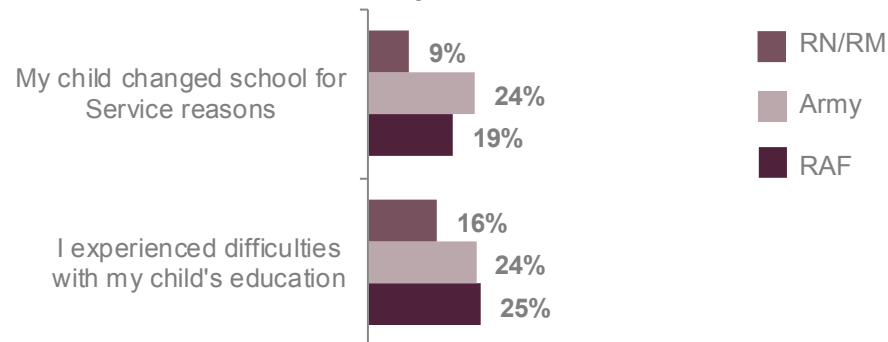
Army families are the most likely to be living in Service Family Accommodation (69%) followed by RAF (49%) and then RN/RM families (32%).

Army spouses are more positive about Service provided facilities (49%) than RN/RM (26%) or RAF spouses (31%).

RAF families are the least likely to be living in their preferred type of accommodation (65%) whilst RN/RM families are the most likely (74%).

## RN/RM families are less likely to have a child change school for Service reasons or to have experienced difficulties with their child's schooling

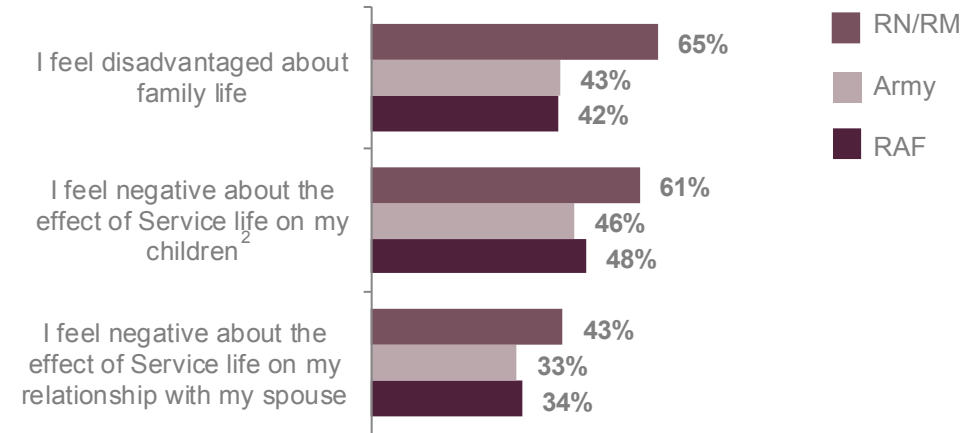
Of those families with school age children<sup>1</sup>.....



<sup>1</sup> SUBSET: Families with school age children (54%).

## Despite some of the benefits of stability, RN/RM spouses feel more negative than Army and RAF spouses about several aspects of Service life

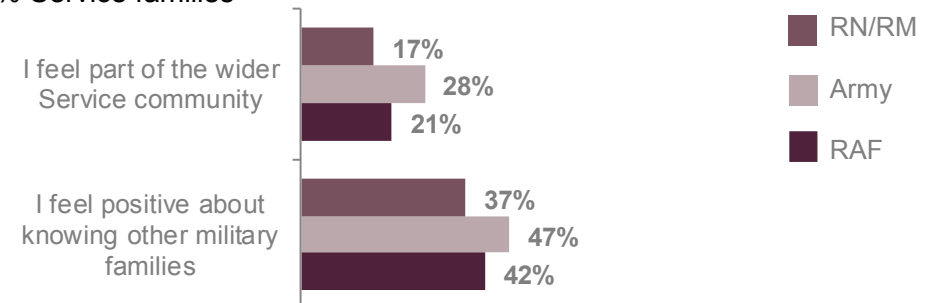
% Service families



A higher proportion of RN/RM spouses would feel happier if their partner chose to leave the Service (44%), followed by RAF spouses (37%) and then Army spouses (27%).

## Army families feel more positive about the community aspects of Service life

% Service families



RAF spouses are the most positive about job security (79%) whilst Army are the least positive (63%). Army spouses are also the least positive about household income.

<sup>2</sup> SUBSET: Families with children (79%).

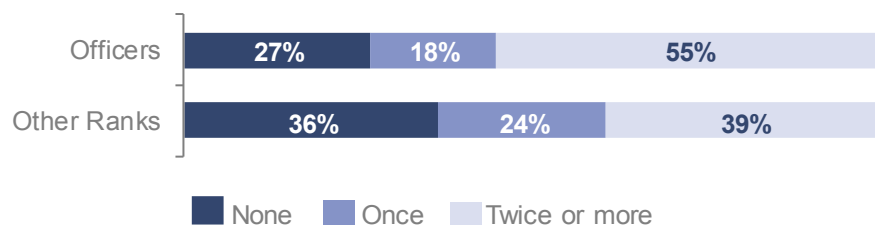


## Section 3 - Officer/Other Rank comparisons

This section compares results for Officer and Other Rank families, highlighting the main differences in their experiences of, and attitudes towards Service life. Three-quarters of Service spouses are married to Other Ranks (74%).

### Officer families are more mobile than Other Rank families

% families by number of times moved for Service reasons over past five years

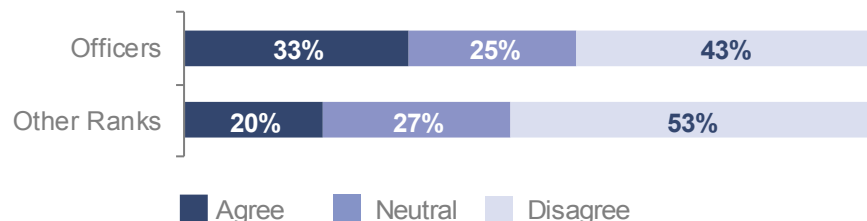


As a result, Officer spouses feel more negative about the number of house moves (45%) than Other Rank spouses (29%).

Officer spouses are a little more likely to have accompanied their partner overseas in the past year and so are more positive about opportunities for travel than Other Rank spouses.

### Officer spouses are more likely to feel part of the wider Service community than Other Rank spouses

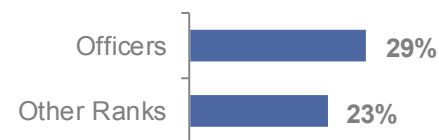
% agree/disagree they feel part of the wider Service community



Officer spouses are much more positive about knowing other military families (58%) than Other Rank spouses (39%). Officer spouses are also more satisfied with their quality of life married to a Serving person (66%) than Other Rank spouses (60%).

### Despite being more mobile, Officer spouses are also more likely to live separately from their partner during the working week than Other Rank spouses

% live apart from their spouse during the working week



These combined factors of higher mobility and living apart may contribute to Officer spouses feeling more disadvantaged about family life (51%) than Other Rank spouses (46%).

### These factors may also contribute towards more negative views about the effect of Service life on career

% feel negative about effect of Service life on their career



There is no difference between employment rates by rank. Other Rank spouses are a little more likely to have looked for a job over the past year (42%) than Officer spouses (37%).

Of those in employment<sup>1</sup>, Officer spouses are more satisfied that their job matches their qualifications, skills and experience than Other Rank spouses.

A much higher proportion of Officer spouses are educated to degree level or above (72%) than Other Rank spouses (36%).

<sup>1</sup> SUBSET: Those in employment (79%)

## Officer spouses feel more positive about household income than Other Rank spouses

% feel positive about effect of Service life on household income



This is likely to be linked to the difference in pay between Officers and Other Ranks<sup>1</sup>. There are a few other indicators which suggest Officer families may have higher household incomes.

## Officer families are more likely to own a home than Other Rank families

% Homeowners



## Affordability seems to be more of a concern amongst Other Rank families than Officer families

For example, of those who do not own a home<sup>2</sup>, Other Rank families are more likely to cite affordability as a reason (56%) than Officer families (41%).

Similarly, of those who experienced difficulties finding employment<sup>3</sup>, access to affordable, quality childcare was selected by more Other Rank spouses (39%) than Officer spouses (23%).

Satisfaction with the cost of early years childcare<sup>4</sup> was also higher amongst Officer spouses (56%) than Other Rank spouses (42%).

<sup>1</sup> Source: <http://www.armedforces.co.uk/armypayscales.php>

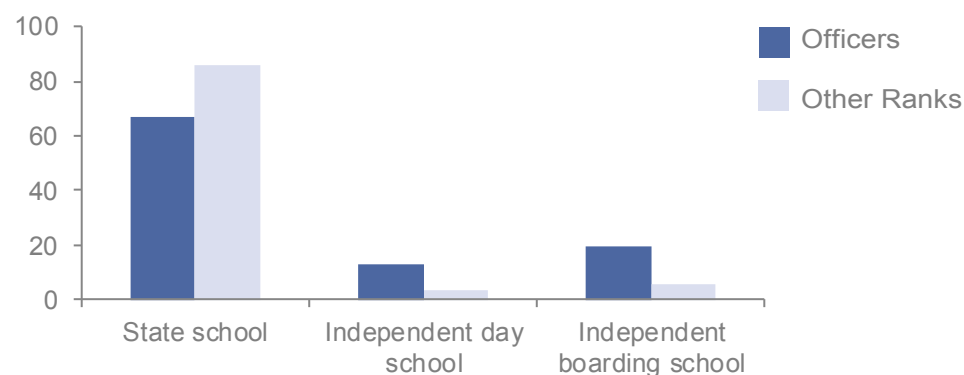
<sup>2</sup> SUBSET: Those who do not own a home (40%)

<sup>3</sup> SUBSET: Those who experienced difficulties finding suitable employment (25%)

<sup>4</sup> SUBSET: Those who required early years childcare (27%)

## Officer families are more likely to have a child at an independent school than Other Rank families

% Service families by type of school their children attend



Over a fifth (22%) of Officer families are in receipt of Continuity of Education allowance (CEA)<sup>5</sup> compared to 8% of Other Rank families. This difference is linked to the increased mobility of Officer families; CEA assists with boarding school fees for children who would otherwise have their education disrupted by frequent home moves.

## Other Rank spouses feel more advantaged about housing than Officer spouses

% Service families who feel advantaged about housing



Other Rank families also feel more positive about Service provided facilities. This may be partly due to higher proportions of Other Rank families living in Service Family Accommodation (60%) than Officer families (48%).

<sup>5</sup> Continuity of Education allowance is offered by the MOD to provide children with schooling continuity. For more detail please refer to: <https://www.gov.uk/guidance/childrens-education-advisory-service>

## Section 4 - Armed Forces Covenant, well-being and Service life

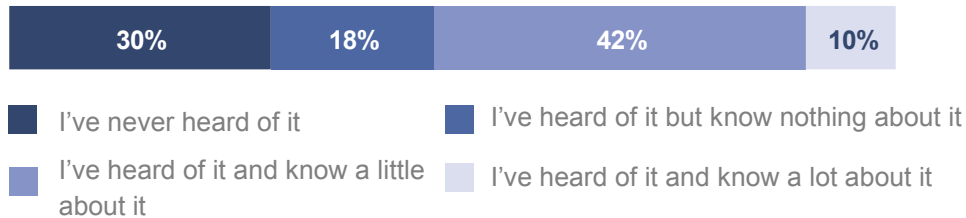
Section 4 covers voting registration as well as a number of questions related to the Armed Forces Covenant. These measure whether families feel advantaged or disadvantaged compared to the general public, and how positive or negative they feel about particular aspects of Service life. This section also includes questions on well-being and satisfaction with Service life.

### Armed Forces Covenant<sup>1</sup>

Announced by the government in May 2011, the Armed Forces Covenant is a promise by the nation ensuring that those who serve or who have served in the Armed Forces and their families, are treated fairly.

### Awareness of the Armed Forces Covenant continues to improve with over half of Service spouses knowing at least a little about the Armed Forces Covenant in 2020

Awareness of the Armed Forces Covenant



This is an increase of four percentage points since 2019 and a 12 percentage point increase since 2015. Whilst awareness of the Armed Forces Covenant has improved, three in ten have still never heard of the Covenant.

Officer spouses have a greater awareness of the Covenant compared to Other Rank spouses.

A higher proportion of Army spouses have “never heard of” the Covenant compared to RAF and RN/RM spouses.

<sup>1</sup>Source: [www.armedforcescovenant.gov.uk](http://www.armedforcescovenant.gov.uk)

<sup>2</sup>Source: <https://www.ons.gov.uk/peoplepopulationandcommunity/elections/electoralregistration/bulletins/electoralstatisticsforuk/2019>; <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/bulletins/annualmidyearpopulationestimates/mid2019>

### The majority (88%) of Service spouses are registered to vote, an increase of three percentage points since last year

#### National comparison

There was a similar increase in the proportion of UK voters registered to vote in 2019 following the announcement of the General Election in December 2019.

Based on figures published by the Office for National Statistics (ONS)<sup>2</sup> the proportion of Service spouses registered to vote is broadly in line with the proportion of UK registered voters.

#### AFCAS 2020 comparison

A similar proportion of married Service personnel are registered to vote (90%).

### Officer spouses are more likely to be registered to vote than Other Rank spouses

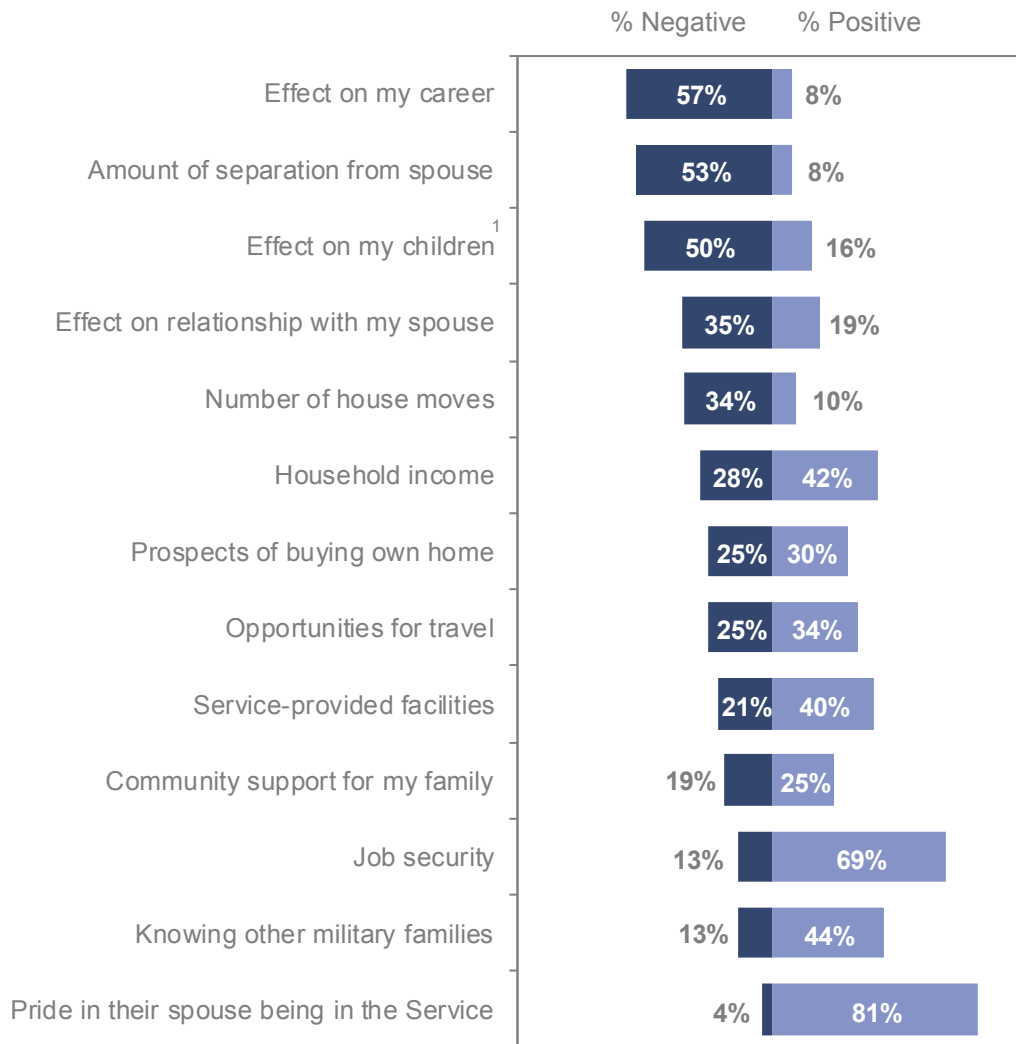
% spouses registered to vote



This difference is largely driven by Army spouses.

Army spouses are less likely to be registered to vote (83%) compared to RN/RM and RAF spouses.

## Positive and negative aspects of Service life



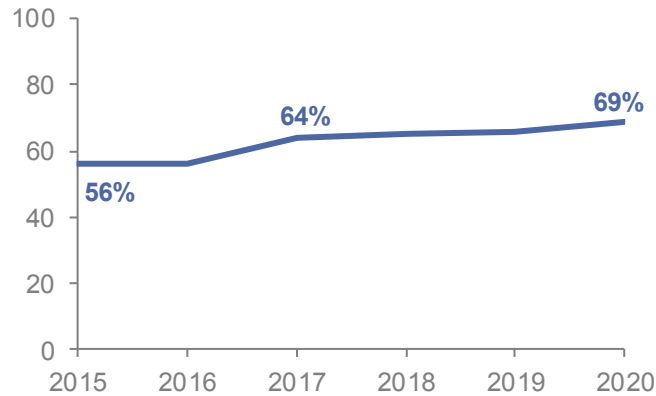
### Data Quality Note

“Neither positive nor negative” and “Not applicable” responses have been excluded from the comparisons above.

<sup>1</sup>SUBSET: Families with children (79%).

## The proportion of Service spouses feeling positive about job security continues to increase, up from 66% in 2019

% feeling positive about job security



Spouses feeling more positive about job security following the COVID-19 lockdown contributed to this increase.

Nearly seven in ten (69%) Service spouses feel positive about job security, an increase of 13 percentage points since 2015. This increase has largely been driven by Army and RAF spouses.

## Since 2015, Service spouses feel less negative about the amount of separation from their spouse

This year, 53% feel negative about the amount of separation, down from 58% in 2015. Over the same period, Service families are also feeling less negative about the number of house moves (down from 38% to 34% in 2020).

## However, families are feeling more negative about the effect on their career and their children since 2015

% spouses feel negative about...

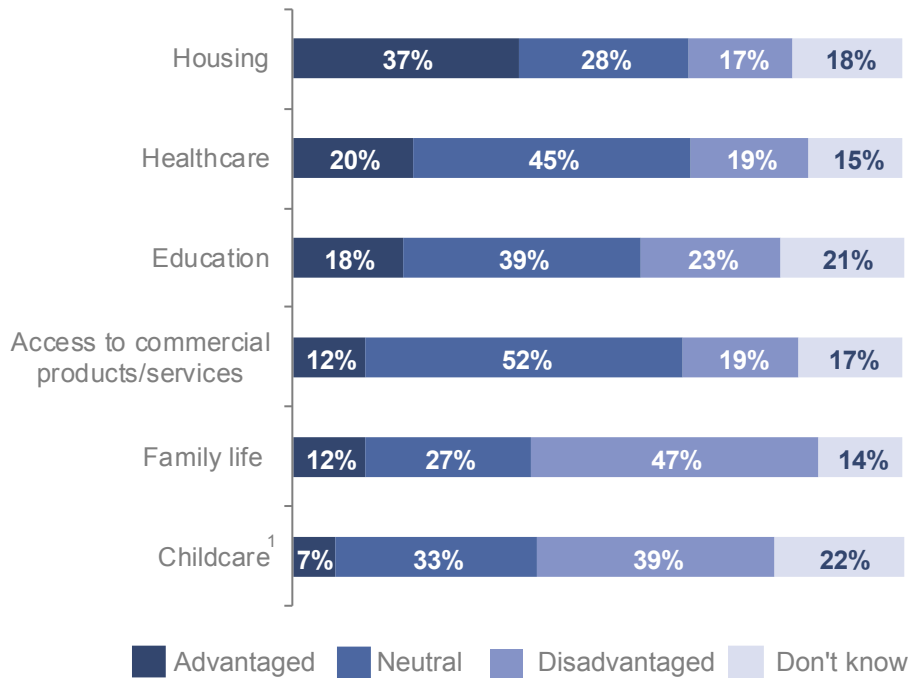
Effect on my career      ↑ Three percentage points to 57%\*

Effect on my children<sup>1</sup>      ↑ Five percentage points to 50%\*

\*Changes since 2015

## Just under half of Service families feel disadvantaged about family life; one in eight feel advantaged

% feel advantaged/disadvantaged compared to the general public



RN/RM families are more likely to feel disadvantaged about family life (65%) than Army (43%) and RAF families (42%).

Of those families with children, four in ten (39%) feel disadvantaged about childcare, a much higher proportion than those who feel advantaged (7%).

### AFCAS 2020 comparison

Married Service personnel feel more disadvantaged about family life compared to Service spouses.

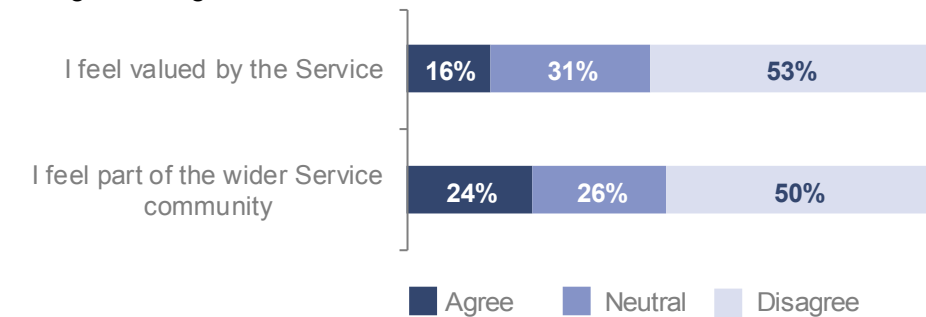
<sup>1</sup>SUBSET: Families with children (79%).

## Six in ten (61%) spouses are satisfied with their quality of life, being married to a member of the Armed Forces

Families living overseas are more satisfied with their quality of life (72%) compared to those living in England (61%), and are generally more positive about many aspects of Service life including the effect on their children, their relationship with their spouse and community support for their family.

## About half of families do not feel valued by the Service, or part of the wider Service community

% agree/disagree



Since 2017, more families feel valued by the Service (up from 14% to 16%). Over the same period the proportion of families who do not feel valued by the Service has improved (down from 57% to 53%).

## A third of Service spouses state they would be happier if their partner chose to leave the Service; the same proportion would feel no different

% feel happy/less happy if their partner chose to leave



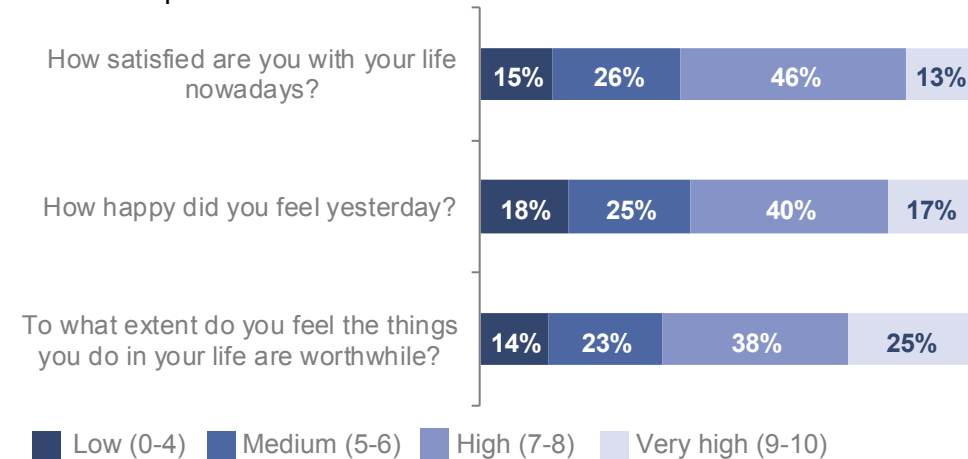
Spouses living in England are more likely to feel happier if their partner chose to leave the Service than those living overseas (33% and 24% respectively).

## Measuring well-being

The Office for National Statistics collects data on well-being for the general population in their Annual Population Survey<sup>1</sup>.

## Well-being measures of Service Spouses

% Service spouses



The proportion of Service spouses rating their anxiety as 'high' (a score of 6-10) has increased this year, from 27% in 2019 to 32%.

The other well-being measures remain unchanged since 2017 when they were first included in the survey.

## National comparison

National well-being scores<sup>2</sup> are not directly comparable to those of Service spouses due to differences in demographics. For example, national figures include a larger proportion of over 60s, who generally score their well-being higher than younger people. However, national well-being results by gender may still provide some context. The proportion of UK females scoring aspects of their well-being as 'very high' (a score of 9-10) ranges between 32-40%. These are considerably higher than corresponding results for female Service spouses.

<sup>1</sup> Source: [www.ons.gov.uk/peoplepopulationandcommunity/wellbeing](https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing)

<sup>2</sup> Source: [www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/datasets/measuringnationalwellbeingdomainsandmeasures](https://www.ons.gov.uk/peoplepopulationandcommunity/wellbeing/datasets/measuringnationalwellbeingdomainsandmeasures)

## Well-being scores differ by attributes, such as employment status

Overall, spouses who are employed, homeowners, those who live in their own home during the working week or are married to an Officer, are more positive across the four well-being measures.

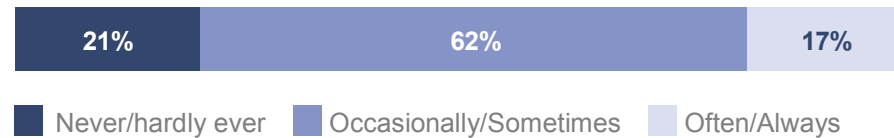
However, there are overlaps between these groups, for example Officer spouses are more likely to be homeowners and so the differences observed may be due to other reasons.

## AFCAS 2020 comparison

The proportions of married Service personnel rating aspects of well-being as 'very high' range between 11-18%, lower in comparison to Service spouses.

## One in six (17%) Service spouses often or always feel lonely, unchanged since this question was first asked in 2019

Views on how often spouses feel lonely



## National comparison

Spouses were asked for the first time in 2019 about how lonely they feel. This question was introduced in support of the UK government's first Loneliness Strategy.

Results from the Community Life Survey 2018/19 provide some context to these findings. For females in England<sup>3</sup>, 7% feel lonely often/always, and 49% never or hardly ever feel lonely. Although not directly comparable, these figures are considerably different from female Service spouses located in England (18% and 20% respectively).

<sup>3</sup> Source: [www.gov.uk/government/statistics/community-life-survey-2018-19](https://www.gov.uk/government/statistics/community-life-survey-2018-19)

## Section 5 - Childcare and Children's Education

Section 5 focuses on families with children, particularly their ability to access childcare and satisfaction with local childcare facilities. This section also covers the difficulties families experience in relation to their children's schooling.

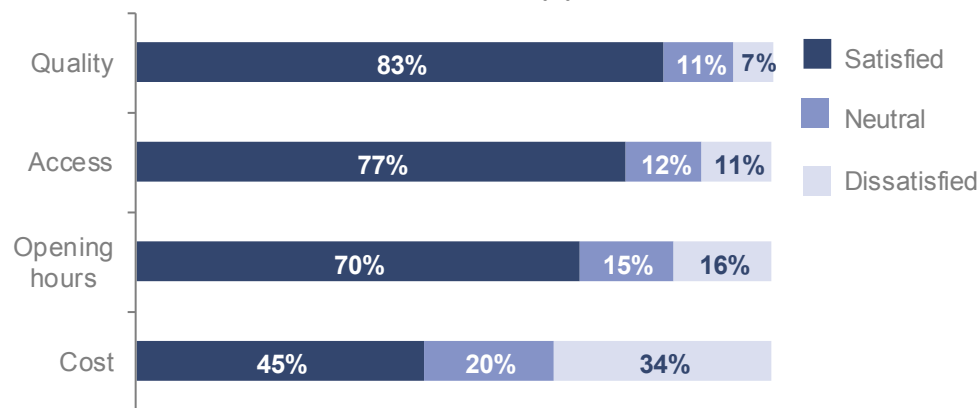
### Nearly eight in ten (79%) Service families have children



Seven in ten families with a child aged under five<sup>1</sup> required early years (0-4) childcare; of these families, nine in ten are able to access early years childcare

The majority of families are satisfied with the quality, access and opening hours of early years childcare, but less so with cost

% satisfied/dissatisfied with aspects of early years childcare<sup>2</sup>



Officer families are more likely to be satisfied with opening hours and cost compared to Other Rank families.

### National Comparison

Although not directly comparable, the Childcare and Early Years Survey of Parents in England<sup>3</sup> also reports much more positive views around the quality than the cost of childcare.

<sup>1</sup>SUBSET: Families with a child aged under five (36%)

<sup>2</sup>SUBSET: Families who needed early years childcare (27%).

<sup>3</sup>Source: <https://www.gov.uk/government/statistics/childcare-and-early-years-survey-of-parents-2019>

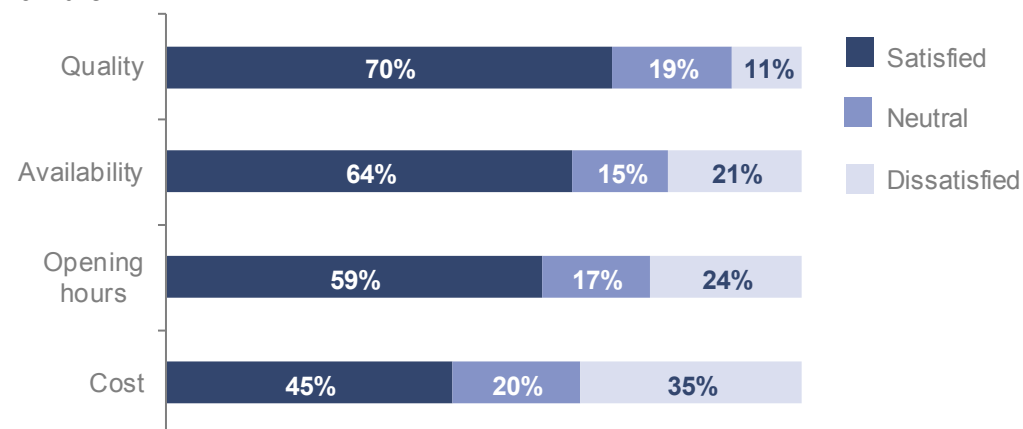
### About half (54%) of all families have at least one child of school age



Of these families, half (51%) required childcare such as breakfast/after school clubs in the last 12 months

Over a third of families who required childcare for school age children are dissatisfied with the cost of their local childcare

% satisfied/dissatisfied with aspects of local childcare for school age children<sup>4</sup>



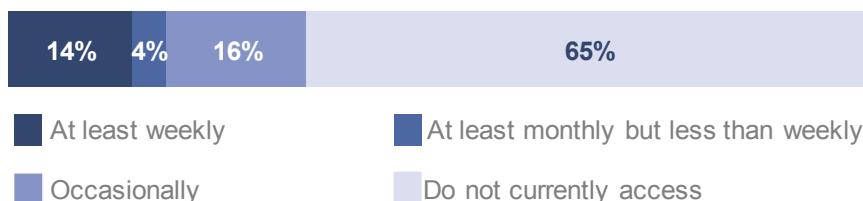
RN/RM families are the most satisfied with the quality of their local childcare compared to the other Services.

In general, families are more satisfied with most aspects of early years childcare than childcare for school age children.

<sup>4</sup>SUBSET: Families who needed childcare for school age children (27%).

## Around one in seven families with children use free informal childcare<sup>1</sup> at least weekly

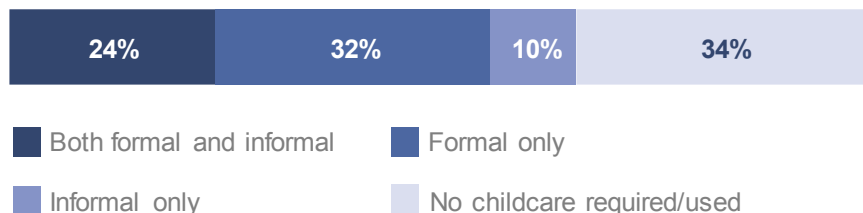
Use of free informal childcare<sup>2</sup>



Over two-thirds (65%) of families with children do not currently access free informal childcare. RN/RM families are more likely to access free informal childcare at least weekly compared to Army and RAF families.

## Over half of families with children have used or required formal childcare in the last 12 months, unchanged since 2019

Use of formal/informal childcare<sup>2</sup>



Use of childcare is greatly affected by the age of the children. Of those families with at least one child aged 0-11, 70% use or require formal childcare. This increases to 74% for families with at least one child aged under five.

### National Comparison

Although not directly comparable to Service families, the Childcare and Early Years Survey of Parents in England<sup>3</sup> reports around 64% of children aged 0-4 received formal childcare.

<sup>1</sup>Free informal childcare such as grandparents, extended family, friends etc.

<sup>2</sup>SUBSET: Families with children (79%).

<sup>3</sup> Source: [www.gov.uk/government/statistics/childcare-and-early-years-survey-of-parents-2019](http://www.gov.uk/government/statistics/childcare-and-early-years-survey-of-parents-2019)

### Government Initiatives around Childcare

Since 2019 families have been asked about whether they currently take up the offer of any government initiatives around childcare.

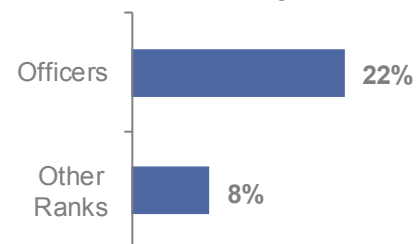
## Just over half (54%) of families who required or used childcare<sup>4</sup> do not currently use any government childcare initiatives

The two top reasons for not using these initiatives are: uncertainty around eligibility and not needing the schemes. Other Rank families are more likely to not use any of these initiatives (57%) than Officer families (44%).

Since 2019 the proportion of families using the Salary Sacrifice scheme has decreased (from 21% to 18%), and the take up of tax free childcare accounts has increased (from 12% to 18%). This may be due, in part, to the closure of the childcare voucher scheme in 2018<sup>5</sup>.

## One in eight (12%) families with school age children<sup>6</sup> receive Continuity of Education Allowance (CEA); Officer families are much more likely to receive CEA than Other Rank families

% families with school age children who receive CEA<sup>6</sup>



This reflects the higher proportion of Officer families with a child at an independent boarding school.

**Continuity of Education Allowance (CEA)** assists Service personnel with boarding school fees to achieve the continuity of education for their children that would otherwise not be possible if their children accompanied them on frequent assignments both at home and overseas<sup>7</sup>.

<sup>4</sup>SUBSET: Families with children who required/used childcare in the past 12 months (52%).

<sup>5</sup>Source: [www.gov.uk/help-with-childcare-costs/childcare-vouchers](http://www.gov.uk/help-with-childcare-costs/childcare-vouchers)

<sup>6</sup>SUBSET: Families with school age children (53%).

<sup>7</sup> Source: [www.gov.uk/guidance/childrens-education-advisory-service](http://www.gov.uk/guidance/childrens-education-advisory-service)



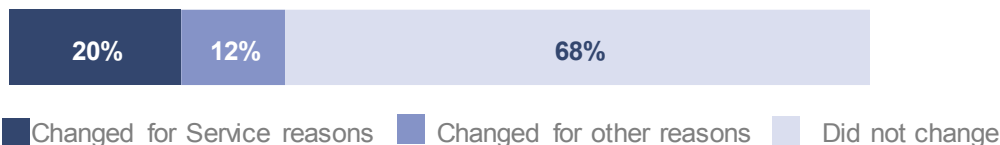
## The majority of families with school age children have at least one child at a state school (81%)



Other Rank families are more likely to have a child at a state school (86%) compared to Officer families (67%).

## One in five families with school age children had at least one child change schools for Service reasons in the past year

% changed/not changed schools<sup>1</sup>



This proportion has increased since 2019 (from 16%), largely driven by an increase amongst Army families. This is linked to the rise in Army families moving for Service reasons which is mostly due to large numbers of families relocating back to the UK under the Army Basing Programme<sup>2</sup>.

## Just under a quarter (23%) of families with school age children experienced difficulties with their children's schooling in the past year

This is a return to levels previously reported following a slight drop in 2019. Largely driven by changes amongst Army families, this increase is linked to the rise in Army children changing schools for Service reasons this year.

Families who changed schools for Service reasons are more likely to experience difficulties with their children's education (44%) than those who changed schools for other reasons (33%).

The most common difficulty experienced by families with school age children<sup>1</sup> continues to be: getting a place at the school of their choice (8%).

<sup>1</sup> SUBSET: Families with school age children (54%).

<sup>2</sup> Source: <https://www.army.mod.uk/who-we-are/future-of-the-army/army-basing-programme/>

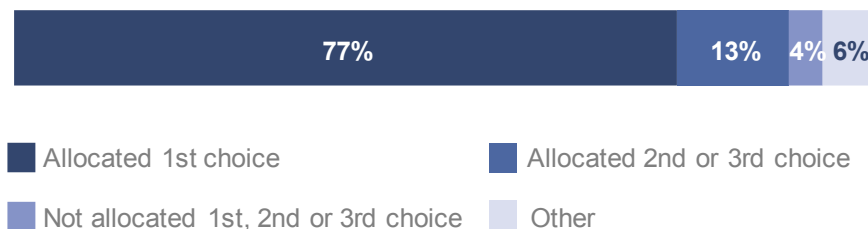
## Six in ten families who changed schools were able to apply within the timeline for a normal point of entry<sup>3,4</sup>

However, this differs considerably between families who changed schools for Service reasons (51%) and those who changed schools for other reasons (78%).

The majority (82%) of families who changed schools in the last 12 months applied for a place at a state school.

## Over three-quarters of families who applied for a place at a state school were allocated their first choice of school, unchanged since last year

State school allocation<sup>5</sup>



## National Comparison

Although not directly comparable to Service families, nationally, 82% of secondary school place applicants received an offer of their first choice school. For primary school applicants this was 90%<sup>6</sup>.

Eight in ten families who applied for a place at a state school were happy with their allocation. Conversely, two in ten were not happy with their allocation.

<sup>3</sup> SUBSET: Families with at least one child who changed school (17%).

<sup>4</sup> The normal point of entry refers to the school's application period for the beginning of Reception, Year 7, Year 12 or equivalent).

<sup>5</sup> SUBSET: Families with a child who changed school and applied for a place at a state school (14%).

<sup>6</sup> Source: <https://explore-education-statistics.service.gov.uk/find-statistics/secondary-and-primary-school-applications-and-offers>

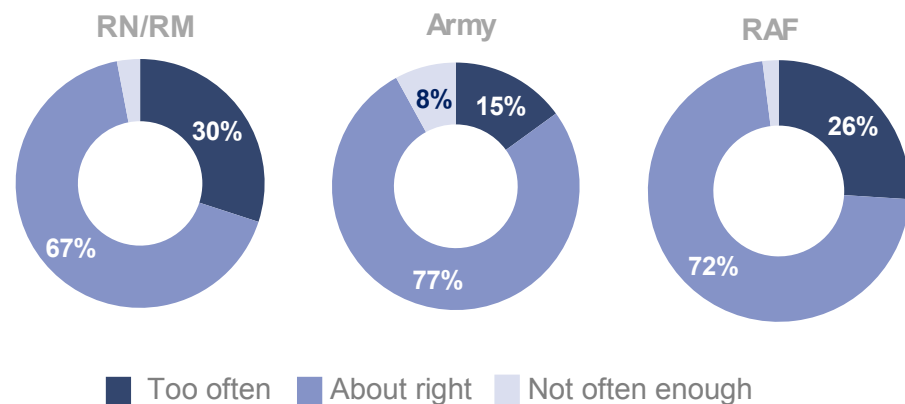
## Section 6 - Deployment

Section 6 looks at spouses' views on the length and frequency of operational tours. This section also looks at their experiences of the support and information services available to them before, during and after their spouse's deployments.

During 2014 the UK Armed Forces reduced its military presence in Afghanistan from over 5,000 personnel to less than 500. In recent years, deployments have been more dispersed over a wider range of locations. Throughout 2018 the UK Armed Forces remained committed to over 30 operations and were deployed in more than 25 countries. For more information please see the MOD Annual Report and Accounts<sup>1</sup>.

### Just under three-quarters of spouses feel that the frequency of operational tours is "about right"

Views on the frequency of operational tours

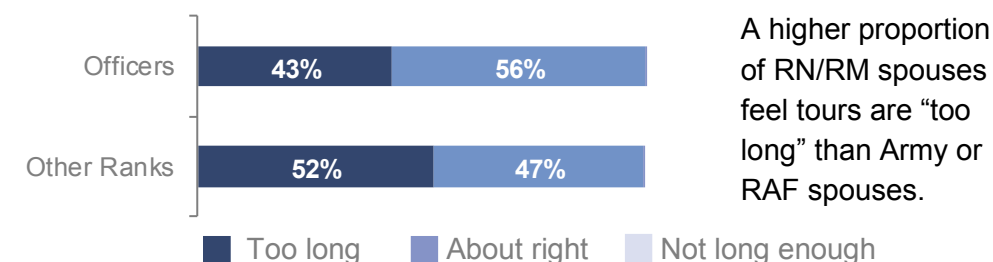


Army spouses are more likely to rate the frequency of operational tours as "about right" than RN/RM or RAF spouses. A higher proportion of Officer spouses rate the frequency of operational tours as "about right" (81%) than Other Rank spouses (71%).

<sup>1</sup> Source: <https://www.gov.uk/government/collections/mod-annual-reports>

### Half of spouses<sup>2</sup> rate the length of operational tours as "too long"; views differ slightly by rank and Service

Views on the length of operational tours<sup>2</sup>



### AFCAS 2020 comparison

A much higher proportion of married Service personnel felt the length of their tours was "about right" (75%) than Service spouses (49%).

### Just over six in ten spouses know where to go for welfare support and information whilst their spouse is on an operational tour; a third do not

% spouses who know where to go for welfare support and information whilst their partner is on an operational tour

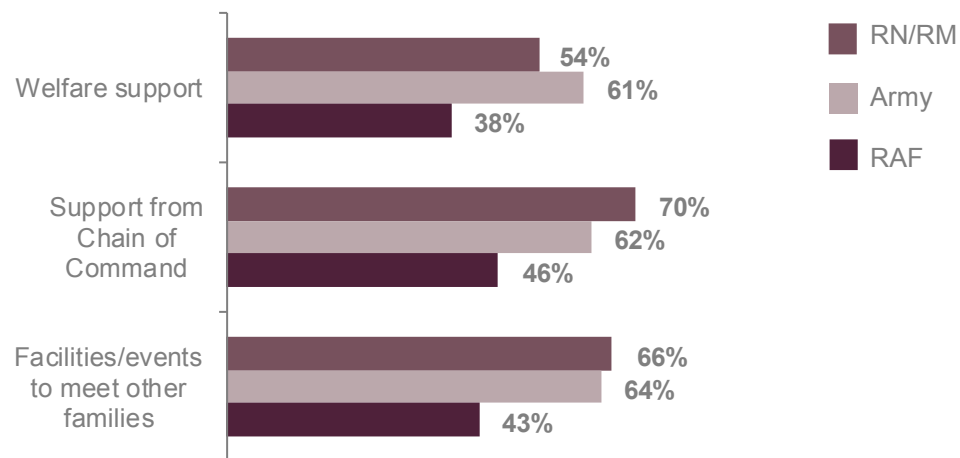


RN/RM spouses are less likely to know where to go for welfare support and information than other Service spouses.

<sup>2</sup> SUBSET: Those whose spouse has been deployed within the past two years (40%).

## RAF spouses are less likely to make use of Service-provided support before, during and after their partner's deployment than RN/RM or Army spouses

% used support during partner's deployment<sup>1,2</sup>



Nine in ten spouses make use of lines of communication with their partner during deployment; this remains the most used support service.

Use of all aspects of support, except lines of communication with their partner, has fallen since 2016. This is largely due to a reduction in use amongst Army families. For example, use of welfare support for Army families during deployment has fallen from 70% in 2016 to 61% in 2020.

AFCAS 2020<sup>3</sup> reports a much higher proportion of RAF personnel deployed individually on their last deployment (64%) than any of the other Services (ranging from 17% for the RN to 32% for the Army). AFCAS also shows an increase in the proportion of personnel deployed individually, rather than as a unit, for both RM and Army personnel since 2016. These differences may contribute to some of the results shown here.

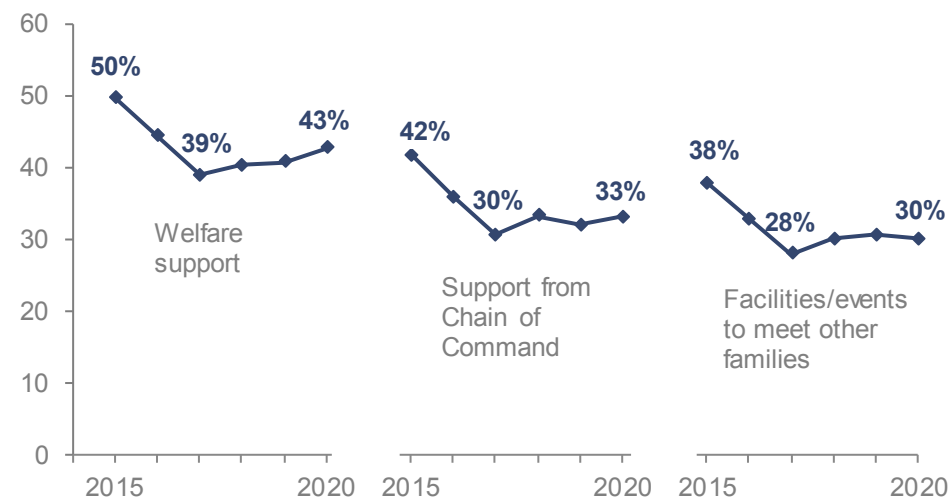
<sup>1</sup> SUBSET: Those whose spouse has been deployed within the past two years (40%).

<sup>2</sup> USE is derived by summing responses with a valid satisfaction level who did NOT tick the "Did not use" response option.

<sup>3</sup> Source: <https://www.gov.uk/government/statistics/armed-forces-continuous-attitude-survey-2020>

## Although stable over the past few years, satisfaction with Service-provided support before deployment remains below levels reported in 2015

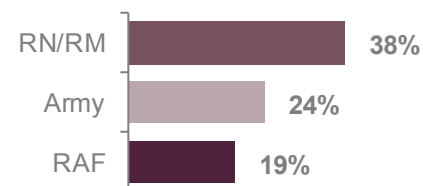
% satisfied with aspects of support before their spouse's deployment<sup>1</sup>



There is a similar trend for most types of support during and after deployment. However, satisfaction with "lines of communication with your spouse" improved this year from 58% in 2019 to 64% in 2020, back up to 2015 levels.

## RN/RM spouses report higher levels of dissatisfaction with all aspects of support before deployment

% dissatisfied with welfare support before their partner's deployment<sup>1</sup>

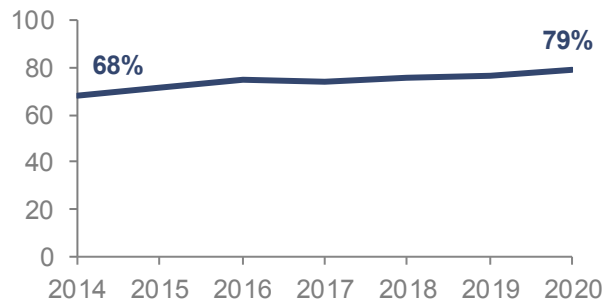


## Section 7 - Employment

Section 7 provides information on employment status, experiences of looking for a job and job satisfaction. It also covers the experiences of families who accompanied their spouse overseas.

### The employment rate for spouses continues to increase, rising from 77% in 2019 to 79% this year

% spouses employed



The employment rate for spouses has increased by 12 percentage points since 2014.



PP = Percentage Point

### Employment rates differ by gender

The employment rate for female Service spouses (aged 16-64) is 78% compared to 93% for male spouses. This difference narrows a little when excluding dual-serving spouses to 77% for female spouses and 87% for male spouses.

#### National comparison

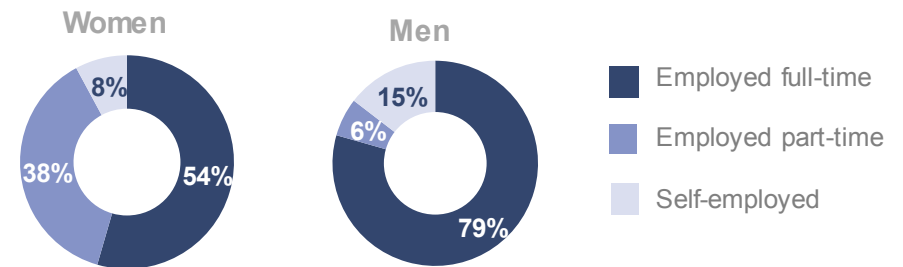
The UK employment rate<sup>1</sup> for all those aged 16-64 is 77%. UK employment rates differ by gender as well with 73% of women being employed compared to 80% of men.

<sup>1</sup> Source: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/bulletins/uklabourmarket/may2020>

### Of those in employment; employment type differs by gender

Of those in employment, a much higher proportion of women are employed part-time than men. Gender differences are still apparent after excluding dual-serving spouses.

% by employment type (excluding dual-serving spouses)<sup>2</sup>



#### National comparison

There are similar gender differences in the UK<sup>3</sup>. Of UK women in employment, approximately half work full-time and a third work part-time. This compares to about 70% and 10% respectively for men in employment.

### Those in full-time employment are more satisfied that their qualifications match their job than those employed part-time

% satisfied their qualifications match their job<sup>4</sup>



There are similar differences between satisfaction levels with their job overall and that their job matches their skills and experience.

<sup>2</sup> SUBSET: Those aged 16-64 in employment but NOT dual serving (70%)

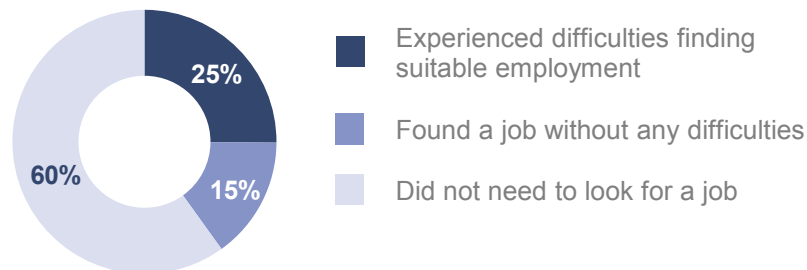
<sup>3</sup> Source: Feb-Apr 2020: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/fulltimeparttimeandtemporaryworkersseasonallyadjustedemp01sa>

<sup>4</sup> SUBSET: Those in full-time employment (48%) and those in part time employment (26%)

## Over the past year four in ten spouses looked for a new job



## Over the past year a quarter of all spouses experienced difficulties finding suitable employment



The proportion finding a job without difficulties has increased from 11% in 2015. However the proportion experiencing difficulties remains unchanged.

The top reasons cited by those who experienced difficulties were:

**49%** Partner unable to assist with care responsibilities<sup>1</sup>

**48%** Having a spouse who is often away<sup>1</sup>

**45%** Extended family live too far away to assist with childcare<sup>1</sup>

“Being overseas with my spouse” was the most common difficulty (83%) for those living outside of the UK. These spouses are also less likely to be employed (47%) than those living in the in the UK.

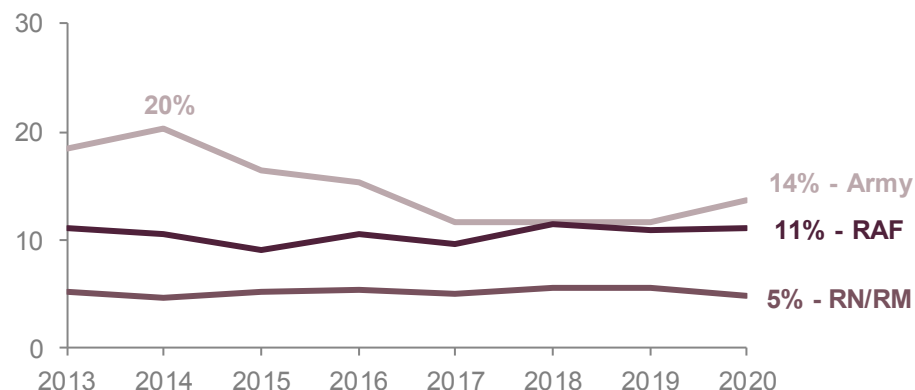
## Just under two-thirds of spouses would use courses to help them find or change employment if the MOD offered them

A higher proportion of Other Rank spouses said they would use the courses (68%) than Officer spouses (56%). Those living overseas are more likely to take up the courses (72%) than those living in England (64%).

<sup>1</sup> SUBSET: Those who experienced difficulties finding suitable employment (25%).

## Just over one in ten spouses accompanied their partner overseas this year

% accompanied their spouse overseas



The proportion of Army spouses accompanying their partner overseas fell from a peak of 20% in 2014 to 12% in 2017. The level of Army spouses accompanying has been largely stable since then.

RN/RM spouses are less likely to accompany their partner overseas than Army or RAF spouses. This reflects the lower proportion of RN/RM personnel who are posted to overseas locations where it is possible to be accompanied by their spouse.

## Of those who accompanied their partner overseas in the past year<sup>2</sup>:

**1 in 3**  
were unable to find paid employment

**1 in 5**  
were unable to access Service-provided information

These figures remain unchanged since 2015 when these questions were first included in the survey.

<sup>2</sup> SUBSET: Those who accompanied their partner on an overseas assignment over the past year (11%).

## Section 8 - Healthcare

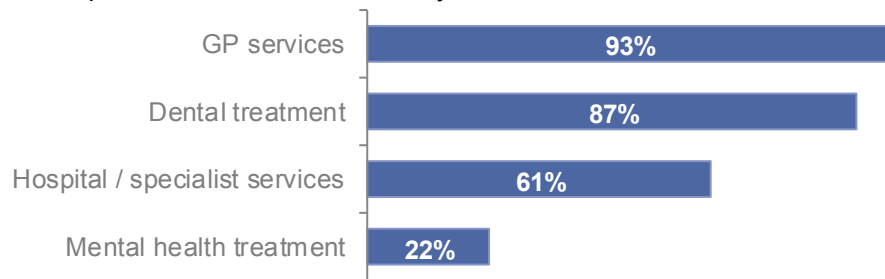
Section 8 looks at access to healthcare services for Service families.

### Data Quality Note

The survey aims to measure healthcare provisions for family members not in the Armed Forces. As such, dual-serving families without children, were not asked these questions.

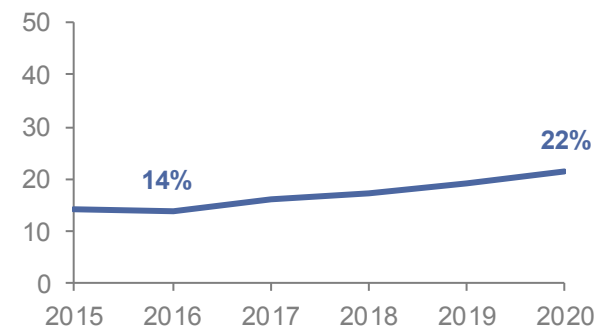
### The majority of Service families required access to GP Services and dental treatment over the past year

% required access over the last year



### The proportion of Service families requiring mental health treatment continues to increase

% requiring mental health treatment



### National figures

In England, one in four adults experience at least one diagnosable mental health problem in any given year<sup>1</sup>.

Other Rank families are more likely to seek mental health treatment (23%) than Officer families (17%).

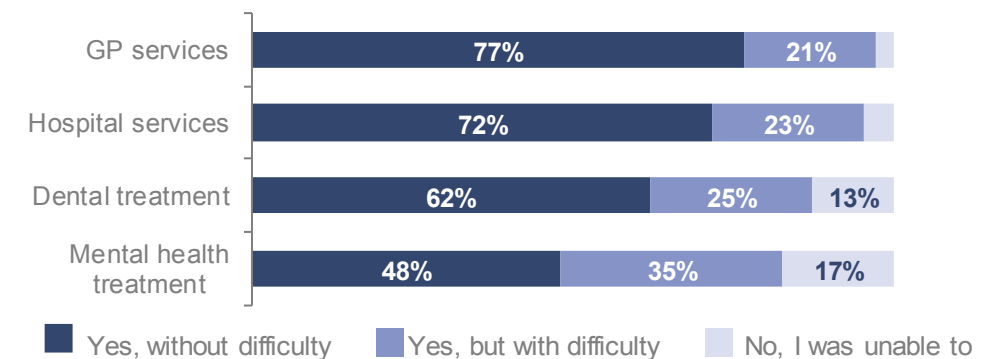
<sup>1</sup> Source: <https://www.england.nhs.uk/mental-health/adults/>

### Armed Forces Covenant<sup>2</sup>:

The Armed Forces community should not face disadvantage compared to other citizens in the provision of public services.

### Of those requiring access, the majority of families were able to access GP and hospital services but those seeking dental or mental health treatment experienced more difficulties

% families by ability to access healthcare services over the last year<sup>3</sup>



Families living overseas were more able to access GP services, dental treatment and mental health treatment without difficulties than families living in England.

### National figures

The 2019 GP Patient Survey<sup>4</sup> found 67% of patients rated their experience of making an appointment as good. The 2019 Dental Survey<sup>5</sup> found 96% of those who had attended the Dental practice before were able to make an appointment; this reduced to 73% for those who were new to the practice.

<sup>2</sup> Source: <https://www.england.nhs.uk/commissioning/armed-forces/armed-forces-coven>

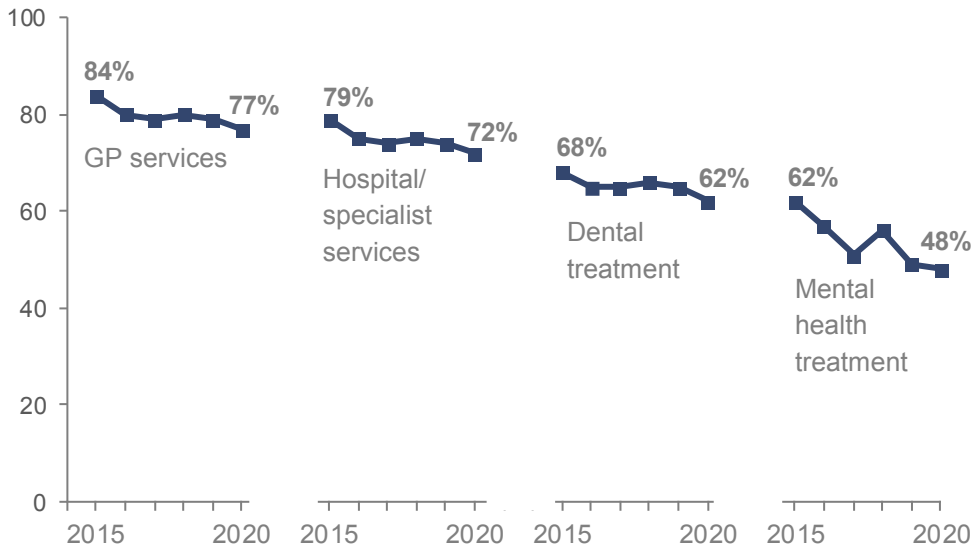
<sup>3</sup> SUBSET: Those who required each healthcare treatment: GP services (93%), hospital/specialist services (61%), dental treatment (87%) and mental health treatment (22%).

<sup>4</sup> Source: <https://gp-patient.co.uk/surveysandreports>

<sup>5</sup> Source: <https://www.england.nhs.uk/statistics/category/statistics/gp-dental-statistics/>

## The proportions of families able to access healthcare services without difficulties have decreased since 2015

% able to access each healthcare service without difficulty<sup>1</sup>



The proportions of families able to access GP services and dental treatment without difficulties each fell by three percentage points this year.

## A small proportion of families moved whilst undergoing healthcare treatments

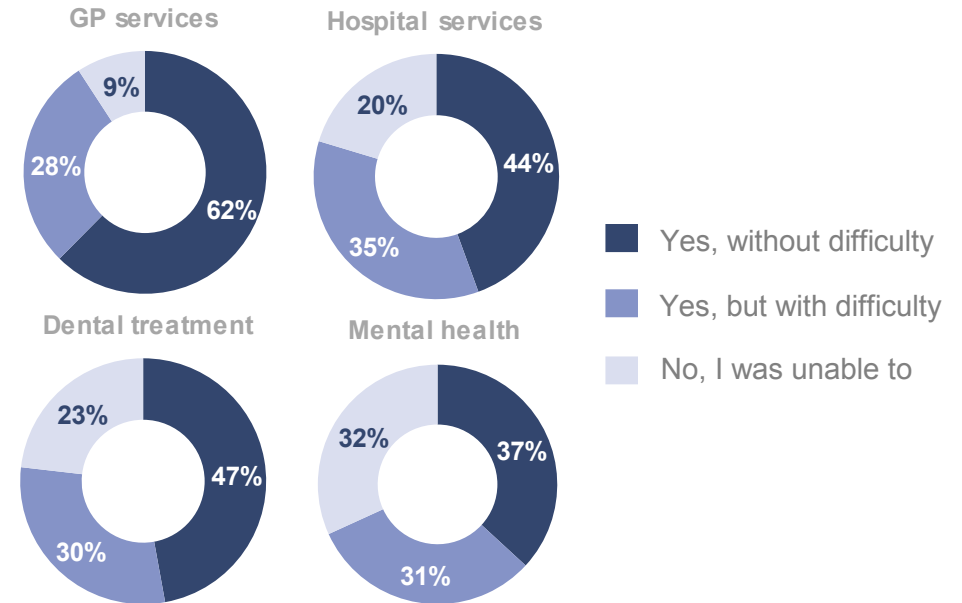
This ranges from 3% who moved whilst undergoing mental health treatment to 13% who moved whilst undergoing treatment with their GP.

Army families were more likely than other Service families to have moved whilst undergoing treatment with their GP, dentist or hospital. This is largely due to the higher proportions of Army families moving for Service reasons over the past year.

<sup>1</sup>SUBSET: Those who required each healthcare treatment: GP services (93%), Hospital/specialist services (61%), Dental treatment (87%), Mental health treatment (22%).

## Apart from GP services, less than half of families who moved whilst undergoing treatment<sup>2</sup> were able to continue their treatment without difficulty

% families by ability to continue healthcare treatment following a move<sup>2</sup>



The proportion of families able to continue GP treatment without difficulty following a move has decreased from 72% in 2015 to 62% in 2020. Over the same period the proportion of families able to continue hospital treatment also decreased from 60% in 2015 to 44% this year.

Just under three-quarters of families living outside the UK were able to continue dental treatment without difficulties compared to 43% for families in England.

## A small proportion of families (7%) moved whilst on a waiting list for an operation or consultant appointment

Of these families, 42% felt their waiting time had increased as a result of moving compared to 28% who felt it had not.

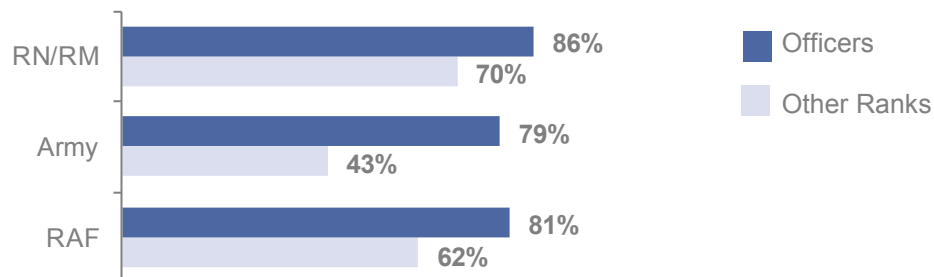
<sup>2</sup>SUBSET: Those who moved whilst undergoing healthcare treatment: GP services (13%), Dental treatment (8%), Hospital/specialist services (10%) and Mental health treatment (3%).

## Section 9 - Housing

Section 9 covers home ownership and the reasons for not owning a home. It also looks at the types of accommodation spouses live in during the working week, and how this compares to where they would prefer to live. It also reports on levels of satisfaction with Service Family Accommodation (SFA) and Substitute Service Family Accommodation (SSFA).

### Three in five (60%) families own their own home; this differs greatly by rank and Service

% families owning their own home



### Two in five families do not own a home at the moment

The top reasons for not owning a home<sup>1</sup>:

- 54%** Cannot afford to buy a suitable home at the moment
- 39%** Living in SFA is better suited to my family's needs
- 33%** Want to be able to move with my spouse
- 27%** Do not want to buy a home where we are currently located

Affordability is more of an issue for Other Rank non-homeowner spouses (56%) than Officer non-homeowners (41%). The proportion of non-homeowners selecting affordability as a reason decreased from 59% last year.

#### National Comparison

In 2019, the Office for National Statistics (ONS) reported an improvement in housing affordability in England compared to the previous year<sup>2</sup>.

<sup>1</sup> SUBSET: Those families who do not own a home (40%).

<sup>2</sup> Source: <https://www.ons.gov.uk/peoplepopulationandcommunity/housing/bulletins/housingaffordabilityinenglandandwales/2019>

### Over a third (36%) of families live in a privately owned home during the working week, an increase of three percentage points since 2016

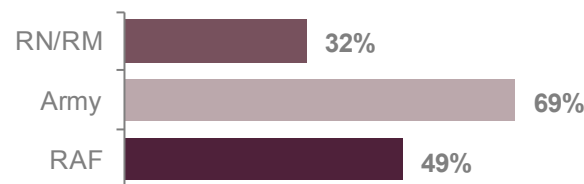


RN/RM families are more likely to live in a privately owned home (60%), followed by RAF (43%) and then Army (25%) families.

Within the Army, Officer families are more likely to live in their own home (34%) than Other Rank families (22%).

### Just under three-fifths (57%) of families live in SFA during the working week, although this differs by Service

% families living in SFA



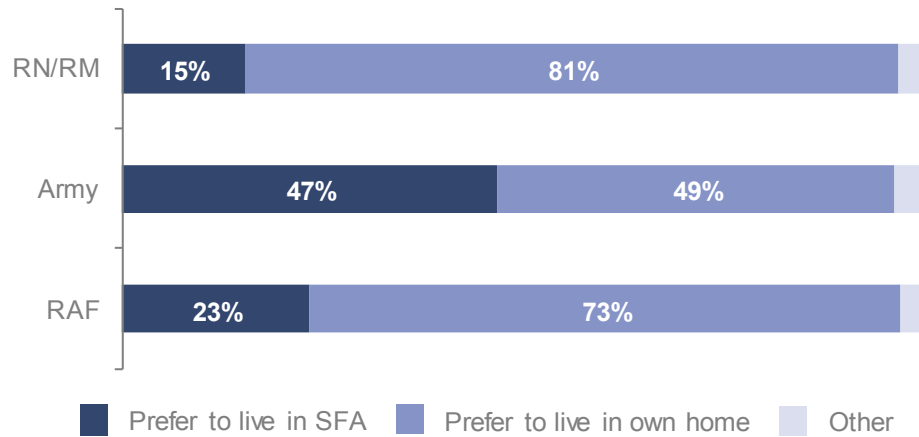
Within the Army, Other Rank families are more likely to live in SFA (73%) than Officer families (57%).

Families living outside the UK are more likely to live in SFA (73%) than those living in England (57%).



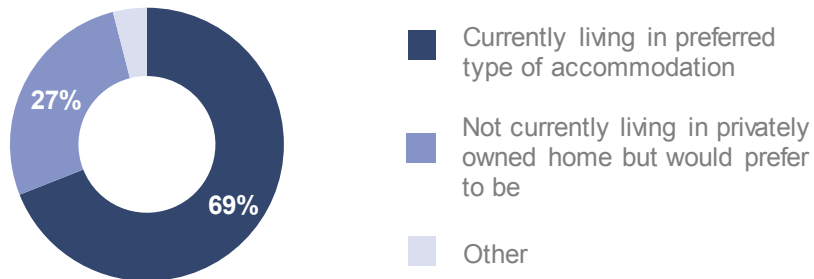
## Accommodation preferences differ by Service

% families by accommodation preference



## The majority of spouses are living in their preferred type of accommodation

% families by current accommodation type and preference



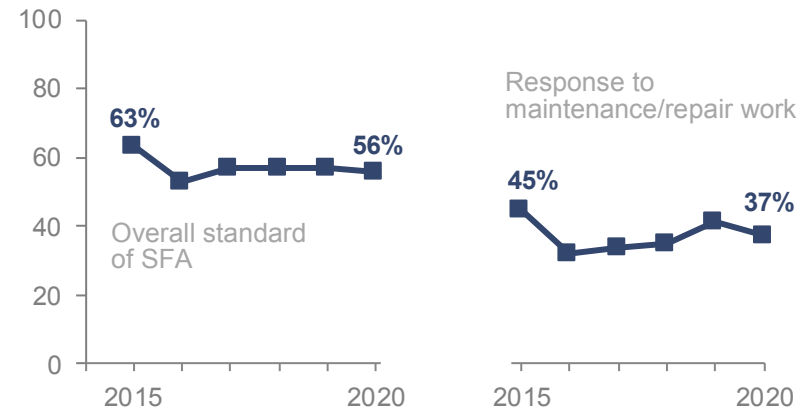
RN/RM families are more likely to be living in their preferred type of accommodation (74%) followed by Army families (70%) and lastly RAF families (65%).

A higher proportion of RAF families are not living in a privately owned home but would prefer to be (32%) than other Service families.

Levels of satisfaction with most aspects of SFA/SSFA fell between 2015 and 2016. Potential contributing factors to this decrease were the underperformance by the National Housing Prime contractor alongside changes to the SFA charging model over this period.

## Although stable in recent years, satisfaction with most aspects of SFA/SSFA have not returned to the levels seen in 2015

% satisfied with aspects of SFA/SSFA<sup>1</sup>



Levels of dissatisfaction with the response to maintenance/repair work for SFA/SSFA had improved (decreased) in recent years. However, the level of dissatisfaction increased from 42% in 2019 to 46% this year. Levels of satisfaction with this aspect remain unchanged since 2017.

Families living outside the UK have higher levels of satisfaction with most aspects of SFA/SSFA than those living in England. For example, 75% of families living overseas are satisfied with the overall standard compared to 53% of families living in England.

Army families are more satisfied with the overall standard of their SFA/SSFA (58%) than RN/RM (48%) and RAF families (51%).

Officer families are more satisfied with the fairness of allocation of SFA/SSFA (53%) than Other Rank families (46%).

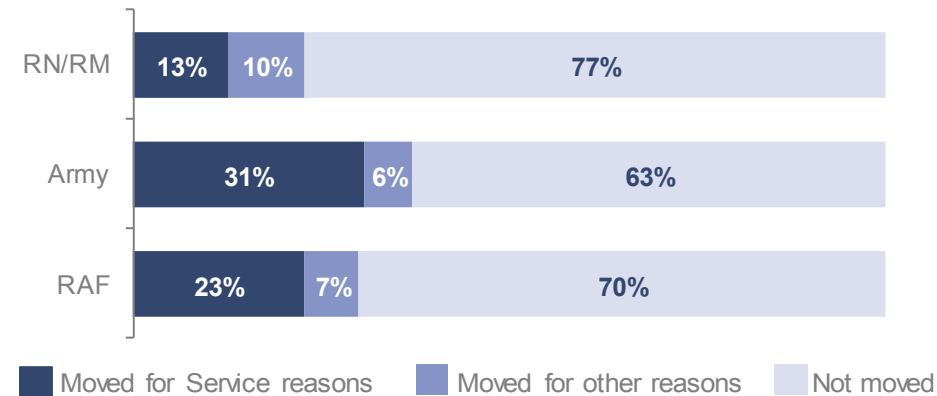
<sup>1</sup> SUBSET: Those families who live in SFA/SSFA (58%).

## Section 10 - Impact of Mobility

Section 10 looks at the impact of moving location on the families of Service personnel. It looks again at some of the questions from the previous sections and compares the responses of those who moved for Service reasons with those who have not moved over the last 12 months. In this section, “moved” refers to those who have moved for Service reasons. **This section compares the 25% of families who moved for Service reasons with the 68% of families who did not move.**

### A quarter of Service families moved for Service reasons over the past year, a increase of three percentage points since 2019

% Service families



The increase in families moving for Service reasons is driven by a change amongst Army families. This is mostly due to large numbers of families moving from Germany to the UK as part of the Army Basing Programme<sup>1</sup>.

RN/RM families are less likely to move for Service reasons compared to RAF and Army families.

### Families who have moved are more likely to live with their Serving spouse (86%) than families who have not moved (73%)

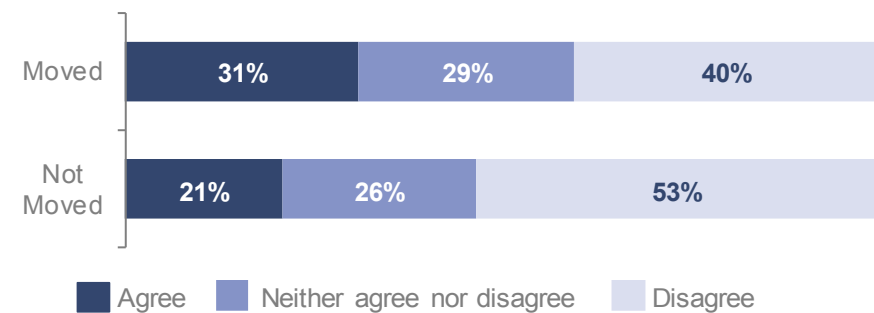
This is to be expected as those who move for Service reasons are likely to be accompanying their Serving partner.

This may contribute to those who moved feeling less negative about separation (48%) and more positive about their relationship with their spouse (22%) than those who did not move (54% and 18% respectively).

<sup>1</sup>Source: <https://www.army.mod.uk/who-we-are/future-of-the-army/army-basing-programme/>

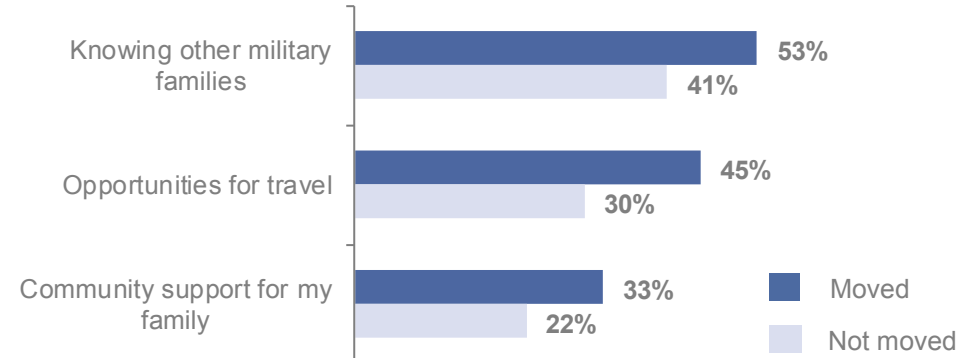
### Those who moved are more likely to feel part of the wider Service community than those who did not move

% agree/disagree they feel part of the wider Service community



### Families who moved also feel more positive about social aspects of Service life, compared to those who did not move

% feeling positive about...

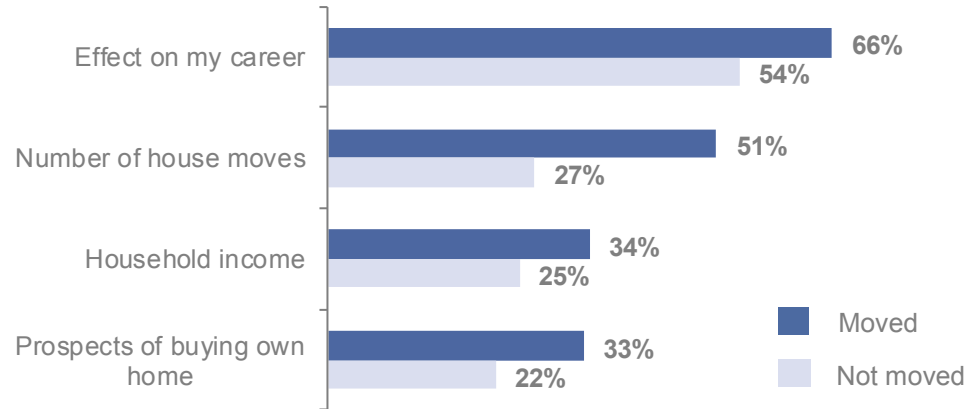


Those who moved are also a little more likely to feel valued by the Service (19%) than those who did not move (15%). Movers are less likely to feel happier if their partner chose to leave the Service (29%) than those who did not move. (34%).

However, moving home can cause a certain degree of upheaval for Service families, such as finding employment or changing their child's school.

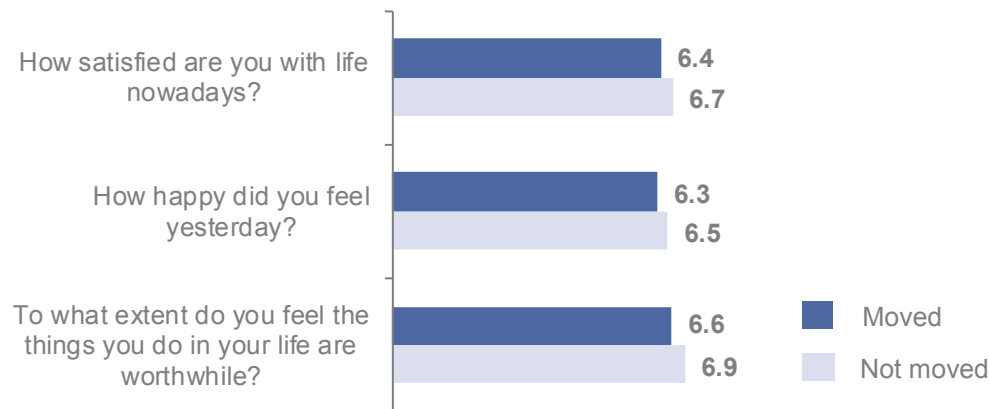
### Spouses who moved feel more negative about some aspects of Service life....

% feeling negative about...



### Those who moved have slightly lower average scores on three of the four well-being measures than those who did not move

Average well-being scores (out of 10)<sup>1</sup>



<sup>1</sup>See Section 4 for more details on well-being measures

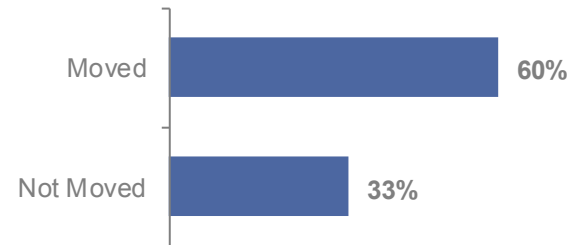
### Those who moved are less likely to be employed<sup>2</sup> than those who did not move

% employed



### Spouses who have moved are much more likely to have looked for a job in the last 12 months, compared those who did not move

% spouses looked for a job



Spouses who moved are less likely to be employed and more likely to have looked for a job. Therefore, mobility may be a contributing factor to them feeling more negative about the effect Service life has on their career and job security.

### Seven in ten spouses who moved said they would use courses to help them find or change employment if the MOD offered them

This compares to 63% for those who did not move.

<sup>2</sup>Employed refers to those in full-time, part-time or self employment

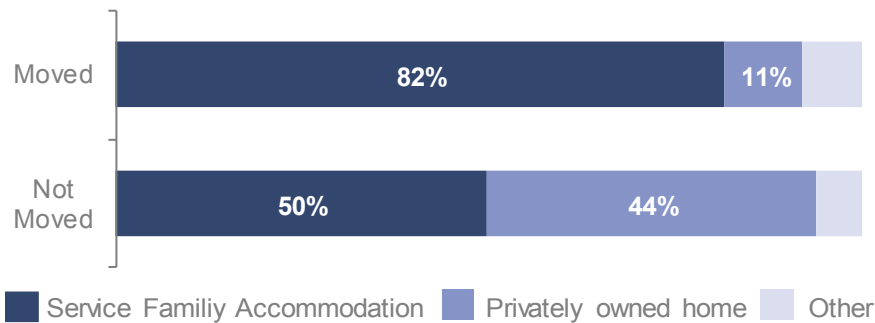
### Spouses who moved are less likely to own a home than those who did not move

% families own a home



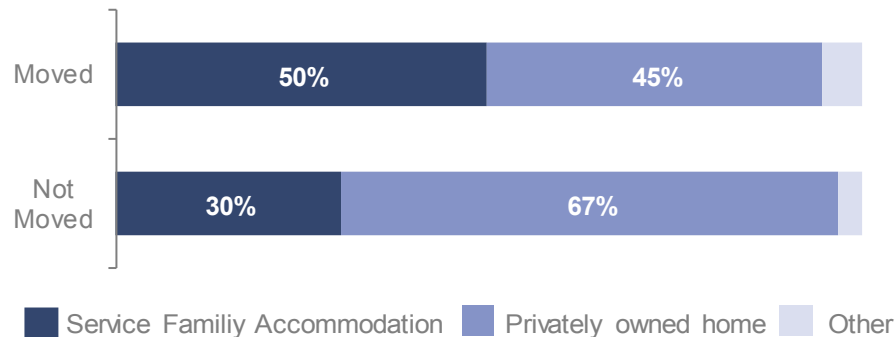
### The majority of spouses who moved live in Service Family Accommodation (SFA) during the working week

% families by where they live during the working week



### Half of spouses who moved would prefer to live in SFA whilst just under half would choose to live in their own home

% families by accommodation preference



### Spouses who moved are less likely to be living in their preferred type of accommodation

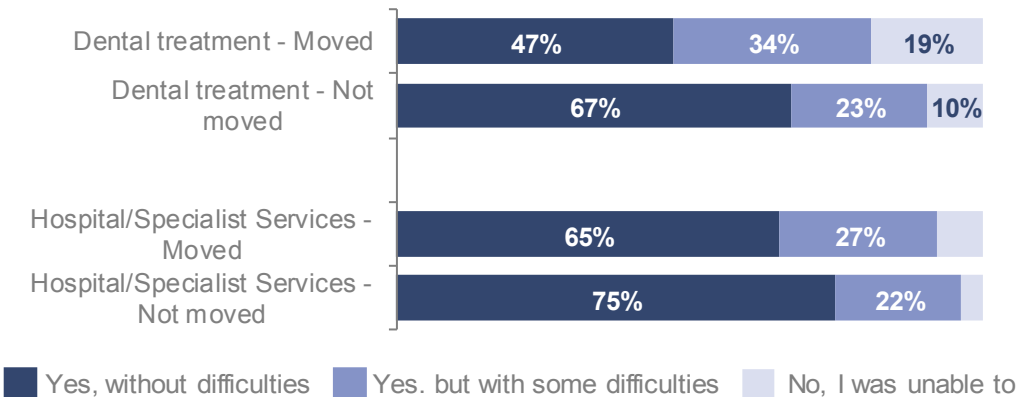
% families living in preferred type of accommodation



Just over a third of families who moved (35%) are not living in their own home but would prefer to be, this compares to 24% for families who did not move.

### Families who moved are more likely to experience difficulties accessing dental and hospital services than those who did not move

% families by ability to access healthcare services if required<sup>1</sup>



Families who moved are more likely to be unable to access mental health treatment<sup>1</sup> (23%) than those who did not move (15%).

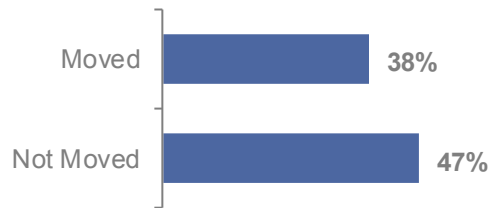
The difference between GP access for families who moved and those who did not has narrowed this year and is no longer significant.

<sup>1</sup> SUBSET: Those who required dental treatment (Moved:20% Not moved:58%), Hospital/specialist services (Moved:14% Not moved:41%) or mental health treatment (Moved:5% Not moved:15%).

**Demand for childcare for school age children is lower amongst families who have moved (42%) than those who did not move (53%)<sup>1</sup>**

**However, families who moved are less satisfied with the cost of childcare for school age children<sup>2</sup> than those who did not move**

% satisfied with cost of childcare for school age children<sup>2</sup>



Differences between satisfaction levels for other aspects of childcare for school age children have narrowed this year and are no longer significant.

There are no differences between requirement, access or levels of satisfaction with early years childcare.

**Families<sup>3</sup> who moved are less likely to access any free forms of informal childcare<sup>4</sup> than those who did not move**

Such differences in levels of satisfaction with cost and access to free childcare may contribute to the higher proportion of families<sup>3</sup> who moved feeling disadvantaged about childcare (44%), than those who did not move (37%).

**Families who moved are less likely to have a child at a state school (74%) than those did not move (83%)<sup>1</sup>**

More families who moved have a child at an independent boarding school (18%) than those who did not move (6%). As a result, they are also more likely to be in receipt of Continuity of Education Allowance (CEA)<sup>5</sup> (21% compared to 9%).

<sup>1</sup> SUBSET: Those with school aged children (Moved:13% Not moved:37%)

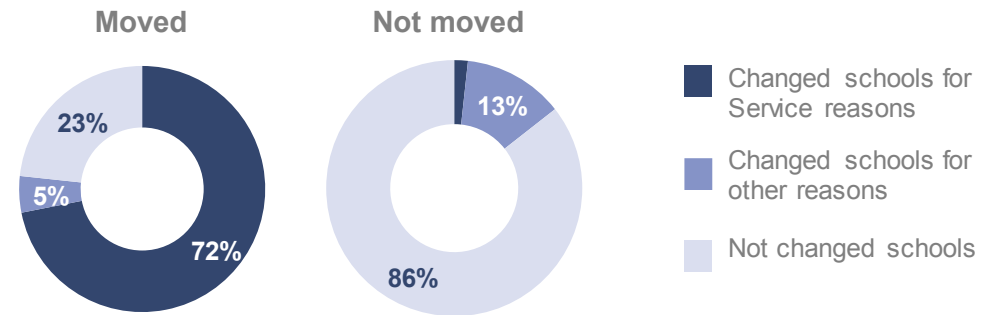
<sup>2</sup> SUBSET: Those who required childcare for school age children (Moved:5% Not moved:19%)

<sup>3</sup> SUBSET: Those with children (Moved:20% Not moved:53%)

<sup>4</sup> Free informal childcare such as grandparents, extended family, friends etc.

<sup>5</sup> More information on CEA: [www.gov.uk/guidance/childrens-education-advisory-service](http://www.gov.uk/guidance/childrens-education-advisory-service)

**Over the last year the majority of families with school age children who moved, changed schools for Service reasons<sup>1</sup>**

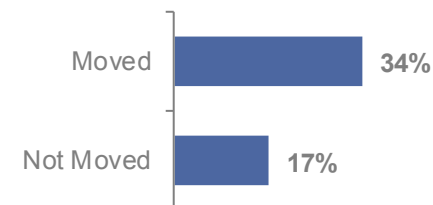


Of those families who moved and had a child change school<sup>6</sup>, just over half (53%) were able to apply within the timeframe for the normal point of entry (such as Reception or Year 7). This compares to 76% for families who did not move and had a child change school<sup>6</sup>.

Over three-quarters (77%) of those who moved and applied for a place at a state school were allocated their first choice; 79% were happy with their child's allocation. Similar proportions were reported for those who did not move<sup>7</sup>.

**Families who moved are more likely to have experienced difficulties with their children's schooling than those who did not move**

% experienced difficulties with their children's schooling<sup>1</sup>



This difference is partly due to the larger proportion of children changing school for Service reasons amongst families who have moved.

<sup>6</sup> SUBSET: Those with a child who changed schools (Moved:10% Not moved: 5%)

<sup>7</sup> SUBSET: Those who applied for a place at a State school (Moved:8% Not moved: 4%)

# Key questions

The following charts highlight the key questions for each section of the FAMCAS report. The key questions are presented by Service in the charts with an overall Tri-Service figure provided for comparison. Percentage point differences from last year (2019) and 2015 are presented.

A positive change value represents an increase from a previous time period, a negative value represents a decrease.

↔ Indicates no statistically significant change has been found.

N/A indicates that no comparable data is available for that year and therefore no significance tests have been carried out.

## Key Questions - About you

Table Ref	Response		Overall %	% point change from 2019	% point change from 2015
B1.1	I am female.		92	↔	↔
B1.11	I have children.		79	↔	↔
B3a.2	I have a child under the age of 5.		36	↔	-7
B3b.1	I have school age children.		54	↔	5
B1.8	I own a home.		60	↔	3
B1.10	I am employed.		79	3	8
B1.9	I am a member of the Regular Armed Forces.		9	↔	N/A

↔ Indicates no statistically significant change has been found.

N/A No significance tests available.

## Key Questions - About you: mobility and separation

Table Ref	Response		Overall %	% point change from 2019	% point change from 2015
B1.7	I moved home for Service reasons over the last 12 months.	<p>Bar chart showing percentages for RNRM, Army, and RAF. RNRM is approximately 12%, Army is approximately 30%, and RAF is approximately 22%.</p>	25	3	↔
B1.14	I have not moved home for Service reasons in last 5 years.	<p>Bar chart showing percentages for RNRM, Army, and RAF. RNRM is approximately 58%, Army is approximately 25%, and RAF is approximately 32%.</p>	34	↔	N/A
B1.14	I have moved home for Service reasons at least twice in the last 5 years.	<p>Bar chart showing percentages for RNRM, Army, and RAF. RNRM is approximately 22%, Army is approximately 52%, and RAF is approximately 45%.</p>	44	↔	N/A
B1.3	I live with my spouse.	<p>Bar chart showing percentages for RNRM, Army, and RAF. RNRM is approximately 60%, Army is approximately 80%, and RAF is approximately 78%.</p>	75	↔	↔
B1.6	My spouse has not been away from home.	<p>Bar chart showing percentages for RNRM, Army, and RAF. RNRM is approximately 18%, Army is approximately 12%, and RAF is approximately 18%.</p>	15	↔	N/A
	<i>For Service reasons over the last year</i>				
B1.6	My spouse has been away from home for more than 3 months.	<p>Bar chart showing percentages for RNRM, Army, and RAF. RNRM is approximately 40%, Army is approximately 28%, and RAF is approximately 28%.</p>	31	↔	N/A
	<i>For Service reasons over the last year</i>				
B1.6	My spouse has been away from home for more than 6 months.	<p>Bar chart showing percentages for RNRM, Army, and RAF. RNRM is approximately 20%, Army is approximately 10%, and RAF is approximately 5%.</p>	11	↔	N/A
	<i>For Service reasons over the last year</i>				

## Key Questions - Armed Forces Covenant and Service life

Table Ref	Response		Overall %	% point change from 2019	% point change from 2015
B2.3	I have never heard of the Armed Forces Covenant.	<p>Bar chart showing percentages for RNRM, Army, and RAF. RNRM is approximately 20%, Army is approximately 35%, and RAF is approximately 25%.</p>	30	-3	-12
B2.7	I feel disadvantaged compared to the general public about family life.	<p>Bar chart showing percentages for RNRM, Army, and RAF. RNRM is approximately 65%, Army is approximately 42%, and RAF is approximately 42%.</p>	47	↔	N/A

↔ Indicates no statistically significant change has been found

N/A No significance tests available

## Key Questions - Armed Forces Covenant and Service life

Table Ref	Response		Overall %	% point change from 2019	% point change from 2015
B2.10	I feel negative about the effect on my career.		57	↔	3
B2.11	I feel negative about the effect on my children.		50	↔	5
<i>SUBSET: Families with children (79%).</i>					
B2.12	I feel positive about Service-provided facilities.		40	↔	6
B2.18	I feel negative about the amount of separation.		53	↔	-5
B2.22	I feel positive about job security.		69	3	13
B2.29	I agree that I feel part of the wider Service community.		24	↔	N/A
B2.30	I would be happier if my partner chose to leave the Service.		33	-4	N/A

## Key Questions - Childcare and children's education

Table Ref	Response		Overall %	% point change from 2019	% point change from 2015
B3a.9	I needed early years (0-4) childcare in the last 12 months.		35	↔	N/A
<i>SUBSET: Families with children (79%).</i>					
B3a.10	I was able to access early years (0-4) childcare.		91	↔	N/A
<i>SUBSET: Families who needed early years childcare (27%).</i>					

↔ Indicates no statistically significant change has been found.

N/A No significance tests available.



## Key Questions - Childcare and children's education

Table Ref	Response		Overall %	% point change from 2019	% point change from 2015
<b>B3a.12</b>	I am satisfied with the quality of local early years (0-4) childcare. <i>SUBSET: Families who needed early years childcare (27%).</i>		83	↔	N/A
<b>B3b.2</b>	I have at least one child at a state school. <i>SUBSET: Families with school age children (54%).</i>		81	↔	3
<b>B3b.9</b>	I did not experience difficulties with my children's schooling. <i>SUBSET: Families with school age children (54%).</i>		77	-3	N/A
<b>B3b.8</b>	My child changed schools for Service reasons in the last 12 months. <i>SUBSET: Families with school age children (54%).</i>		20	4	↔
<b>B3a.15</b>	I needed childcare for my school age children in the last 12 months. <i>SUBSET: Families with school age children (54%).</i>		51	↔	N/A
<b>B3a.17</b>	I am satisfied with the quality of local childcare for school age children. <i>SUBSET: Families who needed childcare for school age children (27%).</i>		70	↔	N/A

## Key Questions - Deployment

Table Ref	Response		Overall %	% point change from 2019	% point change from 2015
<b>B4.2</b>	I know where to go for Service-provided welfare support while my spouse is on an operational tour.		62	↔	-3
<b>B4.6</b>	I am satisfied with the welfare support I received during my spouse's most recent operational tour. <i>SUBSET: Spouse deployed within last two years (40%).</i>		43	↔	-6

↔ Indicates no statistically significant change has been found.

N/A No significance tests available.

## Key Questions - Deployment

Table Ref	Response		Overall %	% point change from 2019	% point change from 2015
B4.7	I am satisfied with the direct contact from my spouse's Chain of Command during the most recent op tour.		32	↔	-8
SUBSET: Spouse deployed within last two years (40%).					
B4.8	I am satisfied with the facilities/events during my spouse's most recent operational tour.		30	↔	-9
SUBSET: Spouse deployed within last two years (40%).					

## Key Questions - Employment

Table Ref	Response		Overall %	% point change from 2019	% point change from 2015
B5.18	I am employed.		79	3	8
B5.8	I am in full-time employment.		48	↔	7
B5.19	I have looked for a job in the past year.		40	↔	3
B5.21	I had difficulties finding suitable employment in the past year.		25	↔	↔
B5.5	I accompanied my spouse on an overseas assignment in past year.		11	↔	↔
B5.3	I was able to access Further or Higher education without difficulty in the past year.		52	↔	N/A
SUBSET: Those who needed access to Further or Higher education (31%).					
B5.4	I was able to continue an educational course previously started without difficulty in the past year.		46	↔	N/A
SUBSET: Those who needed to continue a course (19%).					

↔ Indicates no statistically significant change has been found.

N/A No significance tests available.

## Key Questions - Healthcare

Table Ref	Response		Overall %	% point change from 2019	% point change from 2015
<b>B6.9</b>	I was able to access dental treatment without difficulty. <i>SUBSET: Families who required access to dental treatment (87%).</i>	<p>Bar chart for B6.9: RN/RM (62%), Army (62%), RAF (62%).</p>	62	-3	-6
<b>B6.10</b>	I was able to access GP services without difficulty. <i>SUBSET: Families who required access to GP services (93%).</i>	<p>Bar chart for B6.10: RN/RM (77%), Army (77%), RAF (77%).</p>	77	-3	-7
<b>B6.11</b>	I was able to access mental health treatment without difficulty. <i>SUBSET: Families who required access to mental health treatment (22%).</i>	<p>Bar chart for B6.11: RN/RM (48%), Army (48%), RAF (48%).</p>	48	↔	-14
<b>B6.12</b>	I was able to access hospital/specialist services without difficulty. <i>SUBSET: Families who required access to hospital/specialist services (61%).</i>	<p>Bar chart for B6.12: RN/RM (72%), Army (72%), RAF (72%).</p>	72	↔	-7
<b>B6.21</b>	I was able to continue dental treatment in a new location without difficulty. <i>SUBSET: Families who moved while undergoing dental treatment (8%).</i>	<p>Bar chart for B6.21: RN/RM (47%), Army (47%), RAF (47%).</p>	47	↔	↔
<b>B6.22</b>	I was able to continue GP treatment in a new location without difficulty. <i>SUBSET: Families who moved while undergoing GP treatment (13%).</i>	<p>Bar chart for B6.22: RN/RM (62%), Army (62%), RAF (62%).</p>	62	↔	-9
<b>B6.24</b>	I was able to continue hospital/specialist treatment in a new location without difficulty. <i>SUBSET: Families who moved while undergoing hospital/specialist treatment (10%).</i>	<p>Bar chart for B6.24: RN/RM (44%), Army (44%), RAF (44%).</p>	44	↔	-16
<b>B6.26</b>	Waiting time for an operation/consultant appointment was increased due to my move. <i>SUBSET Families who moved whilst on a waiting list for an operation/consultant appointment (7%).</i>	<p>Bar chart for B6.26: RN/RM (42%), Army (42%), RAF (42%).</p>	42	↔	↔

↔ Indicates no statistically significant change has been found.

N/A No significance tests available.

## Key Questions - Housing

Table Ref	Response		Overall %	% point change from 2019	% point change from 2015
B7.1	I own my own home.		60	↔	3
B7.2	I am currently saving up to buy a home in the future.		19	↔	↔
B7.13	I live in Service Family Accommodation (SFA) during the working week.		57	↔	↔
B7.13	I live in a privately owned home during the working week.		36	↔	4
B7.15	I am living in my preferred type of accommodation.		69	↔	↔
B7.16	I am satisfied with the overall standard of SFA/SSFA.		56	↔	-7
		<i>SUBSET: Families who live in SFA/SSFA (58%).</i>			
B7.18	I am satisfied with the response to maintenance/repair work.		37	↔	-8
		<i>SUBSET: Families who live in SFA/SSFA (58%).</i>			
B7.19	I am satisfied with the quality of maintenance/repair work.		33	↔	-9
		<i>SUBSET: Families who live in SFA/SSFA (58%).</i>			
B7.22	I was satisfied with the cleanliness when moving in.		48	↔	-6
		<i>SUBSET: Families who live in SFA/SSFA (58%).</i>			

↔ Indicates no statistically significant change has been found.

N/A No significance tests available.

# Methodology

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## 1. Target Population

The target population for FamCAS 2020 was the spouses/civil partners of all trained UK Regular Armed Forces personnel including Gurkhas but excluding Special Forces and those deployed or attending training courses at the time the survey sample was drawn from the Joint Personnel Administration system.

## 2. The survey

FamCAS is distributed in electronic format for all three Services and a paper version is available for the Army and RAF. The RN/RM has run an online survey for several years and the Army and RAF introduced an online survey in 2016. In 2020 RN/RM decided to remove the paper option, running an online only Families survey

The possible impact of this change in methodology is noted in the introduction of this report. For more detail please refer to the accompanying Background Quality Report<sup>1</sup>.

E-mail invites to the online questionnaire are sent to Service personnel who are asked to forward the invite onto their spouse/civil partner. Army and RAF also distribute paper questionnaires to the Serving person to pass on. Data collection ran from February 2020 to the early May 2020, a relatively long period which allows time for Service personnel to pass on the survey to their spouse/civil partner as some may be living separately due to postings/assignments.

The survey was in field when the Covid-19 lockdown was introduced on 23<sup>rd</sup> March 2020. Despite some differences between pre- and post-lockdown results, there was little impact on the overall 2020 published results. This is largely due to the majority of responses (81%) being provided prior to the lockdown. For more detail please refer to the accompanying Background Quality Report<sup>1</sup>.

The survey is anonymous. Individual level data are only available to a small group of civilian researchers working on the analysis and report production and the data does not contain any identifier which can be linked back to the Service person or their spouse/civil partner.

## 3. The sample and respondents

The total FamCAS 2020 sample consisted of 24,661 personnel. FamCAS questionnaires were issued to Service personnel selected under a (disproportionate) stratified simple random sampling process. Samples were designed to provide sufficient responses to yield estimates with a reasonable margin of error under cost constraints. Due to low expected response rates most strata are a complete census. Table A1, below, shows the strata we are able to select a sample from and the corresponding level of precision<sup>2</sup> we aim for.

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<sup>1</sup> Background Quality Report: <https://www.gov.uk/government/collections/tri-service-families-continuous-attitude-survey-index>

<sup>2</sup> Precision is based on half of a 95% confidence interval width, often referred to as the margin of error.

**Table A1: Precision aimed for by strata**

Strata	Precision
RN Officer England	5%
RN OR6-9 England	5%
Army Officer England	5%
Army OR6-9 England	5%
Army OR1-4 England	5%
RAF Officer England	5%
RAF OR6-9 England	5%
RAF OR1-4 England	5%

Based on 2019 response rates this sample design was expected to yield precisions of around 2.5% for each Service and 4% to 5% for each Rank group by Service. Despite conducting a census for Royal Navy - OR1-4 and for all Royal Marines the margin of error for these groups are expected to be between 6% and 10%. Margins of error for each question can be found in reference tables published alongside this report here: <https://www.gov.uk/government/collections/tri-service-families-continuous-attitude-survey-index>

5,417 responses were used in the FamCAS 2020 analysis, giving an overall response rate of 22%. The table below contains detailed information on the number of questionnaires issued and received along with corresponding response rates.

**Table A2: Response rates by Service and rank group**

		Sample size	Surveys returned	2020 response rate	2019 response rate	2018 response rate	2017 response rate
<b>Royal Navy</b>	Officers	2 419	553	23%	33%	27%	36%
	Ratings	5 410	648	12%	19%	14%	20%
	<b>Total</b>	<b>7 829</b>	<b>1 201</b>	<b>15%</b>	<b>23%</b>	<b>18%</b>	<b>24%</b>
<b>Royal Marines</b>	Officers	352	63	18%	25%	19%	27%
	Marines	1 319	105	8%	14%	12%	16%
	<b>Total</b>	<b>1 671</b>	<b>168</b>	<b>10%</b>	<b>16%</b>	<b>13%</b>	<b>18%</b>
<b>Army</b>	Officers	1 668	784	47%	49%	39%	45%
	Soldiers	7 184	1 682	23%	22%	17%	20%
	<b>Total</b>	<b>8 852</b>	<b>2 466</b>	<b>28%</b>	<b>27%</b>	<b>21%</b>	<b>24%</b>
<b>Royal Air Force</b>	Officers	1 544	523	34%	37%	33%	34%
	Airmen	4 765	1 059	22%	24%	22%	28%
	<b>Total</b>	<b>6 309</b>	<b>1 582</b>	<b>25%</b>	<b>27%</b>	<b>25%</b>	<b>30%</b>
<b>All Services</b>	Officers	5 983	1 923	32%	38%	32%	38%
	Ranks	18 678	3 494	19%	21%	17%	22%
	<b>Total</b>	<b>24 661</b>	<b>5 417</b>	<b>22%</b>	<b>25%</b>	<b>20%</b>	<b>25%</b>

Note that percentages have been rounded to the nearest whole % for ease of interpretation.

#### 4. Weighting methodology and non-response

Due to the sample design and the differences in prevalence of non-response between the Service, rank and location strata, the distribution of characteristics amongst the FamCAS respondents did not reflect the distribution in the whole Armed Forces spouse/civil partner population. Response rates tend to vary by strata, therefore responses are weighted by rank and broad location in order to correct for the bias caused by over or under-representation.

The weights were calculated simply by:

$$\frac{\text{Population size within weighting class (p)}}{\text{Number of responses within weighting class (r)}}$$

Weighting in this way assumes missing data are missing at random (MAR) only within weighting classes. This means we assume that within a single weighting class the views of non-respondents do not differ (on average) to the views of respondents.

The results for each respondent within each weighting class are multiplied by the weight for that class. This effectively scales up response to the population size. Classes with larger weights are less represented in the data and so need to be scaled up more.

**Table A3: Weightings used for FamCAS 2020 analysis**

Weighting Class	Weighting Applied	Weighting Class	Weighting Applied	Weighting Class	Weighting Applied
RN_OF5+_Eng	5.45	Army_OF5+_Eng	13.28	RAF_OF5+_Eng	11.50
RN_OF1-4_Eng	6.25	Army_OF5+_NonUK	4.24	RAF_OR1-4_Eng	10.42
RN_OR6-9_Eng	8.40	Army_OF1-4_Eng	16.63	RAF_OR6-9_Eng	12.66
RN_OR6-9_Scot	9.78	Army_OF1-4_NonUK	4.11	RAF_OR6-9_Scot	5.22
RN_OR6-9_NonUK	8.56	Army_OR6-9_Eng	21.76	RAF_OR6-9_Cyp	4.70
RN_OR3-4_Eng	16.72	Army_OR6-9_NI	5.95	RAF_OR6-9_NonUK	8.07
RN_OR1-2_Eng	21.83	Army_OR6-9_Scot	4.01	RAF_OR3-4_Eng	9.94
RM_OR6-9_Eng	13.12	Army_OR6-9_Wal	5.05	RAF_OR3-4_Scot	6.79
RN_OF1+_Scot	4.85	Army_OR6-9_Cyp	2.62	RAF_OR3-4_Cyp	5.35
RN_OF1+_NonUK	6.38	Army_OR6-9_Ger	5.23	RAF_OR1-2_Eng	13.97
RN_OF1-4_NI_Wal	9.14	Army_OR6-9_NonUK	7.03	RAF_OR1-2_Scot	9.00
RN_OR6-9_NI_Wal	6.00	Army_OR3-4_Eng	19.30	RAF_OR1-2_Cyp	6.48
RM_OF1+_Eng	7.91	Army_OR1-2_Eng	38.25	RAF_OF1+_Cyp	4.37
RM_OR1-4_Eng	31.04	Army_OF1+_NI	2.58	RAF_OF1+_NonUK	4.59
RM_OF1+_Scot_NonUK	5.80	Army_OF1+_Scot	3.23	RAF_OR6-9_NI_Wal	6.65
RN_OR1-4_Scot_Wal_NonUK	17.26	Army_OF1+_Wal	3.13	RAF_OR1-4_NonUK	7.09
RM_OR1-9_Scot_Wal_NonUK	11.15	Army_OF1+_Cyp	2.71	RAF_OR1-4_NI_Wal	9.40
		Army_OF1+_Ger	3.50	RAF_OF1+_NI_Scot_Wal	5.77
		Army_OR1-4_NI	11.35		
		Army_OR1-4_Scot	9.82		
		Army_OR1-4_Wal	10.03		
		Army_OR1-4_Cyp	7.77		
		Army_OR1-4_Ger	7.25		
		Army_OR1-4_NonUK	23.09		

## 5. Analysis and statistical tests

Attitudinal questions in the questionnaires have generally been regrouped to assist in analysing results and to aid interpretation. For example, questions asked at a 5-point level (e.g. Very satisfied – Satisfied – Neither satisfied nor dissatisfied – Dissatisfied – Very dissatisfied) have been regrouped to a 3-point level (e.g. (Satisfied – Neither satisfied nor dissatisfied – Dissatisfied)).

Missing values, where respondents have not provided a response/valid response, or 'don't know' or 'not applicable' responses have not always been included in the analysis. If they have been excluded then this will be detailed in table footnotes.

Some questions are filtered to exclude invalid responses. For example, questions about children's schooling will be subset to those respondents with school age children. These "subsets" are detailed in table footnotes. As a result of these exclusions the unweighted counts (or 'n') will vary from

question to question and these are shown within the reference tables published alongside this report on the FamCAS webpage here <https://www.gov.uk/government/collections/tri-service-families-continuous-attitude-survey-index>

Where applicable, Z tests at a 1% alpha level were used to test whether observed estimates were significantly different to estimates from previous surveys. A statistically significant difference means that there is enough evidence that the change observed is unlikely to be due to chance variation (less than a 1% probability that the difference is the result of chance alone).

**6. Format of the reference tables (published separately to the report on the FamCAS webpage here <https://www.gov.uk/government/collections/tri-service-families-continuous-attitude-survey-index>)**

Each reference table refers to a question asked in the survey and includes estimates of the proportion of the population by category. Each table is broken down by Service and also by Officer/Other Rank with the total column referring to the Officers and Other Ranks results combined.

Excel tables are also available with additional breakdown of the spouse/civil partners broad location (England, Northern Ireland, Scotland, Wales & Non UK), which are provided at Annex C.

Section 8 of Annex B provides a subset of tables that compare results of those who moved for Service reasons over the past year against those who did not move. These tables are broken down by Service.



## Glossary

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AFCAS	The Armed Forces Continuous Attitude Survey.
Armed Forces Covenant	The Armed Forces Covenant defines the principles for ensuring that Armed Forces personnel are not disadvantaged in their access to public and commercial services as a result of their service. It also sets out that in some cases special treatment may be appropriate, for example for those that have given the most, such as the injured and the bereaved.
CEA	Continuity of education allowance. This is offered by the MOD to provide children with the continuity in their education.
Defence Board	The highest committee in the Ministry of Defence (MOD) and is responsible for the full range of Defence business, other than the conduct of operations.
HIVE	Service information hub which assists personnel in a wide variety of topics affecting their everyday Service and personal life
JPA	Joint Personnel Administration - JPA is the system used by the Armed Forces to deal with matters of pay, leave and other personal administrative tasks
Married	Refers to those married or in a civil partnership
Marines	RM personnel of NATO ranks OR1 to OR9
Ministry of Defence Research Ethics Committee (MODREC)	Ensures that all research involving human participants undertaken, funded or sponsored by the MOD meets nationally and internationally accepted ethical standards
Missing at Random (MAR)	Statistical theory that states that those who did not respond to a question do not differ from those who did respond
Missing value(s)	Refers to the situation where a respondent has not submitted an answer or a valid answer to a question
MOD	Ministry of Defence
N/A	Not applicable
NATO	North Atlantic Treaty Organisation
Non-response	Refers either to a person who although sampled and sent a questionnaire did not reply or to a respondent who did not reply to a question
OF	Officer of NATO rank designation ranking from '1' lowest to '10' highest
Officer(s)	All regular trained officers of NATO ranks OF1 to OF10
Operational/Deployment Welfare Package	Measures taken to support the morale of Service personnel by making the fullest possible provision for their emotional and physical wellbeing whilst on operational deployment
OR	Other Ranks of NATO rank designation ranking from 'OR1' lowest to 'OR9' highest
Other Rank(s)	Other Ranks are members of the Royal Marines, Army and Royal Air Force who are not Officers. The equivalent group in the Royal Navy is known as "Ratings".
RAF	Royal Air Force
RM	Royal Marines
RN	Royal Navy
Service Accommodation	Any type of accommodation that includes 'SFA', 'SSFA', 'SLA', 'SSSA' and 'Onboard a ship or submarine'
Service(s)	Royal Navy, Royal Marines, Army and RAF

Service spouse	Within this report this term refers to the spouse or civil partner of a Regular trained member of the Armed Forces.
SFA	Service Family Accommodation
SLA	Single Living Accommodation
SNCO	Senior Non-Commissioned Officer (NATO ranks OR6 to OR9)
Soldiers	Army personnel of NATO ranks OR1 to OR9
Spouse	Within this report this refers to both spouses and civil partners
SSFA	Substitute Service Family Accommodation
SSSA	Substitute single Service Accommodation. Formerly Substitute Single Living Accommodation (SSLA)
Standard Error	A measure derived using weighting factors from the sample proportion and unweighted count in a sampling distribution and used as a benchmark in order to ascertain a range of values within which the true population proportion could lie
Statistically significant	Refers to the result of a statistical test in which there is evidence of a difference between estimates
Statistical tests	Refers to those tests which are carried out to see if any evidence exists for a change in response proportions from one year to another
Strategic Defence and Security Review (SDSR)	In the context of the Services, refers to a Review of what needed to be done to restructure and rescale the size of the Armed Forces to meet future Defence requirements of the UK's national security.
Trained strength	Trained Strength comprises military personnel who have completed Phase 1 and 2 training. <ul style="list-style-type: none"> <li>• Phase 1 Training includes all new entry training to provide basic military skills.</li> <li>• Phase 2 Training includes initial individual specialisation, sub-specialisation and technical training following Phase 1 training prior to joining the trained strength.</li> </ul>
Unit	A sub-organisation of the Service in which personnel are employed
Unweighted count	Refers to the actual number who provided a valid response to a question in the survey
Weighting (factors)	Refers to factors that are applied to the respondent data set by Service and rank group in order to make respondent Service rank groups representative of their population equivalents
Weighting class	Refers to those members of a specific rank group to whom a weighting factor is applied
X-Factor	Additional payment to Armed Forces personnel to compensate for differences in lifestyle, working conditions and expectations compared to civilian equivalents
z test	Statistical test based on a standardised distribution which allows comparison between years for populations of different sizes

## Further Information

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### Contact Us

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