Field Description	Field Abbreviation	Field Length	Field Type	Field Version
Staff nationality analysis grouping	**XSNAT01**	**1**	**Char**	**1.5.2**

VALID ENTRIES

1	United Kingdom (including Guernsey, Jersey and the Isle of Man)
2	European Union countries
4	Other European Economic Area countries
5	Other Non-European Union countries
9	Not known

ADDITIONAL INFORMATION

This field is derived using the Nationality (Person.NATION) field from the Staff record, grouping the valid entries into standard analysis categories.

The definition of European Union countries is as at 1 December in the academic year to which the data relates. European Union countries in this context are the Member States of the European Union, but not their outermost regions, overseas countries or territories. These are grouped under the 'Other non-European Union countries' category.

Within this field, Guernsey, Jersey and the Isle of Man are considered to be part of the UK. Officially, the Crown Dependencies of Guernsey, Jersey and the Isle of Man are not part of the UK or the European Union.

The Person.NATION valid entry code 'AA Stateless' may be returned where a member of staff claims nationality of a country that not recognised by the Foreign and Commonwealth Office (FCO). For analysis purposes, this code is included in 'Other Non-European Union countries' within this field.

DEPENDENT FIELDS

none

TECHNICAL SPECIFICATION

Person.NATION (CHAR 2)	**XSNAT01**
GB, GG, JE, XL, IM	1
AT, BE, BG, CZ, XM, DE, DK, EE, ES, FI, FR, GI, GR, HR, HU, IE, IT, LT, LU, LV, MT, NL, PL, PT, RO, SE, SI, SK, XA, XC	2
NO, IS, LI	4
ZZ	9
Otherwise	5