Field Description	Field Abbreviation	Field Length	Field Type	Field Version
Staff nationality	**XSNAT01**	**1**	**Char**	**1.4.2**

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 field (NATION) from the from the Staff collection PERSON table, grouping the data for ease of analysis/publication as per the Technical specification.

In 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 (EU).)

The definition of EU is as at 1 December in the academic year to which the data relates. EU accession states will be identified by means other than derived fields.

The code ‘AA Stateless’ is used where a member of staff claims nationality of a country not recognised as such by the Foreign and Commonwealth Office (FCO). For analysis purposes, this code is included in Other Non-European Union.

DEPENDENT FIELDS

none

TECHNICAL SPECIFICATION

NATION (CHAR 2)	**XSNAT01**
GB, GG, JE, XL, IM	1
AT, BE, BG, CZ, XM, DE, DK, EE, ES, FI, FR, GI, GR, 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

Revision 1.4.2 2011-02-21 (Minor text edit to Valid entry 1. Change (incl. Guernsey, Jersey & the Isle of Man) to (including Guernsey, Jersey and the Isle of Man). Nation text from 4 to CHAR 2)