

Recruit Trainee Survey Annual Executive Summary 2025-2026

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Introduction

Introduction

The Recruit Trainee Survey (RTS) was established following an appraisal of initial training by the Defence Operational Capability (DOC) in 2002. The aims of the survey are to:

- Elicit attitudes towards the quality and benefits of training provided.
- Monitor the fairness of treatment for Recruits and Trainees.

This report presents the results of the Recruit Trainee Survey for 2025/26.

Reported results are aggregated to reflect the experiences of Recruits and Trainees who attended training at a Unit under each Service command:

- For Phase 1 data, all respondents will have been trained at training units under the command of their own Service.
- For Phase 2 data, the majority of respondents will have been trained at units under the command of their own Service. In some cases, Phase 2 respondents will have attended specialist training units which are under the command of another Service or MOD Organisation. For instance, all MOD medical training and education is delivered under the command of Cyber and Specialist Operations Command (CSOC) (previously Strategic Command). Their feedback is reported under the Service where the training was conducted.

  Some Army Trainees will have attended more than one location to complete modules of their Phase 2 training, some locations may have sat under a different command or Service. Their feedback is reported under the primary location where the training was conducted.



Notes on reporting

This Executive Summary compares results for the RTS survey for this current year, 2025/26, against the previous survey year of 2024/25. This report has been produced in addition to monthly and quarterly reports that are shared with the Services throughout the year.

This Executive Summary makes reference to aggregated totals, labelled as '% positive'. This refers to the sum of two answer options that are affirmative to the question or statement (e.g. 'very good' and 'good' or 'strongly agree' and 'agree'). The aggregate score takes into account the rounding which occurs when two figures are presented separately.

All comments and statistically significant differences are based on the aggregated total.* Only differences that are statistically significant have been commented upon. A statistically significant result means the difference between two figures is likely the result of a factor rather than chance. **It does not mean the difference is necessarily large, important, or significant in the common meaning of the word**. A statistically significant difference can still occur if the overall percentage remains the same due to the large base sizes included in the dataset.

*Two measures ("I was treated fairly" and "Training was conducted without harassment") do not have an aggregated total, instead only the 'Always' answer option is reported on.



Army Phase 1



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Army Phase 1: Key Findings

A total of 5,116 Army Phase 1 Recruits completed the Recruit Trainee Survey in 2025/26, representing a response rate of 72%.

Key findings: There were **four** statistically significant **decreases** and **two** statistically significant **increases** between 2024/25 and 2025/26.

▼ General

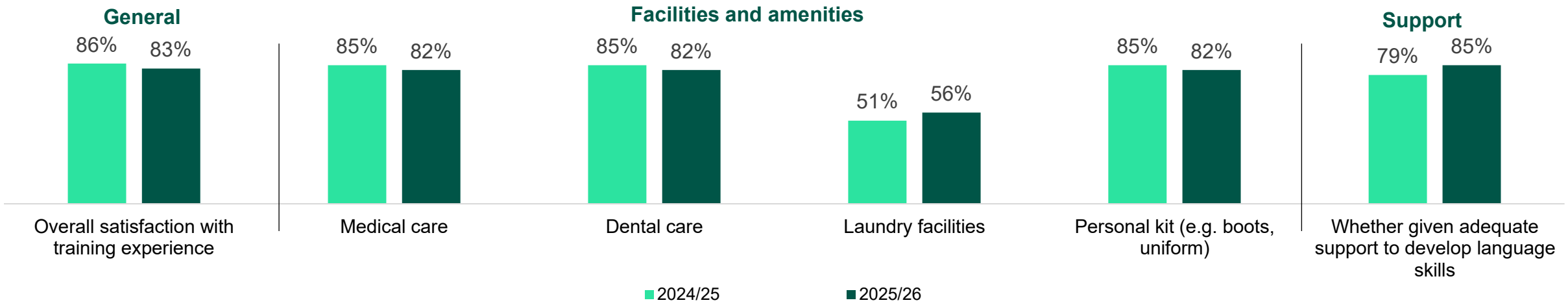
- Overall satisfaction fell by three percentage points **(86% to 83%).**

▼ ▲ Facilities and amenities

- Satisfaction with medical care **(85% to 82%)** and dental care **(85% to 82%)** decreased in 2025/26.
- Ratings for laundry facilities saw the only statistically significant increase for facilities measures **(51% to 56%)** in 2025/26.
- Ratings for personal kit fell by three percentage points in 2025/26 **(85% to 82%).**

▲ Support

- The proportion of Recruits who felt they were given adequate support to develop their language skills increased by six percentage points **(79% to 85%).**



Army Phase 1: Areas of positive change

- There have been two statistically significant increases between 2024/25 and 2025/26.
- One measure relating to facilities and amenities increased. Laundry facilities gained five percentage points in satisfaction, reaching the highest levels recorded since 2021/22.
- The proportion of Recruits with English as their non-primary language who felt that they were given adequate support to develop their language skills increased after two years of stability.

GAINS	2021/22	2022/23	2023/24	2024/25	2025/26
Facilities and amenities					
Laundry facilities: Very good/Good	45%	52%	52%	51%	56%
Support					
Given adequate support to develop language skills: Yes	..	85%	79%	79%	85%

Where there are fewer than 30 respondents, estimates are replaced with ~
Where data is not available, or no respondents have answered a question this is indicated with ..

Army Phase 1: Areas of negative change

- There have been four statistically significant falls between 2024/25 and 2025/26.
- Three measures relating to facilities and amenities decreased. Satisfaction with personal kit decreased after four years of stability, while ratings for dental care and medical fell back in line with previous years.
- Overall satisfaction with the training experience declined and is now back in line with 2022/23.

FALLS	2021/22	2022/23	2023/24	2024/25	2025/26
Facilities and amenities					
Medical care: Very good/Good	84%	82%	83%	85%	82%
Dental care: Very good/Good	82%	82%	83%	85%	82%
Personal kit (e.g. boots, uniform): Very good/Good	85%	84%	85%	85%	82%
General					
Overall satisfaction with training experience: Very Satisfied/Satisfied	85%	83%	84%	86%	83%

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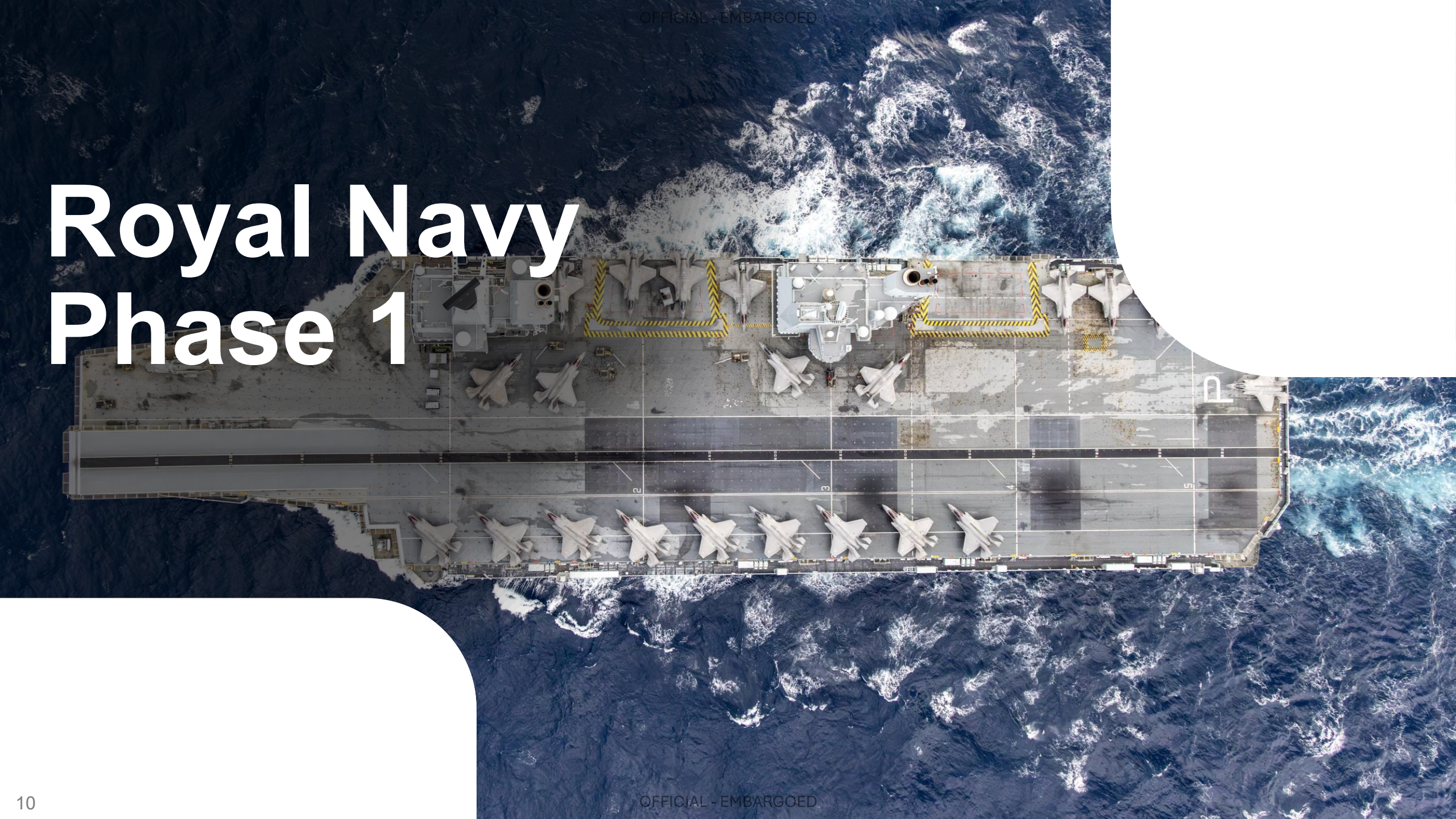
Royal Navy Phase 1



Royal Navy Phase 1: Key Findings

A total of 1,377 Royal Navy Phase 1 Recruits completed the Recruit Trainee Survey in 2025/26, representing a response rate of 69%.

Key findings: There were **nine** statistically significant **increases** and **two** statistically significant **decreases** between 2024/25 and 2025/26.

▼▲ General

- Recruits agreeing that they were able to access everything they needed to conduct online learning **(61% to 72%)** saw an increase compared to 2024/25.
- Agreement that online learning, where provided, was engaging and effective **(51% to 66%)** also increased.
- Recruits agreeing that they received regular feedback on their performance **(56% to 63%)** increased as well.
- Perceptions that life in the Service is better than expected fell **(76% to 69%).**

▼▲ Facilities and amenities

- Satisfaction levels with personal kit **(88% to 83%)** fell, while perceptions that Recruits were given enough time to eat meals **(42% to 54%)** increased.

▲ Support

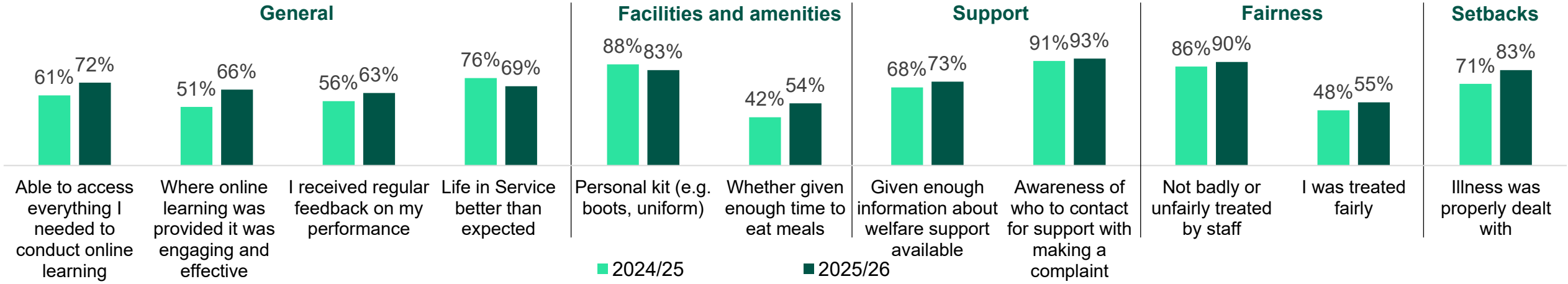
- The proportion of Recruits agreeing they received enough information about welfare support available **(68% to 73%)** increased.
- The proportion of Recruits aware of who to contact for support with making a complaint **(91% to 93%)** also increased.

▲ Fairness

- Perceptions that Recruits were <u>not</u> badly or unfairly treated by staff **(86% to 90%)** saw an increase**.**
- The proportion of Recruits that felt they were always treated fairly also rose **(48% to 55%).**

▲ Setbacks during training

- The proportion of Recruits agreeing that their illness was properly dealt with **(71% to 83%)** increased.



Royal Navy Phase 1: Areas of positive change

- There have been nine statistically significant increases between 2024/25 and 2025/26.
- One measure relating to facilities and amenities increased. The perception of being given enough time to eat meals rose after a fall in 2024/25.
- Two support measures increased. The proportion of Recruits agreeing that they were given enough information about welfare support continued the upward trend seen since 2021/22 to rise by five percentage points in 2025/26. Awareness of who to contact for support with making a complaint also increased by two percentage points.
- In terms of fairness, the proportion of Recruits who felt that they were not badly or unfairly treated by staff increased by four percentage points, while the proportion who felt they had been treated fairly rose by seven percentage points.
- The proportion of Recruits agreeing that their illness was properly dealt with increased by 12 percentage points, following a fall in 2024/25.
- Three general measures increased. The ability to access everything needed to conduct online learning followed last years' upward trend, increasing by 11 percentage points. Agreement that online learning, where provided, was engaging and effective rose by 15 percentage points. Agreement that Recruits received regular feedback on their performance also increased by 7 percentage points.

GAINS	2021/22	2022/23	2023/24	2024/25	2025/26
Facilities and amenities					
Whether given enough time to eat meals: Always/Often	53%	67%	54%	42%	54%
Support					
Given information about the welfare support available: Yes, I was given enough information	59%	64%	65%	68%	73%
Awareness of who to contact for support with making a complaint: Yes	..	..	..	91%	93%
Fairness					
Badly or unfairly treated by staff: No	92%	90%	88%	86%	90%
I was treated fairly: Always	55%	53%	51%	48%	55%
Setbacks during training					
Illness was properly dealt with: Strongly agree/Agree	73%	82%	77%	71%	83%
General					
I was able to access everything I needed to conduct online learning: Strongly agree/Agree	54%	67%	57%	61%	72%
Where online learning was provided it was engaging and effective : Strongly agree/Agree	..	59%	48%	51%	66%
Received regular feedback on my performance: Strongly agree/Agree	55%	58%	51%	56%	63%

Where there are fewer than 30 respondents, estimates are replaced with ~
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Royal Navy Phase 1: Areas of negative change

- There have been two statistically significant falls between 2024/25 and 2025/26.
- One measure relating to facilities and amenities decreased. Ratings for personal kit decreased after remaining stable between 2023/24 and 2024/25.
- One general measure also decreased. Perceptions that life in the Service was better than expected fell by seven percentage points, reversing the increase in 2024/25.

FALLS	2021/22	2022/23	2023/24	2024/25	2025/26
Facilities and amenities					
Personal kit (e.g. boots, uniform): Very good/Good	77%	84%	88%	88%	83%
General					
Life in Service better than expected: Much better/Better	70%	73%	73%	76%	69%

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RAF Phase 1



RAF Phase 1: Key Findings

A total of 1,840 RAF Phase 1 Recruits completed the Recruit Trainee Survey in 2025/26, representing a response rate of 83%.

Key findings: There have been **16** statistically significant **decreases** between 2024/25 and 2025/26.

General

- Satisfaction with being able to access everything needed to conduct online learning decreased **(78% to 63%).**

Facilities and amenities

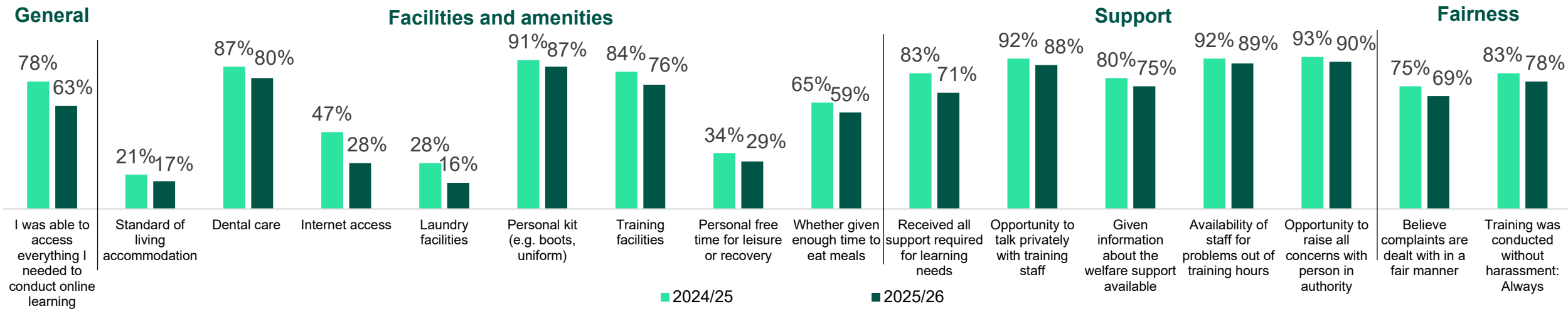
- Standard of living accommodation decreased **(21% to 17%).**
- Satisfaction with dental care **(87% to 80%)** and internet access decreased **(47% to 28%).**
- Ratings for laundry facilities **(28% to 16%),** personal kit (e.g. boots, uniform) **(91% to 87%)** and training facilities **(84% to 76%)** all saw a downward trend.
- Personal free time for leisure or recovery **(34% to 29%)** and Recruits being given enough time to eat meals **(65% to 59%)** also declined in 2025/26.

Support

- The proportion of Recruits who felt they received all support required for learning needs **(83% to 71%)** and that they had the opportunity to talk privately with training staff **(92% to 88%)** both fell.
- Satisfaction among Recruits who felt they were given enough information about the welfare support available **(80% to 75%)** decreased.
- Availability of staff for problems out of training hours **(92% to 89%)** and the opportunity to raise all concerns with a person in authority **(93% to 90%)** followed the downward trend.

Fairness

- The proportion of Recruits who believed complaints are dealt with in a fair manner **(75% to 69%)** and that training was always conducted without harassment **(83% to 78%)** fell in 2025/26.



RAF Phase 1: Areas of negative change

- There have been 16 statistically significant falls between 2024/25 and 2025/26.
- Eight measures relating to facilities and amenities decreased. The standard of living accommodation, personal kit and training facilities continue a downward trend since 2021/22.
- Five of the support measures declined; Recruits agreeing they received all support required for learning needs, the opportunity to talk privately with training staff, the availability of staff and the opportunity to raise all concerns with a person in authority. For the latter two, these measures had been stable for all previous survey years.
- Two fairness measures saw decreases in 2025/26. The proportion of Recruits who felt that complaints were dealt with in a fair manner and that training was always conducted without harassment fell in 2025/26 to their lowest scores in the last five years.
- One general measure declined, relating to being able to access everything needed to conduct online learning. This followed the decline in the previous year.

FALLS	2021/22	2022/23	2023/24	2024/25	2025/26
Facilities and amenities					
Standard of living accommodation: Very good/Good	47%	29%	25%	21%	17%
Dental care: Very good/Good	85%	88%	90%	87%	80%
Internet access: Very good/Good	46%	66%	67%	47%	28%
Laundry facilities: Very good/Good	48%	44%	48%	28%	16%
Personal kit (e.g. boots, uniform): Very good/Good	93%	92%	92%	91%	87%
Training facilities: Very good/Good	87%	85%	85%	84%	76%
Personal free time for leisure or recovery: Very good/Good	..	..	45%	34%	29%
Whether given enough time to eat meals: Always/Often	74%	75%	76%	65%	59%
Support					
Received all support required for learning needs: Yes	..	89%	82%	83%	71%
Opportunity to talk privately with training staff: Very good/Good	89%	91%	92%	92%	88%
Given information about the welfare support available: Yes, I was given enough information	87%	89%	85%	80%	75%
Availability of staff for problems out of training hours: Yes	94%	95%	94%	92%	89%
Opportunity to raise all concerns with person in authority: Yes	95%	95%	94%	93%	90%
Fairness					
Believe complaints are dealt with in a fair manner: Strongly agree/Agree	73%	81%	72%	75%	69%
Training was conducted without harassment: Always	86%	89%	85%	83%	78%
General					
I was able to access everything I needed to conduct online learning: Strongly agree/Agree	..	84%	85%	78%	63%

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Army Phase 2



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Army Phase 2: Key Findings

A total of 2,798 Army Phase 2 Trainees completed the Recruit Trainee Survey in 2025/26, representing a response rate of 56%.

Key findings: There have been **11** statistically significant **increases** and **one** statistically significant **decrease** between 2024/25 and 2025/26.

General

- The proportion of Trainees that hoped to make a career in their Service **(80% to 84%)** was the only change related to the overall view of the training.

Facilities and amenities

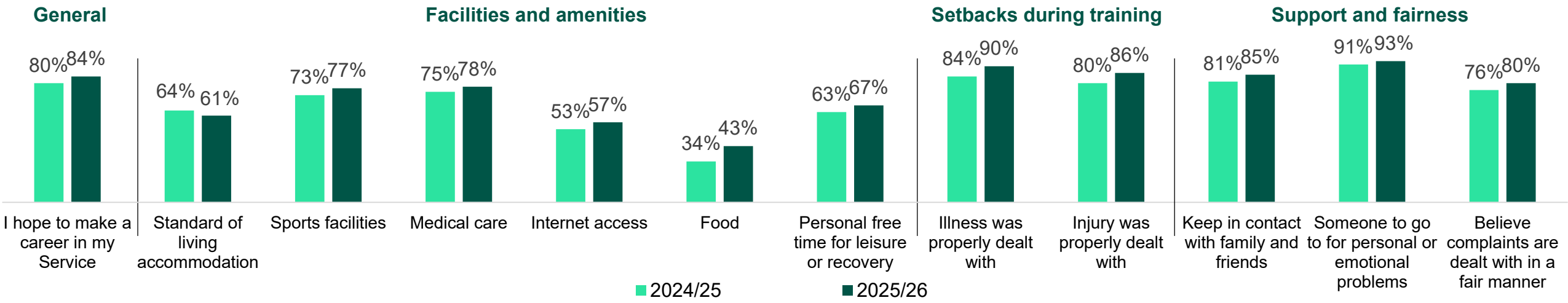
- Satisfaction with the standard of living accommodation decreased slightly in 2025/26 **(64% to 61%).**
- Ratings for sports facilities **(73% to 77%)**, medical care **(75% to 78%)**, and internet access **(53% to 57%)** all improved in 2025/26.
- Food satisfaction saw the largest increase in 2025/26, rising by nine percentage points **(34% to 43%).**
- The proportion of Trainees rating their personal free time for leisure or recovery as good or very good increased in 2025/26 **(63% to 67%).**

Setbacks during training

- The proportion of Trainees who felt that that their illness **(84% to 90%)** and injuries **(80% to 86%)** were properly dealt with increased in 2025/26, reaching their highest respective levels since 2021/22.

Support and fairness

- Three support and fairness measures increased between 2024/25 and 2025/26: the opportunity to keep in contact with family and friends **(81% to 85%);** someone to go to for personal or emotional problems **(91% to 93%)** and belief that complaints are dealt with in a fair manner **(76% to 80%).**



Army Phase 2: Areas of positive change

- There have been 11 statistically significant increases between 2024/25 and 2025/26.
- Five measures relating to facilities and amenities increased: ratings for sports facilities, medical care, internet access, food (which saw the largest increase of nine percentage points since 2024/25) and personal free time for leisure or recovery.
- Two support measures increased: the opportunity to keep in contact with family and friends and having someone to go to for personal or emotional problems, with the latter measure returning to levels recorded in 2023/24.
- Only one fairness measure increased; believing that complaints were dealt with in a fair manner increased by four percentage points.
- Similarly, only one general measure changed; hoping to make a career in their Service increased by four percentage points to reach its highest levels since 2021/22.

GAINS	2021/22	2022/23	2023/24	2024/25	2025/26
Facilities and amenities					
Sports facilities: Very good/Good	57%	72%	76%	73%	77%
Medical care: Very good/Good	73%	72%	71%	75%	78%
Internet access: Very good/Good	64%	62%	64%	53%	57%
Food: Very good/Good	34%	34%	36%	34%	43%
Personal free time for leisure or recovery: Very good/Good	..	..	64%	63%	67%
Support					
Keep in contact with family and friends: Very good/Good	82%	82%	80%	81%	85%
Someone to go to for personal or emotional problems: Yes	91%	92%	93%	91%	93%
Fairness					
Believe complaints are dealt with in a fair manner: Agree	69%	71%	74%	76%	80%
Setbacks during training					
Illness was properly dealt with: Strongly agree/Agree	78%	80%	86%	84%	90%
Injury was properly dealt with: Strongly agree/Agree	80%	82%	81%	80%	86%
General					
Hope to make career in Service: I hope to make a career in my Service	83%	81%	78%	80%	84%

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Army Phase 2: Areas of negative change

- There was one statistically significant fall between 2024/25 and 2025/26.
- One measure relating to facilities and amenities decreased: the standard of living accommodation.

FALLS	2021/22	2022/23	2023/24	2024/25	2025/26
Facilities and amenities					
Standard of living accommodation: Very good/Good	65%	63%	63%	64%	61%

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Royal Navy Phase 2

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Royal Navy Phase 2: Key Findings

A total of 855 Royal Navy Phase 2 Trainees completed the Recruit Trainee Survey in 2025/26, representing a response rate of 49%.

Key findings: There have been **13** statistically significant **increases** between 2024/25 and 2025/26.

▲ General

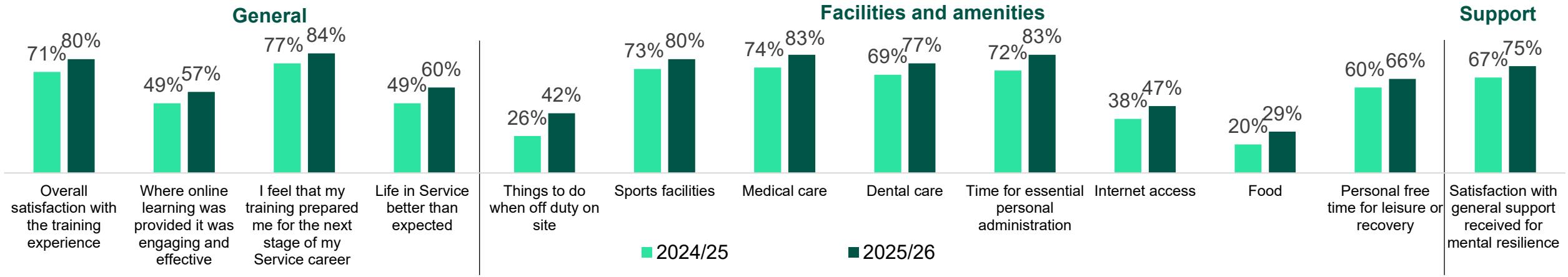
- Overall satisfaction with the training experience increased **(71% to 80%)** in 2025/26.
- The proportion of Trainees who felt that where online learning was provided it was engaging and effective increased, following a decline the previous year **(49% to 57%).**
- Satisfaction among Trainees who felt that their training prepared them for the next stage of their Service career increased **(77% to 84%).**
- Life in Service being better than expected followed an upward trend **(49% to 60%).**

▲ Facilities and amenities

- Satisfaction with things to do when off duty on site **(26% to 42%)** and sports facilities **(73% to 80%)** increased.
- Medical care **(74% to 83%)** reached the highest level recorded since 2021/22. Dental care also followed this upward trend **(69% to 77%)**.
- Similarly, satisfaction with time for essential personal administration increased **(72% to 83%)**, as well as satisfaction with internet access increased **(38% to 47%)** and ratings for food also followed the upward trend **(20% to 29%)**.
- The proportion of Trainees rating their personal free time for leisure or recovery as good or very good also increased in 2025/26 **(60% to 66%).**

▲ Support

- Satisfaction with the general support received for mental resilience **(67% to 75%)** was the only change relating to support in 2025/26.



Royal Navy Phase 2: Areas of positive change

- There were 13 statistically significant increases between 2024/25 and 2025/26.
- Eight measures relating to facilities and amenities increased. For six measures (things to do when off duty on site, sports facilities, medical care, dental care, time for personal administration and internet access), this was positive performance following a year of decline. Ratings for food continued to increase following two years of growth. Ratings for personal free time for leisure or recovery also continued their upward trend, rising by six percentage points (60% to 66%) in 2025/26.
- One support measure - the proportion of Trainees that felt satisfied with the general support they received for their mental resilience - increased, following a three-year period of relative stability.
- Four general measures increased; overall satisfaction with training, online learning being engaging and effective, training preparing them for the next stage in their Service career and life in Service being better than expected.

GAINS	2021/22	2022/23	2023/24	2024/25	2025/26
Facilities and amenities					
Things to do when off duty on site: Very good/Good	32%	39%	32%	26%	42%
Sports facilities: Very good/Good	75%	86%	77%	73%	80%
Medical care: Very good/Good	64%	68%	77%	74%	83%
Dental care: Very good/Good	55%	66%	73%	69%	77%
Time for essential personal administration: Very good/Good	73%	74%	75%	72%	83%
Internet access: Very good/Good	46%	48%	49%	38%	47%
Food: Very good/Good	27%	27%	18%	20%	29%
Personal free time for leisure or recovery: Very good/Good	..	..	58%	60%	66%
Support					
Satisfaction with the general support you received for your mental resilience: Very Satisfied/Satisfied	65%	68%	66%	67%	75%
General					
Overall satisfaction with training experience: Very Satisfied/Satisfied	73%	74%	73%	71%	80%
Where online learning was provided it was engaging and effective: Strongly agree/Agree	..	51%	52%	49%	57%
I feel that my training prepared me for the next stage of my Service career: Strongly agree/Agree	..	80%	79%	77%	84%
Life in Service better than expected: Much better/Better	41%	50%	47%	49%	60%

Where there are fewer than 30 respondents, estimates are replaced with ~
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Royal Marines Phase 2



Change in Royal Marines reporting for 2025/26

Initial Training for the Royal Marines consists of 4 modules delivered over a 32-week course – in previous years, Royal Marines responses have been reported split into Phase 1 and Phase 2 in alignment with the other Services. Feedback has suggested this split does not reflect the training course accurately as there is no break between Phase 1 and Phase 2 training. This report now only includes Royal Marines Phase 2 responses, collected at the end of the total 32-week course. Data collected in Phase 1 is still included in the supporting tables.

Royal Marines Phase 2: Key Findings

A total of 415 Royal Marines Phase 2 Trainees completed the Recruit Trainee Survey in 2025/26, representing a response rate of 97%.

Key findings: There have been **13** statistically significant **decreases** between 2024/25 and 2025/26.

General

- Overall satisfaction with the training experience decreased by ten percentage points in 2025/26 **(91% to 81%).**
- Following a period of gradual improvement, training objectives and aims being explained fell by eight percentage points **(90% to 82%).**

Facilities and amenities

- Things to do when off duty on site **(38% to 27%),** sports facilities **(56% to 44%),** medical care **(85% to 76%),** and laundry facilities **(59% to 48%)** all decreased in 2025/26.
- Satisfaction with personal kit saw a notable decline in 2025/26 **(64% to 43%).**
- Ratings for training facilities also decreased in 2025/26 **(84% to 75%).**

Preparation

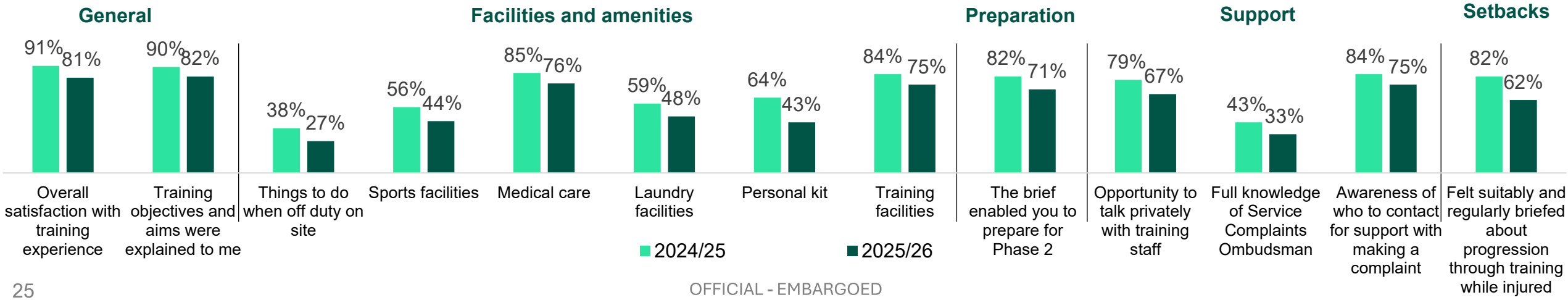
- The proportion of Trainees who felt that the brief enabled them to prepare for Phase 2 decreased in 2025/26 **(82% to 71%).**

Support

- The opportunity to talk privately with training staff decreased in 2025/26 **(79% to 67%).**
- Full knowledge of the Service Complaints Ombudsman also fell **(43% to 33%).**
- Awareness of who to contact for support with making a complaint also fell **(84% to 75%).**

Setbacks during training

- The proportion of Trainees that agreed, when asked, if they felt suitably and regularly briefed about their progression through training while injured declined **(82% to 62%)**. This follows a period of improvement in recent years.



Royal Marines Phase 2: Areas of negative change

- There were 13 statistically significant falls between 2024/25 and 2025/26.
- Six measures relating to facilities and amenities decreased. Things to do when off duty on site, sports facilities, medical care, laundry facilities, personal kit and training facilities all fell, following higher levels in 2024/25.
- The proportion of Trainees agreeing that the brief enabled them to prepare for Phase 2 fell by 11 percentage points (82% to 71%), returning to its 2023/24 level.
- Three support measures declined. The opportunity to talk privately with training staff and full knowledge of the Service Complaints Ombudsman both fell following increases in 2024/25. Awareness of who to contact for support with making a complaint also decreased by nine percentage points (84% to 75%).
- On setback measures, the proportion of Trainees who felt that they were suitably and regularly briefed about their progression through training while injured fell by 20 percentage points, reaching its lowest levels since 2022/23.
- Two general measures declined. Overall satisfaction with the training experience fell by ten percentage points (91% to 81%), reaching its lowest level since 2021/22. Agreement that training objectives and aims were explained also fell, following a peak in 2024/25.

FALLS	2021/22	2022/23	2023/24	2024/25	2025/26
Facilities and amenities					
Things to do when off duty on site: Very good/Good	18%	21%	26%	38%	27%
Sports facilities: Very good/Good	46%	42%	53%	56%	44%
Medical care: Very good/Good	82%	82%	86%	85%	76%
Laundry facilities: Very good/Good	38%	41%	48%	59%	48%
Personal kit (e.g. boots, uniform): Very good/Good	63%	55%	60%	64%	43%
Training facilities: Very good/Good	77%	76%	75%	84%	75%
Preparation					
The brief enabled you to prepare for Phase 2: Strongly agree/Agree	..	..	71%	82%	71%
Support					
Opportunity to talk privately with training staff: Very good/Good	69%	72%	72%	79%	67%
Full knowledge of Service Complaints Ombudsman: Yes, fully	32%	27%	36%	43%	33%
Awareness of who to contact for support with making a complaint: Yes	..	..	..	84%	75%
Setbacks during training					
Felt suitably and regularly briefed about your progression through training while injured: Strongly agree/Agree	..	81%	78%	82%	62%
General					
Overall satisfaction with training experience: Very Satisfied/Satisfied	82%	83%	86%	91%	81%
Training objectives and aims were explained to me: Strongly agree/Agree	77%	81%	83%	90%	82%

Where there are fewer than 30 respondents, estimates are replaced with ~
Where data is not available, or no respondents have answered a question this is indicated with ..

RAF Phase 2



RAF Phase 2: Key Findings

A total of 1,784 RAF Phase 2 Trainees completed the Recruit Trainee Survey in 2025/26, representing a response rate of 64%.

Key findings: There have been **three** statistically significant **increases** and **one** statistically significant **decrease** between 2024/25 and 2025/26.

▲ General

- 'Where online learning was provided it was engaging and effective' **(65% to 69%)** has risen to the highest level recorded in the last four years.

▲ Facilities and amenities

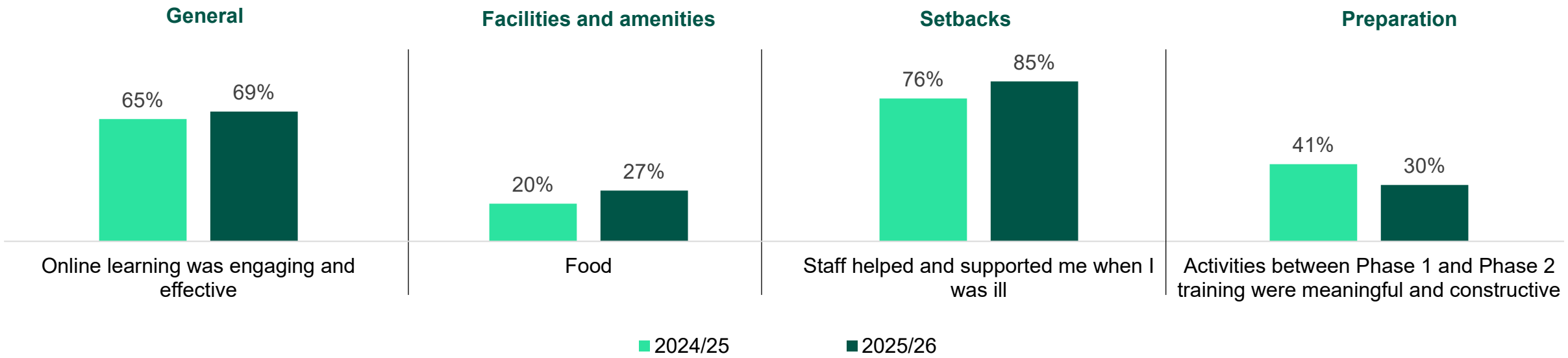
- Satisfaction with food saw an increase **(20% to 27%)** to the highest levels recorded in the last five years, though still low overall**.**

▲ Setbacks during training

- Agreement that 'Staff helped and supported me when I was ill' increased **(76% to 85%)** to the highest level recorded in the last five years, having increased gradually in this period.

▼ Preparation

- The proportion of Trainees who felt that activities between Phase 1 and 2 training were meaningful and constructive decreased from **41% to 30%** vs. last year.



RAF Phase 2: Areas of positive change

- There were three statistically significant increases between 2024/25 and 2025/26.
- One measure relating to facilities and amenities increased. Satisfaction with food continued a positive trend.
- The proportion of Trainees that felt that staff helped and supported them increased after a three-year period of relative stability. This was the only setbacks during training measure that increased in 2025/26.
- Three general measures increased. Online learning provided being engaging and effective gained four percentage points after a period of stability.

GAINS	2021/22	2022/23	2023/24	2024/25	2025/26
Facilities and amenities					
Food: Very good/Good	23%	19%	16%	20%	27%
Setbacks during training					
Staff helped and supported me when I was ill: Strongly agree/Agree	68%	74%	76%	76%	85%
General					
Where online learning was provided it was engaging and effective: Strongly agree/Agree	..	67%	64%	65%	69%

Where there are fewer than 30 respondents, estimates are replaced with ~
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RAF Phase 2: Areas of negative change

- There was one statistically significant fall between 2024/25 and 2025/26.
- One preparation measure – activities between Phase 1 and Phase 2 training were always or often meaningful and constructive – decreased from 41% to 30% since 2024/25.

FALLS	2021/22	2022/23	2023/24	2024/25	2025/26
Preparation					
Activities between Phase 1 and Phase 2 training were meaningful and constructive: Always/often	..	..	34%	41%	30%

Where there are fewer than 30 respondents, estimates are replaced with ~
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CSOC Phase 2

CSOC Phase 2: Key Findings

A total of 501 CSOC Phase 2 Trainees completed the Recruit Trainee Survey in 2025/26, representing a response rate of 63%.

Key findings: There have been **five** statistically significant **increases** and **five** statistically significant **decreases** between 2024/25 and 2025/26.

▼ General

- Following a period of gradual improvement, being able to access everything needed to conduct online learning has fallen **(86% to 79%).**
- Perceptions that online learning was engaging and effective have also dropped (**59% to 47%).**

▼ Preparation

- Satisfaction with how the gap between training was managed fell by 25 percentage points in 2025/26 **(63% to 38%)**.

▲▼ Facilities and amenities

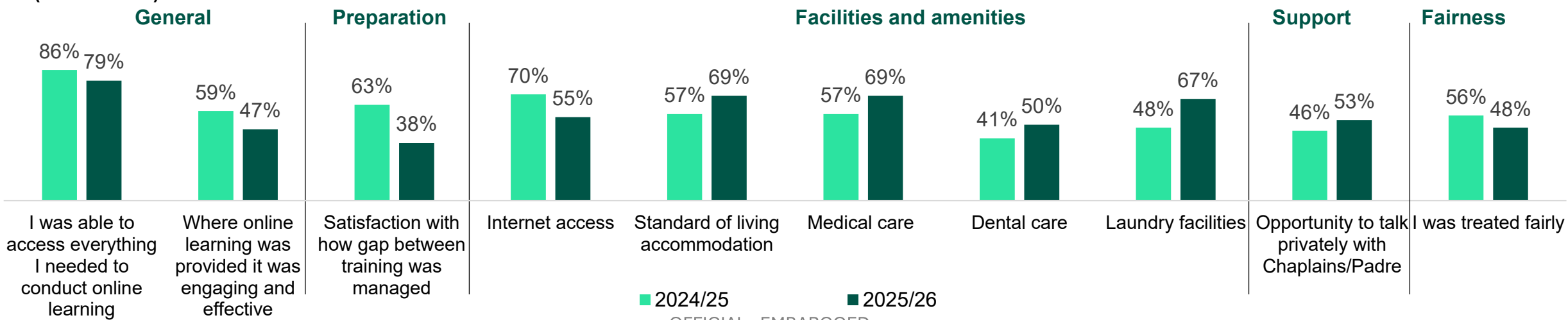
- Satisfaction with internet access decreased sharply in 2025/26 by 15 percentage points **(70% to 55%).**
- Satisfaction with the standard of living accommodation increased **(57% to 69%).**
- Ratings for medical care **(57% to 69%)** and dental care **(41% to 50%)** both increased in 2025/26.
- Satisfaction with laundry facilities **(48% to 67%)** also increased.

▲ Support

- The proportion of Trainees who agreed they had the opportunity to talk privately with Chaplains or Padre increased **(46% to 53%)**.

▼ Fairness

- The proportion of Trainees who felt they were always treated fairly declined **(56% to 48%)**.



CSOC Phase 2: Areas of positive change

- There have been five statistically significant increases between 2024/25 and 2025/26.
- Four measures relating to facilities and amenities increased, including satisfaction with medical care and dental care, both continuing to improve following lower performance in 2023/24.
- Positive perceptions of the standard of living accommodation and laundry facilities have also increased.
- Only one support measure increased; the opportunity to talk privately with Chaplains or Padre increased to return to the level seen in 2023/24.

GAINS	2021/22	2022/23	2023/24	2024/25	2025/26
Facilities and amenities					
Standard of living accommodation: Very good/Good	44%	49%	49%	57%	69%
Medical care: Very good/Good	68%	71%	53%	57%	69%
Dental care: Very good/Good	51%	54%	38%	41%	50%
Laundry facilities: Very good/Good	57%	56%	51%	48%	67%
Support					
Opportunity to talk privately with Chaplains/Padre: Very good/Good	40%	46%	52%	46%	53%

Where there are fewer than 30 respondents, estimates are replaced with ~
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CSOC Phase 2: Areas of negative change

- There have been five statistically significant falls between 2024/25 and 2025/26.
- One measure relating to facilities and amenities decreased. Positive perceptions of internet access have decreased following two years of increased performance.
- One measure relating to fairness declined, with perceptions of always being treated fairly falling by eight percentage points since 2024/25.
- Two of the general measures declined; access to online learning and the online learning provided being engaging and effective both decreased, following a period of stronger performance in 2024/25.
- One measure relating preparation also decreased; satisfaction with how the gap between training was managed fell by 25 percentage points (63% to 38%), reaching its lowest level since 2021/22.

FALLS	2021/22	2022/23	2023/24	2024/25	2025/26
Facilities and amenities					
Internet access: Very good/Good	62%	59%	62%	70%	55%
Fairness					
I was treated fairly: Always	45%	49%	52%	56%	48%
General					
I was able to access everything I needed to conduct online learning: Strongly agree/Agree	73%	73%	76%	86%	79%
Where online learning was provided it was engaging and effective: Strongly agree/Agree	..	54%	55%	59%	47%
Preparation					
Satisfaction with how gap between training was managed: Very satisfied/Satisfied	57%	48%	58%	63%	38%

Where there are fewer than 30 respondents, estimates are replaced with ~
Where data is not available, or no respondents have answered a question this is indicated with ..



Methodology

Survey methodology

Survey completion

All Recruits and Trainees who have completed at least two weeks training on Phase 1 or Phase 2 courses are invited to participate in the online survey.

All Recruits/Trainees completing the survey are reassured that they will not be asked to record their name anywhere on the survey and are told how their information will be made available to those at their Unit and involved in the training evaluation process.

Survey completion is voluntary and Recruits/Trainees can opt out of participating at any point.

The data set used for this Executive Summary includes data collected from full survey completes only. This report is based on data collected from 1st April 2025 to 31st March 2026.

Survey questions

The questionnaire was designed to include all the key questions raised by the Defence Operational Capability Audit and was developed by a Tri-Service group. The survey is reviewed annually by the Tri-Service Steering Group.

Questions are asked of all Recruits/Trainees unless they are specific to a sub-group of respondents. For example, questions about set-backs during training will only be asked of those who indicated that they were ill or injured and reported this.

Response rates

Over a twelve-month fieldwork period between 1st April 2025 and 31st March 2026, 14,686 Recruits/Trainees completed the survey. All training establishments were directed to give all Recruits/Trainees access to the survey and an opportunity to complete it. Recruits/Trainees are not mandated to complete the survey and can opt out if they wish. The tables below present the survey response rates for each command Service in Phase 1 and Phase 2.

Phase 1	Total Responses (24/25)	Response Rate (24/25)	Total Responses (25/26)	Response Rate (25/26)
Army	4,749	75%	**5,116**	**72%**
Royal Navy	1,059	56%	**1,377**	**69%**
RAF	1,303	97%	**1,840**	**83%**

Phase 2	Total Responses (24/25)	Response Rate (24/25)	Total Responses (25/26)	Response Rate (25/26)
Army	3,067	63%	**2,798**	**56%**
Royal Navy	606	41%	**855**	**49%**
Royal Marines	285	65%	**415**	**97%**
RAF	1,669	64%	**1,784**	**64%**
CSOC*	590	96%	**501**	**63%**

**All CSOC training establishments provide Phase 2 training only.*

Statistical reliability

Only a sample of the overall 'population' has completed the survey so we cannot be certain that the figures obtained are exactly those that would have been found, had everybody been surveyed (the 'true' values). All Recruits and Trainees should have been provided with the opportunity to participate, therefore figures can be susceptible to potential bias, more so than a random sample.

Statistical tests are carried out between various sub-sets of respondents and over time for certain key indicators (full details of the testing applied is included in the Background Quality Report). This includes the following:

- Current vs last year:
  - Army 2025/26 vs Army 2024/25
  - Royal Navy 2025/26 vs Royal Navy 2024/25
  - Royal Marines 2025/26 vs Royal Marines 2024/25
  - RAF 2025/26 vs RAF 2024/25
  - CSOC 2025/26 vs CSOC 2024/25.

For any percentage given, however, we can estimate 'confidence intervals' within which the true values are likely to fall. For example; if 10% or 90% of our respondents base of 5,116 Phase 1 Army Recruits strongly agreed/agreed that the training was what they expected, we can be 99% confident that the 'true' value would be between 9.4% and 10.6% (if 10% strongly agree/agree) and between 89.4% or 90.6% (if 90% strongly agree/agree), i.e. a margin of 0.6% on each side.

Similar margins for other percentages and sub-groups of the respondents are given in the tables on the following page.

For similar reasons, apparent differences in results relating to subgroups may, if small, not necessarily reflect genuine attitudinal differences. We can be 99% confident that differences exceeding those in the table on the next page are genuine or 'statistically significant' differences.

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

Confidence intervals

The table below shows the confidence intervals for each Service at different performance levels. We can be 99% confident that the 'true' values fall within the ranges shown in the table below.

Phase 1: Size of respondent base on which survey results are based	10% or 90% ±	20% or 80% ±	30% or 70% ±	40% or 60% ±	50% ±
Army (5,116)	0.6	0.8	0.9	0.9	1.0
Royal Navy (1,377)	1.2	1.6	1.8	1.9	1.9
RAF (1,840)	0.7	1.0	1.1	1.2	1.2

Phase 2: Size of respondent base on which survey results are based	10% or 90% ±	20% or 80% ±	30% or 70% ±	40% or 60% ±	50% ±
Army (2,798)	1.0	1.3	1.5	1.6	1.6
Royal Navy (855)	1.9	2.5	2.9	3.1	3.2
Royal Marines (415)	0.6	0.8	0.9	1.0	1.0
RAF (1,784)	1.1	1.5	1.7	1.8	1.8
CSOC* (501)	2.1	2.8	3.2	3.4	3.5

**All CSOC training establishments provide Phase 2 training only.*

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