The Deanery of GUERNSEY

Appointment of a Dean

Forward by the Bishop for the Channel Islands

This Crown Appointment comes at a crucial time in the life and witness of the Church in the Bailiwick of Guernsey and presents an exciting opportunity for the right experienced priest to offer fresh and confident leadership to both lay and ordained colleagues and the wider civic and island community, in this unique context and culture.

The Lieutenant-Governor, Bishop of Salisbury and the people of Guernsey are seeking a prayerful and dedicated priest with clear gifts in strategic leadership, who will have the skill to navigate tradition and change and explore new ways of working together as we share the gospel in a setting that still has strong ecclesiastical and civic connections. The successful candidate will work creatively with the Deanery in discerning what needs to be reshaped and changed in this new chapter of ministry and mission, and what needs to be honoured as part of the inherent landscape.

He or she will be approachable, affirming and hospitable and will be committed to working collaboratively across a broad spectrum and will delegate creatively. They will need to be able to balance multiple expectations and manage competing priorities across a wide range of different settings. The opportunities are tremendous, and ministry will be very rewarding but it requires a deft touch to build meaningful relationships both in church and community, and stature in 'carrying the moment' for church and state occasions.

The new Dean will join a team of diverse and committed colleagues who, between them, represent the breadth of Anglicanism and who will be looking to the new Dean to offer renewed leadership to the team.

The Dean is equivalent to an Archdeacon and will also be part of the senior team in Salisbury, attending staff meetings and Bishop's Council where appropriate, and will be committed to 'Making Jesus known' in this distinct and beautiful island. They will also serve on General Synod.

We look forward to the discernment process and the team here will be praying for prospective candidates in the coming weeks.

May God bless you.

+ Kara Sherborne

Current Acting Bishop of Salisbury

Diocese of Salisbury
Making Jesus Known

Role and person specification

The Dean of Guernsey is the senior Anglican priest in the Bailiwick of Guernsey, with spiritual, pastoral, administrative and representational responsibilities across the Deanery. The role involves parish ministry, pastoral oversight of clergy, governance responsibilities and engagement with civic, ecumenical, and diocesan life.

The office of Dean is a Crown appointment, made on the recommendation of the Bishop of Salisbury who has full episcopal jurisdiction in the Channel Islands. The islands are attached to, but are not part of, the Diocese of Salisbury.

The role of a Channel Island Dean is unique in the Church of England with the Dean carrying quasi-episcopal, archidiaconal and decanal responsibilities. The Dean of Guernsey must therefore have a good understanding and appreciation of the Islands' unique constitutional context whilst recognising the Islands are part of the wider Church of England.

Personal Qualities

- Deep personal faith, rooted in prayer, Scripture and the Sacraments.
- Gifted encourager, able to inspire clergy and lay leaders.
- Commitment to safeguarding the wellbeing of all.
- Excellent team leader and team player.
- Pastoral warmth, openness and integrity, with a willingness to encourage accountability and transparency.
- An ability to demonstrate resilience and to manage competing priorities.
- Strategic thinker with the courage to make difficult decisions.
- Skilled communicator with proven ability to work collaboratively with both clerical and lay colleagues.
- Confident in dealing with the media and an ability to manage challenging interviews.

Key responsibilities

1. Spiritual and Pastoral Leadership

- Bring significant parish leadership experience to the role of Dean.
- Encourage mission and spiritual and strategic leadership that enables the Deanery to champion the diocesan vision of **Making Jesus Known.**
- Provide pastoral care and support to clergy and their families across the Deanery.
- Encourage, train, and equip lay ministry, recognising and fostering spiritual gifts.
- Affirm the wide range of church tradition within the Deanery.
- Lead by example in prayer, preaching and the teaching of Scripture.
- Lead on safeguarding across the Deanery, ensuring best practice is followed.
- Facilitate the MDR process in collaboration with the Diocese of Salisbury.

- Plan and support Continuing Ministerial Development (CMD) for clergy and lay ministers.
- Attend parish meetings (or ensure representation).

2. Deanery Governance and Organisation

Drawing upon previous experience in governance and administration and a proven track record in pastoral reorganisation and change management:

- Chair the Guernsey Deanery Synod and certain other Deanery entities.
- Lead creative pastoral reorganisation in response to changing ministry needs, including the courage to close, merge or re-imagine parishes and churches where appropriate.
- Delegate responsibilities effectively, empowering others to lead.
- Maintain selective and strategic use of time out of the Deanery, to prioritise local ministry.

3. Ecclesiastical Court

- Serve as Commissary General with full legal responsibility for the Ecclesiastical Court and Probate Registry.
- Manage Court finances, sign annual accounts and act as the employer of Court staff.
- Oversee the faculty system, ministry development reviews and visitations.

4. Representational and Civic Duties

- Maintain strong links and good communication with the Diocese of Salisbury and the Deanery of Jersey; and His Excellency the Lieutenant-Governor and the Bailiff.
- Represent the Church of England in the Bailiwick with States Members, civic leaders and local organisations and charities.
- Represent the Church of England at State and Civic occasions (or ensure delegation).
- Serve as an ex-officio director of Elizabeth College and member of the Priaulx Library Council.
- Network and collaborate with other churches and ministers' gatherings.

5. Financial and Administrative Oversight

- Work with the Deanery Board of Finance regarding financial arrangements with Salisbury Diocese and national church bodies.
- Oversee the Dean's Secretary, office location and administration systems.
- Have some involvement with IT, data retention and Deanery website communications.

6. Diocesan and Wider Church Engagement

- Attend sessions of General Synod (alternates quinquennially with the Dean of Jersey).
- Participate in the Bishop's Senior Staff meetings, Diocesan Synod and Bishop's Council, particularly when relevant to Channel Islands matters.
- Build relationships with other senior diocesan leaders and keep abreast of developments in diocesan and national church policy.

Duties of Appointment

The office of Dean is a Crown Appointment. The appointee will hold the freehold of the deanery.

The Crown, represented by His Excellency the Lieutenant-Governor, Lieutenant-General Sir Richard Cripwell, KBE, CB in association with the Bishop *for* the Channel Islands, the Right Reverend Stephen Lake, is seeking to appoint a new Dean for the Bailiwick of Guernsey and Vicar of Sark, following the retirement of Very Revd Tim Barker in July 2026.

Whilst the majority of the Dean's time will be in Guernsey, this appointment will require spending time on the Island of Sark, at least eight Sundays per annum and on the island of Alderney, possibly quarterly. The Dean will have the assistance of the Vice Deans.

The Island of Guernsey is divided into ten civil parishes, two of which are subdivided into ecclesiastical parishes. One parish also has a daughter church. Thus there are 14 ecclesiastical parishes with 15 Anglican churches in Guernsey. The islands of Alderney and Sark each forms one parish, thus there is a total of 16 parishes in the Deanery.

The Dean is the Bishop's Commissary and, as such, habitually conducts the majority of institutions to benefices and presides over the Ecclesiastical Court which exercises probate jurisdiction for the Bailiwick. The Court is staffed by a professional registrar, and the Vice Deans also assist as Commissaries. The Court exercises faculty jurisdiction, admits Churchwardens, swears notaries public, grants sequestration orders in respect of vacant benefices, issues marriage licences, and grants permits for exhumations. Whilst the Dean is the sole judge of the Court, he may call upon the Rectors to sit with and advise him.

The Dean is expected to attend regular senior staff meetings in the Diocese of Salisbury, although, where an agenda is not relevant to the Islands, the Dean may use discretion. He represents the Bailiwick to the Diocese and the Diocese to the Bailiwick.

In consultation with the Lieutenant-Governor and the Bishop, the Dean seeks candidates for vacant Crown livings, organises the interview and administrative process and presents the successful candidate to the Governor for approval. In the case of other livings, the Dean consults with the trustees/patrons.

The Dean also presides over the Island Chapter and the Deanery Synod and is a director of The Guernsey Deanery Board of Finance LBG and The Guernsey Deanery Fund LBG and is also a Trustee of The Guernsey Deanery Trusts. The Dean also has Archidiaconal functions and is a member of the Southern Central Group of Archdeacons and attends the biennial National Archdeacons' Conference.

The Dean will undertake the role of Deanery Safeguarding Officer, liaising regularly with the Diocesan Safeguarding Officers, and be responsible for ministry development reviews and continuing ministry development.

The Dean's stall is in the Town Church and he is expected to take part in, and sometimes arrange, in consultation with the rector of St. Peter Port, formal services at the Town Church, The Dean liaises with various States (i.e. Government) Officials and Crown Officers pertaining to the role of the established Church of England in the civic life of the Island. The Dean is expected to attend certain States functions, such as Liberation Day and other special events.

The Dean (or a delegate, such as a Vice Dean) is required to attend the annual meetings of ratepayers and electors in all ten civil parishes to approve the Trésor Account. This is an historical practice, following the orders of Charles II that the Dean should ensure that proper provision is made in each parish for the conduct of divine service.

The Dean meets regularly with the Vice Deans and works in collaborative partnership with them in all matters pertaining to the Deanery and Diocese and is expected to work collegiately and to delegate and share the workload.

The Canons of the Church of England have never been formally applied to Guernsey. It has, however, been the practice to follow the Canons of the Church of England, subject to local tradition and custom. Responsibility for determining what is local tradition and custom rests with the Dean. However, following a recommendation contained in the Archbishop's Commission report in 2019, the Deanery Synod in November 2022 approved The Canons of the Church of England in the Bailiwick of Guernsey. Those draft Canons remain under consideration by His Majesty's Procureur (Attorney-General).

For a Measure of the Church of England to be made law in the Bailiwick, it must be approved by the States of Deliberation. The Clergy Discipline Measure, 2003 and Ecclesiastical Offices (Age Limit) Measure, 1975 requiring clergy to retire at 70 are two such Measures which have been extended to the Bailiwick.

The Ecclesiastical Offices (Terms of Service) Measure, 2009 does not apply in Guernsey.

The following appointments are held by the Dean, *ex-officio:*

- Member of General Synod (alternates each quinquennium with Dean of Jersey)
- Member of Diocesan Synod
- Member of the Bishop's Council and Diocesan Board of Finance.
- President of the Deanery Synod
- Member of Elizabeth College Board of Directors
- Member of Priaulx Library Council

In addition, the Dean is often invited to become patron/president/member of certain other institutions locally, e.g. Christian Aid, Missions to Seafarers, etc.

The challenges of the role

This is a multifaceted post in terms of governance, pastoral and safeguarding aspects, with various boards and trusts and also ecclesiastical court responsibilities to manage. The role has been revised for the appointment of a new Dean and will no longer include having charge of a parish, with the expectation that the Dean will spend more time visiting Alderney and Sark and taking on the lead for safeguarding.

The Deanery could revolve around the role of the Dean more than most roles in terms of appointments, decision-making, conflict resolution and representation. There is the challenge that everything flows through the Dean which could create a bottleneck or burnout. So, the Dean will need to delegate wisely.

The Forward by the Bishop included the requirement for a Dean to balance multiple expectations. For anyone who has been an Archdeacon, they will understand the complexity that that often brings, with many responsibilities requiring attention at the same time. The interview panel will be looking for examples of ministry where this has been successfully navigated.

The challenge of Island dynamics: The Islands are a close-knit community which brings both strength and pressure as visibility is high, relationships can overlap, conflicts can linger and change can at times be slower than would be desirable.

The Bishop also outlined the challenge of navigating tradition and change. Clearly Guernsey has strong ecclesiastical and civic traditions. There will be the challenge of knowing what to honour and what to reshape. This is especially pertinent when it comes to the possibility of pastoral reorganisation and closing churches in light of decline in some parish churches due to ageing congregations and dis-ease. The challenge of the provision of clergy housing will also be significant over the next 10 years.

The challenge of clergy care and accountability and being responsible for clergy wellbeing, ministerial development, safeguarding oversight and occasionally discipline: The ability to delegate some of these to trusted team members will be critical.

The challenge of travel across the Bailiwick and to the UK and balancing the demands and expectations of the Deanery, the Diocese and the National Church: This is something that needs a careful approach in understanding when local must take priority vice versa. It will be important to listen to your team.

There are also financial challenges too which impact the challenge of recruitment in terms of stipendiary clergy and some strategic thinking is required to maximize potential and encourage good stewardship in these financially difficult times.

And of course, the perennial challenge of road closures!

Stipend Package

Stipend

The stipend level for Channel Islands deans is equivalent to that paid to an Archdeacon in England but with a local Channel Islands uplift of 22.4%, to allow for the increased cost of living.

Travel Grant

An annual travel grant is payable in the Deanery in respect of:

- Stipendiary clergy
- Spouses of stipendiary clergy
- Dependent children of stipendiary clergy who are:
    - in full-time education, and
    - are aged under 25 years, and
    - are reliant upon the priest for their maintenance,

The current grant is £950 per person per annum.

Health Scheme

Stipendiary clergy, spouses and children (as defined above) are provided with free membership of the Guernsey Deanery Health Scheme which provides comprehensive private primary health care.

Guernsey Clergy Benefit Grant

Clergy in the Deanery (other than PTOs) receive an annual grant from the Guernsey Clergy Benefit Fund. In 2025 the grant was £2,250. This is taxable.

Pension

The standard provisions of the Church of England Pension Scheme apply. You are advised to continue to pay your National Insurance Pension contributions to ensure continuity of your English State pension. You will receive a Guernsey State pension for the period you are resident in the Island.

Retreats and Sabbaticals

Clergy in the Deanery (other than PTOs) are entitled to reimbursement for the full cost of one retreat per annum, up to a maximum of £700.

Clergy in the Deanery (other than PTOs) are entitled to a grant on one occasion in a seven-year period, relating to extended study leave or sabbatical authorised by the Dean (in the case of the Dean, by the Bishop) as follows:

(i) £860 for the initial minimum four-week period;
(ii) £215 for each complete week thereafter for a maximum of nine weeks.

Staff

The Dean's Secretary is employed by The Guernsey Deanery Board of Finance LBG (the GDBF) for 20 hours per week. Her office is in St. Peter Port within the premises occupied by the Guernsey Probate Registry and Ecclesiastical Court.

The GDBF also employs a part-time employee whose role is to encourage children's work throughout the Deanery. A further part-time employee works as Safeguarding Assistant.

The Dean's Residence

The Deanery is currently in the process of purchasing a residence for the Dean. That being so, no specific details can be provided until the conveyance has been finalised.

However, the property in respect of which an offer has been made is situated in the centre of the island, in the rural parish of St. Andrew. It has four bedrooms, a study and a private garden to both front and rear of the property. It is just a 15 minutes' drive from St. Peter Port and 5 minutes from the airport.

Further information will be made available upon completion of the purchase.

Expenses will be reimbursed in accordance with recommended national guidelines relating to expenses.

Constitutional Relationship with the Church of England

The Church of England is the established Church in the Bailiwick of Guernsey and His Majesty King Charles III is its Supreme Governor. The Channel Islands Measure, 2020 provided for the Channel Islands to be transferred by Order in Council from the Diocese of Winchester to the Diocese of Salisbury.

That provision was put into effect in the Bailiwick by The Channel Islands (Attachment of the Bailiwick of Guernsey to the Diocese of Salisbury) Order 2022. The Lord Bishop of Salisbury has episcopal jurisdiction in the Bailiwick pursuant to the said Measure and Order. The Lord Archbishop of Canterbury has metropolitical jurisdiction.

Financial & Administrative relationship with the Diocese of Salisbury

The Guernsey Deanery Board of Finance LBG entered into an initial Memorandum of Understanding in 2021 with the Salisbury Diocesan Board of Finance which set out the

financial and administrative context of the relationship between the Deanery and the Diocese of Salisbury. A new Memorandum of Understanding was signed on 15 December 2025.

Clergy stipends are paid to the clergy by the Church Commissioners. All the stipendiary clergy in the Bailiwick are members of the Church of England Funded Pension Scheme administered by the Church of England Pensions Board. The Company contributes to National Church expenses and pays a fee to the Salisbury Diocesan Board of Finance for services provided under the Memorandum of Understanding.

The Deanery Synod & Deanery Executive

Structure

The legal basis for the Guernsey Deanery Synod is The Channel Islands (Representation) Measure, 1931, as amended and The Synodical Government (Channel Islands) Order, 1970. Subject to subsequent approval by the Bishop, the Deanery Synod makes rules governing its procedures and determines the mandates and constitutions of its committees. The Synod meets twice each year.

Standing Committee / Pastoral Committee

These Committees have common membership and are chaired by the Dean. Their membership comprises the Synod's principal officers and five elected members (two clerical, three lay).

Faculties Advisory Committee

This Committee advises the Dean on matters relating to faculties.

The Guernsey Deanery Board of Finance LBG

This Guernsey-registered company and charity is responsible for all financial matters relating to the Deanery, including the employment of staff. It is chaired by the Deanery Finance Officer.

The Guernsey Deanery Fund LBG

This is a Guernsey-registered company and charity whose purpose is to hold investments, including real property for the benefit and advancement of the Church of England in the Bailiwick. It owns the Dean's residence. It is chaired by the Dean.

Trustees of the Deanery Funds

The functions of the Trustees are to direct the investment of the assets held in various funds and to make payments from those funds in accordance with the terms of the respective trusts. Trustee meetings are chaired by the Dean.

The Deanery Executive

The Deanery Executive comprises:

- The Dean
- The two Vice-Deans
- The Lay Chair
- The Deanery Finance Officer

- The Deanery Treasurer
- The Deanery Secretary

All the above serve as:

- Director of The Guernsey Deanery Board of Finance LBG
- Director of The Guernsey Deanery Fund LBG
- Trustee of the Guernsey Deanery Trusts.

The Assistant Deanery Treasurer, Angie Willis, attends the meetings of the boards/trustees in a non-voting advisory capacity. She is a retired Chartered Accountant and is a church treasurer.

VICE DEANS

The Dean appoints, at his discretion, two Vice-Deans (presently the Revd Jon Honour who is Vicar of Holy Trinity and the Revd Penny Graysmith who is Rector of St. Peter Port) who assist and support him in the running of the Deanery.

LAY CHAIRMAN

The Lay Chair, Celia Allen MBE is a retired deputy head of a U.K. comprehensive school. She is also chairman of the Guernsey Lifeboat Guild.

DEANERY FINANCE OFFICER

The Deanery Finance Officer, Michael Bubb, is a retired Chartered Accountant. He is also the Chair of the Guernsey Deanery Board of Finance LBG. He is a churchwarden.

DEANERY TREASURER

The Deanery Treasurer, David Robilliard MBE, is a retired civil servant and Juré-Justicier Suppléant (a lay judge of the Royal Court). He is a member of the Diocesan Synod and a churchwarden.

DEANERY SECRETARY

The Deanery Secretary, Ruth Abernethy is an English solicitor practising in Guernsey. She is also the Deanery's lay representative in General Synod and ex-officio member of the Diocesan Synod.

The Synod's lay officers have considerable knowledge of the workings of the Deanery, both civil and ecclesiastical. Like the Vice-Deans, they are willing to support and assist the Dean in his work.

Constitutional Position

Ecclesiastical

Prior to the Reformation, the Channel Islands were part of the Norman Diocese of Coutances, although King Henry VII, in 1496, had obtained a Papal Bull from Alexander VI transferring them to Salisbury before a further Bull transferred them to Winchester. There is, however, considerable doubt about the authenticity of this latter Bull. Undoubtedly the link with the Diocese of Winchester stemmed from an Order in Council of the 11th March 1569 made by Queen Elizabeth I, under which the Islands were 'perpetually united' to the Diocese of Winchester with the Bishop of Winchester constituted as the Ordinary.

Following a breakdown in the relationship between the Channel Islands and the Bishop of Winchester, an interim arrangement was formalised in 2014 by which delegated episcopal oversight of the two Deaneries was granted by the Bishop of Winchester to the then Bishop of Dover who exercised the episcopal functions delegated to him in canonical obedience to the Lord Archbishop of Canterbury.

The Channel Islands Measure, 2020 provided for the Channel Islands to be transferred by Order in Council from the Diocese of Winchester to the Diocese of Salisbury. The States of Deliberation, on the 28th April 2022 signified their agreement to the transfer. Subsequently, by Order of His Most Excellent Majesty in Council of the 9th November 2022 entitled The Channel Islands (Attachment of the Bailiwick of Guernsey to the Diocese of Salisbury) Order 2022, the Bailiwick of Guernsey was attached to the Diocese of Salisbury and the episcopal jurisdiction in the Bailiwick was transferred to the Lord Bishop of Salisbury.

The new relationship with the Bishop and Diocese of Salisbury was marked by a service in Salisbury Cathedral on the 17th November 2022 at which the Deans of Guernsey and Jersey were installed as Canons of the Cathedral.

A consequence of being attached was that the Islands had no right to be represented in the Diocesan Conference and the Church Assembly. This was rectified by The Channel Islands (Representation) Measure, 1931 which has been amended by The Synodical Government (Channel Islands) Order, 1970. The effect of the Measure, as amended, is that the Channel Islands are now represented in both the General Synod and the Diocesan Synod.

Civil

For many centuries, the Islands have been dependencies of the British Crown. However, at no time since the Norman Conquest has the evolution of the Islands' constitution involved amalgamation with, or subjection to, the government of the United Kingdom.

The Islands' link with the United Kingdom and the remainder of the Commonwealth is through the Sovereign as latter-day successor of the Dukes of Normandy. Under the charters of successive sovereigns the Islands have secured their own legal jurisdiction and freedom from process of English courts and other important privileges. This remains the essence of the relationship between the Islands and the Crown to the present day.

The Sovereign in Council exercises supreme legislative and judicial powers in the Bailiwick. The Lieutenant-Governor is His Majesty's personal representative and the official channel of

communication between the Crown and the United Kingdom authorities and the separate insular authorities.

The Crown has ultimate responsibility for the good government of the Islands. The Crown acts through the Privy Council on the recommendations of the Ministers of His Majesty's Government in the United Kingdom in their capacity as Privy Counsellors. His Majesty's Government is responsible for the Islands' international relations and for their defence.

By constitutional convention the U.K. Parliament does not legislate for the Bailiwick in matters of taxation and other matters which have been accepted as the responsibility and concern of the Insular Authorities. Nowadays the extension of an Act of Parliament to the Bailiwick is exceptional. It is the practice of the Bailiwick legislatures to promote legislative measures mirroring Acts of Parliament in appropriate cases.

The constitutional and economic relationship between the United Kingdom and the Bailiwick was examined by a Royal Commission appointed in 1969. It accepted the convention that the United Kingdom Parliament does not legislate on domestic matters for the Bailiwick without the consent of the Bailiwick Authorities, but nevertheless concluded that the United Kingdom must have powers in the last resort to intervene in any Bailiwick matter, including power to legislate, so long as it remains responsible for the international relations of the Bailiwick and for its good government.

Alderney and Sark both have a large measure of independence within the Bailiwick of Guernsey and have legislative assemblies of their own - the States of Alderney and the Chief Pleas of Sark. Through the Lieutenant-Governor of Guernsey each has an independent relationship with the United Kingdom.

The Secretary of State for Justice and Lord Chancellor is the Privy Counsellor primarily concerned with the affairs of the Islands and is the channel of communication between them and the Crown and the United Kingdom Government.

Living in Guernsey

The Bailiwick and Deanery of Guernsey is a group of islands located within the Gulf of St. Malo off the north-west coast of France.

Guernsey is the largest of the islands, and has a population of 64,844 (December 2023). Alderney, to the north, has a population of 2,187 people whilst Sark has a resident population of 562, although this figure increases in the summer months.

Guernsey is a beautiful, vibrant and safe place to live, a thriving and entirely modern community that maintains a healthy respect for its culture and traditional values. It is situated only 27 miles from the Normandy coast, and some 70 miles from the United Kingdom.

Guernsey's loyalty is to the British Crown, although the island is a self-governing jurisdiction.

Part of the Duchy of Normandy from before the Norman Conquest of England, the Channel Islands were retained by the Kings of England when Normandy was lost in 1204. Guernsey and Jersey have remained as two separate crown dependencies, each with their own laws and customs based historically on Norman law. The Channel Islands are geographically a part of the British Isles, but *not* in the United Kingdom. However, the UK government is responsible for the Bailiwick's international representation and defence.

Guernsey is approximately 9 miles by 6 miles (just over 25 sq miles). The capital, St Peter Port, is delightful, with its cobbled streets and a mixture of small boutiques and other shops and banks. In addition, there are many restaurants, bistros and cafes offering a wide range of cuisine with many featuring fresh local seafood. Over 19,000 people live in St Peter Port.

Guernsey offers a completely different way of life to the U.K. The island has stunning views from the cliff paths, beautiful walks, sandy beaches and cycle routes. Sport and the arts play an important part of life in Guernsey. There is a vibrant voluntary sector. The churches are significant in Guernsey's life.

The economy was, until the 1960s, primarily based on agriculture and tourism. As these industries have declined, Guernsey has become a major international finance centre.

Guernsey's currency is the pound sterling. The States (the Island's Government) issue their own bank notes and coins. UK currency is also used.

Communications between Guernsey and the UK are excellent – whether through high-speed internet or through air links to various parts of England. There are regular sea crossings, by high-speed ferry to Poole or the conventional daily ferry service to Portsmouth.

Recognising that most of its clergy have significant family and social connections to the UK, the Deanery of Guernsey pays an annual grant towards the cost of off-island travel for priests and their immediate dependent family members.

On-island health care is very good, and residents have access to specialist services in the UK when this is necessary. The Deanery of Guernsey pays for primary health insurance cover for clergy and their resident dependents. A reciprocal agreement allows Guernsey residents to receive emergency care through the National Health Service in the UK.

Educational provision is made at primary and secondary level, Young people from Guernsey can attend UK universities. As Guernsey students are not eligible to apply for funding from the UK Student Loans Company, Guernsey students choosing to study at university are supported through a means-tested grant scheme. More detailed information is available at https://www.gov.gg/education

The independent colleges educate over 30% of the Island's children, whereas only 6% of children in the UK are educated in independent schools.

Living and working in Guernsey

A useful introduction to Guernsey can be found at www.visitguernsey.com (although the website is designed to inform visitors and to encourage tourists).

External transport

By air

Guernsey has regular flights to a range of UK destinations. Flights from London Gatwick take as little as 45 minutes, with those from regional airports taking upwards of 30 minutes. Regular flights operate from major UK airports all year round, as well as some additional seasonal services further afield in Europe.

Guernsey's airline, Aurigny, provides regular flights from Guernsey to various destinations. There are daily flights to eight UK airports, Paris, Jersey and Alderney. In addition, there are regular seasonal services to Dublin, Grenoble and other destinations in Europe. British Airways also fly a daily service to London Heathrow.

Air travel is not cheap (not least because Guernsey is not served by budget airlines). But services are reliable. 'Official' travel costs are reimbursed, and, as mentioned above, the Deanery Board of Finance pays travel grants for family members.

By sea

There are regular ferries to Portsmouth and Poole, as well as Jersey and France. Ferries to Guernsey from the UK take as little as three hours. A traditional ferry operates in all weathers, and all-year-round, from Portsmouth.

There are also regular ferries from Guernsey to Sark and Herm.

Immigration and nationality

There are no restrictions on British Citizens or persons who otherwise have the right of abode in the United Kingdom and Islands under the provisions of the Immigration Act 1971 taking up residence or conducting business in the Island.

However, due to the size of the Island and the density of the population, there are strict controls on who may occupy dwellings in Guernsey, governed by the Population Management (Guernsey) Law, 2016.

There are two categories of dwellings: 'open market' which are freely available for occupation and 'local market' which may be occupied only by persons with residential qualifications or by licence holders. The Dean and Rectors of the ancient parishes, as holders of Crown offices, are exempt from the requirements of the law.

The Deanery of Guernsey will ensure, as part of the appointment process, that a priest appointed to a post in Guernsey (together with his or her spouse and any dependent children

accompanying them) will have the appropriate permission to occupy the house provided for them and to work in Guernsey. However, they will only gain permanent residential qualifications if the priest remains in post for 15 years. Any children will only qualify in their own right for continuing residence in Guernsey if they are first resident in Guernsey with their parents, as minors, and have 15 years residence in a 25 year period. .

Cost of living

Value added tax and other forms of sales taxes are not (yet) payable in Guernsey. However, the prices of certain items - particularly food and fuel, may be higher than in the United Kingdom.

Income tax

The standard rate of Income Tax is 20 pence in the pound. There is no capital gains tax, capital transfer tax, estate duty, inheritance tax, purchase tax, turnover tax, value added tax or wealth tax in Guernsey.

Social security

All residents of Guernsey and Alderney are required to register for Social Security. Contributions for employed persons are collected through their employer's payroll system (by the Church Commissioners for Anglican clergy). Benefits paid include those related to sickness, old age pension, healthcare, long term care, maternity, bereavement and unemployment.

Health

The States of Guernsey commits a significant proportion of the Island's annual budget to health and social care, reflecting the high standard of these services within the Island and the value placed on ensuring healthy living.

The healthcare system in Guernsey is different to that of the National Health Service in the UK. All primary care is provided on a private basis whilst some secondary care and specialist services are free. Specialist (secondary care) services are only accessed via a referral from a GP. There is a reciprocal health agreement between Guernsey and the UK.

The Deanery of Guernsey arranges and funds private health insurance for clergy and their families.

GP visits, A&E visits, ambulance use and physiotherapy requested by the GP incur a charge – but this charge is covered by the health insurance scheme.

Everyone who normally lives in Guernsey and is registered for the payment of Social Security contributions is covered by the 'Specialist Health Insurance Scheme' and so may receive specialist care and treatment free of charge.

The Medical Specialist Group consultants provide the emergency and elective specialist medical services for the Bailiwick of Guernsey. These consultants provide the majority of medical services, including surgery, undertaken at the Island's hospital.

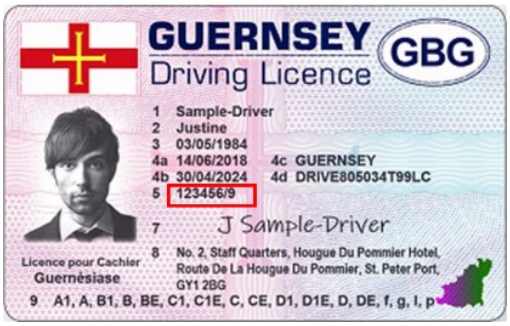
There are a number of services available to help those who are raising a family in Guernsey:

- Health visiting is a universal service offered to all families with pre-school children;
- The School Health Service is committed to promoting and maintaining the health of school age children; and
- The Children's Dental Service provides a dedicated dental service for pre-school and school age children with particular needs, and dental health screening of children at their 3 year developmental check and also at 5, 10 and 12 years of age in school, together with a programme of oral health promotion.

Vehicles and Driving Licences

New residents who import a car with them into the island, that has previously been registered in another jurisdiction, need to re-register it in Guernsey within 14 days of their arrival. A current registration documentation for the vehicle from the country in which it is currently registered is required.

New residents who already have a driving licence issued in another jurisdiction, must apply to exchange their foreign licence for a Guernsey licence within one year of arriving.



For more information about Island life, see the following websites

Deanery of Guernsey website: Deanery of Guernsey
States of Guernsey website: GOV.GG - States of Guernsey
Visit Guernsey: The Islands of Guernsey | Guernsey Holidays | Visit Guernsey
Locate Guernsey: Locate Guernsey | Locate Guernsey
Elizabeth College: Home | Elizabeth College
Sark: HOME | Isle of Sark
Sark Chief Pleas: Chief Pleas of Sark
Visit Alderney: Travel | Visit Alderney, Channel Islands
States of Alderney: States of Alderney Home Page - States of Alderney
Herm: Herm Island