

Action Planning

Before, During and After an Action - what do you need to think about when planning your action

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Start Here - Help

Strategy & Guidance

The Actions Strategy was developed from and centered around the core [XR UK Movement Strategy](#).

UK Actions Strategy 2023/24

Phase 1 - Here Comes Everyone, Everywhere

[One page summary](#)

[Full details of the strategy](#)

UK Actions Circle support

Major Actions, UK Wide Actions or Campaigns or Actions of UK significance should all reach out to the UK Actions circle for support and guidance.

[Criteria for UK Actions Circle support](#)

The Actions Community - Get Help and Advice

Don't panic!

You have reached this book because you want to drive change through action - the very essence of Extinction Rebellion. You might have an idea and want help to make it a reality, or you might be looking for pre-packaged 'flat pack' action plans.

The Actions Community is here to help you

List groups, team chats etc.

Other teams who can give support and advice

Add short explanation and links to other parts of RT

- [Actions Support](#)
- Creative, Art Factory, [Art Blockers](#)
- [Arrestee / Legal Support](#)
- [Media & Messaging](#)

Diversity & Inclusivity at Actions

XR Principles on Diversity, Inclusivity & Accessibility

Extinction Rebellion is committed to equality and to enabling people who have been marginalised by systemic oppression to act now and give their message in solidarity.

These guidelines are designed to be practical and manageable and will ensure diversity, inclusivity and accessibility are embedded in action planning and design.

A useful checklist has been written by the Disabled Rebels Network and Protest Liason. This can be printed and used when considering your action.

- Cloud PDF version - [Diversity & Inclusivity at Actions](#)
- Google Doc version - [Diversity & Inclusivity at Actions](#)

Diversity and inclusivity is important all the time. This process is for action proposals but remember that diversity, accessibility and inclusivity is just as important for the planning meetings as it is for the action itself. For a comprehensive breakdown of considerations, please see [XR Principles of Inclusivity](#)

Actions need to be designed to be as inclusive as possible. While total inclusivity is impossible, actions should aim to be inclusive for the widest range of people possible.

Where an action may exclude people, for example climbing Big Ben to drop a banner, there are additional considerations such as necessity and proportionality. However, try not to make assumptions about individuals' limitations. Think of paralympian James Brown on top of a jet at City Airport.

The larger the action is, the greater the issue of diversity and inclusivity will be. With smaller actions, resources may be limited but the same issues must be considered and those affected should be consulted. If action planners receive requests from representatives of marginalised groups, they should be treated as a priority.

It is accepted that this is a dynamic document and, as Extinction Rebellion grows, more diversity and inclusivity considerations may become apparent and included as we respond to feedback from within and outside XR.

This process splits the actions into two types: inclusive actions; exclusionary actions. The process aims to help action planners consider possible barriers to marginalised groups starting with the process for inclusive actions and finally, on the last page, addressing exclusionary actions.

Actions that aim to be inclusive for all marginalised groups

Inclusive Actions

Covid 19 affects some groups of people disproportionately. The aim of inclusivity in planned actions is threatened if an activity presents (or is seen to present) a greater risk of infection to some groups of people. The following factors significantly increase risk:

- **Age** - older people are far more likely to become seriously ill than young people
- **Sex** - people assumed male at birth are at greater risk of becoming seriously ill than people assumed female at birth
- **Disability** - some people with disabilities are at higher risk
- **Ethnicity** - the virus presents a greater risk to some ethnic groups
- **Poverty** - people on lower incomes may be at greater risk

Any activity involving a risk of COVID-19 infection presents a greater danger to people in these groups whether as participants or within the wider community. Reducing risk of infection will increase the opportunities for everyone to participate. **When designing actions we therefore need to be conscious of the need to minimise the risk of COVID-19 infection. Not only will this protect rebels and the wider community, it will also help us optimise the protest and achieve our aim of inclusivity.**

Actions which do not respect physical distancing and/or involve risk of arrest present an increased risk of infection of Covid-19.

- Does the action plan include reasonable measures to reduce risk of infection for participants?
- Does the action plan include reasonable measures to reduce risk of infection for the general public both at the location and in wider society?
- Will the above measures be made clear so that rebels understand the level of risk to themselves and others?

Disability

Oppression - There is a significant probability that disabled people have experienced discrimination and oppressive behaviour by the police and others. The process of being arrested can be particularly harrowing for those with disabilities who may have to rely on the police for greater support and care whilst in custody. Many, with good reason, will feel excluded if the action is designed to have a high risk of arrest.

Mobility/Accessibility

- Is the action accessible for those with limitations in mobility?
- Are meeting venues prior to the action accessible?
- Consider the location of the action, how do rebels get there if they use mobility aids, vehicles, wheelchairs and pushchairs for example. Can we offer support to transport people?
- What is the geography/accessibility of the action site?
- Can those with mobility issues move freely around the site?
- Can we provide ramps and people to support movement?
- Can you provide buddies who can dedicate themselves to supporting those with mobility issues?
- Are toilets for those with mobility aids available?
- Are toilets with hoists available?
- ZOOM meetings of 75 minutes or more should have a scheduled break and a group agreement reached on the length of the break (15 minutes is the recommended length).

Hearing impaired

- If there are speeches/meetings/training, have you provided a British Sign Language (BSL) interpreter? (Additional sign language (not BSL) interpreters may be needed)
- Are there any rebels skilled in BSL that can assist with communication during meetings and at the action? Consider for all zoom meetings and training sessions.
- Contact **xr.bsl@protonmail** to request interpreters.
- Interpreters and lip readers need a break every 20 minutes
- Zoom has a **Live Transcript** functionality that you can switch on and it subtitles the meeting
- Have seats been reserved at the front to enable lip-reading and better acoustics?
- Are captions included on films?
- contact **xr.bsl@protonmail** to request interpreters
- Create audio files for mass action briefings (non-spicy)

Vision Impaired

- Are there any issues for vision impaired rebels travelling to meetings or the action site?

- Have you assessed the action site for hazards for the vision impaired, can we make them safe?
- Are venues accessible for guide dogs?
- Can you provide rebels in support of the partially sighted?
- Have quality contrasting colours been used in written material for those with colour blindness?

Neurodiversity

There is a wide range of considerations for neurodivergent people. **Offer help and be directed rather than asking about needs.**

- Noise can affect people negatively, waving hands instead of clapping for example may help. Has this been considered?
- Strobe lights can trigger epileptic episodes, will warnings be issued?
- Have colour schemes for signage and literature been considered for dyslexic rebels (avoid italics, underlining and use a sans serif font)?
- Can you allocate a buddy that is available to support neurodivergent people?
- Do you have any Mental Health professionals amongst your protest group that are willing to be available if needed?
- Are there quiet places for neurodivergent people to access if they get overwhelmed?

Ethnicity

Oppression - There is a significant probability that people of colour have experienced discrimination and oppressive behaviour by the police and others. Many, with good reason, have no confidence in the justice system. If the action is designed to have a high risk of arrest then this will tend to exclude people of colour, LGBTQ+ and disabled rebels.

Covid 19 affects people of colour disproportionately. Actions which do not respect physical distancing and/or involve risk of arrest present an increased risk of infection of Covid 19.

- If a mass arrest action or physically close action is deemed necessary and proportionate, will there be alternative supportive actions that allow people of increased risk of Covid 19 or people that are unwilling to be arrested, to share in the protest?
- **Good protest (police) liaison** can pacify police response and prevent escalation which could be uncomfortable for marginalised groups. However, police liaison rebels should not be overtly 'chummy' with police no matter how reasonable they are. This could be very uncomfortable for groups that have experienced police oppression to witness. In addition, police liaison should remind the police of their duty to behave without discrimination and facilitate protest.

- Is the action being protest (police) liaised?
- Will protest liaison be briefed regarding their behaviour at the action?
- Take care with banners and action messaging. Any reference to police, even in jest, is indicative of a privileged relationship with an institutionally racist organisation.
- Have action designers/artists been made aware of the issues with police and messaging?

LGBTQ+

There are parallel issues with ethnicity and disability in that there is a significant probability that LGBTQ+ people have experienced discrimination and oppressive behaviour by the police and others. Actions with a high risk of arrest may exclude LGBTQ+ people.

<https://transequality.org/issues/resources/participating-direct-actions-guide-transgender-people>

- It goes without saying that XR does not tolerate any discrimination or LGBTQ+ abuse but if it is not said and reinforced, then it is not positively challenged within our culture. Has this been spelt out within the action messaging?
- Are gender neutral toilets provided?
- Are there safe spaces for sleep outs?

Families

Families can be marginalised with children and be members of other marginalised groups. The exclusionary issues listed in this process can have a heightened effect on young rebels.

- Has the action considered the mobility of families with children and buggies? (Please see mobility above, consider meetings as well as the action itself)?
- Children can go missing temporarily. Has the action a site for lost children?
- What is the action policy for communicating details of lost children to the masses? (broadcast on Public Announcement, use Protest Liaison)?
- Do you have DBS checked adults to supervise children? (this is advisable not a legal obligation)?
- Do you have activities to educate children of all ages?
- Climate anxiety is a serious issue for young people, is wellbeing prepared to work with children?
- Has the content of speeches been considered for the suitability of children?
- Has the action site been assessed for traffic and hazards to child safety?

Faiths

Protection of the planet is important to all faiths and it is important to ensure that all feel welcome.

- Have you considered the day of the action clashing with days of worship/religious holidays?
- Has the action design included a multi-faith space for prayer?
- Will the action include vegan food (acceptable to most faiths)?
- A single muslim woman or orthodox jewish woman alone amongst men may feel excluded on religious grounds. Are female buddies available to chaperone?
- Are your meeting venues alcohol-free?

Actions that may exclude marginalised groups (exclusionary actions)

Exclusionary Actions

It is accepted that the nature and requirements of some actions will exclude some rebels from taking part. It is important that this is recognised at the design stage and assessed to ensure that the exclusionary aspect is necessary, has been minimised and is deemed proportionate to the purpose of the action.

- **Are exclusionary elements necessary? (Are there other more inclusive ways to achieve the aim of the protest)**
- Who may find the action exclusionary?
- Has the element that is exclusionary been examined to ensure that adjustments cannot be made to address this and make it more inclusive?
- Are exclusionary elements proportionate?
- How is it proportionate to the aim of the action to have people excluded from it by design?
- Is the exclusionary action supported by other inclusive actions that allow everyone to share, feel valued and contribute towards the aim of the action?
- Have you discussed this with those rebels that may be excluded?

XR Principles of Inclusivity

Getting started resources

The How-To guide to planning effective NVDA

A useful [booklet](#) although a few years old now to give to those thinking about their first actions

Rebel Agreement Flyer

All rebels participating in actions should have agreed to the [Rebel Agreement](#) beforehand

Roles within your Action Team

Roles within your group

It is advised to have these designated roles covered and a back-up for each role in case of someone being unable to attend at short notice. This is not an extensive list of roles for larger actions.

- **PROTEST LIAISON**** – Ready to speak to police before/during actions, more info below
- **STEWARDS** – help guide people where to go, ensuring the safety of all those involved at an action.
- **BANNER HOLDERS** - Required to take rotating shifts, recruit from attendees on the day.
- **ROADTAKE CREW (for Marches)** - Supported by experienced Stewards but normally recruited in advance or on the day if required. These teams will need to be mobile as they will be leapfrogging the march as roads are blocked.
- **ACTION OUTREACH** - recruit new rebels, speak to the public / hand out flyers.
- **DE-ESCALATION**** – person who has good skills at calming a situation, e.g. speaking to a rowdy member of the public or speaking to a crowd to calm an undesired atmosphere.
- **ACTION WELLBEING**** – Wear blue high-vis or sash or green for first aiders. Looking after everyone's well-being: making sure everyone is calm and grounded. Preferably also a First-Aider. Should carry essentials e.g. water, emergency snacks, sun-cream, umbrella, heat pads, sanitary items, first-aid kit, basic toiletries, other good stuff!
- **ANCHOR** – is a point of stability during the tumult of an action and offers check-ins as needed by rebels on the ground. They might be someone who can't come to the action or wants to support from a distance, thus conserving their energies especially for pre- and post-action support.
- **MEDIA TEAM** – live-streaming, Videographer, Photographer, taking footage to edit, interviewing etc.
- **SPOKESPERSON** – ready to speak to any press, well-versed on the narrative of your action and core values and Demands of XR
- **TESTAMONIALS / OUTSIDE SPEAKER**
- **LOGISTICS** – person to lead on gathering equipment required and taking it away again.
- **ARRESTEE SUPPORT** – Willing to go and wait at police stations to welcome brave rebels back to the free world: making sure they can get transport home, that they are ok, giving

them massive love. Preferably go in pairs. This could be waiting long through the night so designate shifts. This person needs to communicate with the back office about where arrestees have gone. Must be sober. ACTION CO-ORDINATOR (Not the same as an 'organiser' in legal terms) An excellent communicator, verbally and electronically. Making sure everyone is in the loop and giving the action go- ahead in the moment. Need to think on their feet and be strategically responsive. Advised to not risk arrest and have a back-up co-ordinator. Could have one co-ordinator's phone that is passed on if switching roles. On the ground it is useful to have 3 people in this role, to make quick decisions via consensus together, or individually if the need arises. But ahead of time important to have one person bottom-lining the project.

- **LEGAL OBSERVERS**** (external to XR) Wear orange high-vis. On the ground at an action. Legal observers are trained volunteers who support the legal rights of activists. Legal observers are independent from the protest and do not participate. They monitor arrests, collect witnesses and help connect arrestees with support at the police station. All rebels should have the basic awareness of how to witness an arrest and report it to the back office teams.
- **RHYTHMS** - Provide energy and encouragement to protestors, especially useful if groups will be occupying or locked-on.

These roles are designated as low-risk of arrest, however there is never any guarantee how the police will respond to an action and we are all responsible for ourselves and our actions: more on Legal stuff here.

Roles with a ** by them are essential if you're planning a spicy action:

Many of these roles have circles within XR who can help if you need it.

Before Action

All you need to know about action design and planning, so you can design your own action, deliver the training with slides and training notes.

Things to consider when planning an Action

Give yourself time. At least a month planning, preferably. This is especially important for nourishing a regenerative culture. It also allows you to sit with ideas and reflect and develop them without rushing into things

This is not an exhaustive list but covers the main headings it will be useful to think about before reaching out for help

Type of Action

Spicy/Family friendly, Press/Media impact, Creative, March, Rally, Occupation

Openness

It is best to tell everyone what you are doing – there is huge power in telling the government, the police and the media where you will be and when, and then doing it. This is an act of pure defiance. We are too many to stop. We are reclaiming our power. It is also respectful to give members of the public /city transport management due warning of disruption so they can choose to not drive their car/take another route. Recognize important routes where access needs to be clear for emergency vehicles. We aim to disrupt, but not to harm.

There may be different levels of OPENNESS in the planning of an action and within parts of an action:

- COMPLETELY OPEN All parts advertised on social media, best for mass-mobilisation
- COMBINATION OF OPEN AND CLOSED This is the main model used in XR – a hybrid of the effective elements of mass mobilisation and high disruption. Actions are openly advertised (e.g a mass rally out- side Parliament) with certain parts that are co-ordinated secretly by Affinity Groups (e.g like the location of particular roadblocks.)
- CLOSED All aspects hidden due to need for surprise. Rebels take closer care with their secure communication channels. We recommend this for high risk actions. Please consider seriously the potential for public backlash and ask for feedback from other trusted rebels/ contact the national Media and Messaging team for advice on a channel through media@rebellion.earth

Support from Back Office

- If there is any likelihood of arrests happening during the action, then **inform the Back Office team** so that your rebels can be supported.

Numbers

Think about NUMBERS when planning:

- How many rebels are needed?
- How will you reach out to them?
- How many public do you expect to be there?
- How can more people be involved?
- What roles carry the risk of arrest?
- What can you achieve with the number of rebels you have?
- Has everyone done an NVDA (Nonviolent Direct Action) training and/or other trainings?
Highly advised! Contact your local XR to find out when trainings are going on.

Location and Timing

Think about LOCATION when planning:

- Always do a reccie! Scout the location out thoroughly, preferably at the same time of day as when your action will take place.
- How does your chosen location fit with your narrative?
- Does it gain publicity?
- Does it cause effective disruption if that is your aim? Who are you disrupting?
- Will disruption be to influential people more than public; is it an influential area?
- Which parts of the area / terrain are public, or private, or a highway?
- Are you blocking any emergency service access, e.g. near to a hospital or firestation? (Don't!)
- What will police presence be like / are there private security there?
- What legal implications will the location incur? Is there a byelaw in place? What different criminal charges could there be depending on exactly where it happens?
- How will you publicize the location? Do you meet up at the location you are disrupting; or meet in a publicized location and keep the area you want to disrupt secret?
- Have you considered all possible scenarios and how you might deal with them? E.g. heavier security for a building than you anticipated, dense public presence that is in the space you want to use, another event or blockage already occurring etc.

Roles within your Action team

Access & Inclusion Checklist

Before You Start

- Is everybody in the discussion aware of Extinction Rebellion's '[Principles and Values](#)'?
- Is there a wide array of disabled voices in the discussion space, reflecting the diversity of the movement?
- Is there sufficient time in the planning agenda for specifically hearing those voices?
- Have you remembered that some disabilities are hidden and should still be heard?

Please use these guidelines [DIVERSITY AND INCLUSIVITY AT ACTIONS](#) when designing an action to ensure you've taken accessibility and inclusion into consideration at the inception stage?

Further information on Accessibility and Inclusivity can be found [HERE](#)

Actions

Transport to the Site

- If you're arranging group transport to the venue, is the transport accessible to all members of the group?
- Is there accessible parking sufficiently close to the venue?

The Site

- Is the site on one level or does the site have ramp or lift access?
- Is the ground even?
- Have you made rebels aware of the ground quality such as surface type, quality, wetness.
- Do you have a safety plan that includes evacuation and care for disabled rebels?
- Have you made the doorway width known to rebels before the event date?
- Is there sufficient seating?
- Is the layout of the space reconfigurable to allow the free movement of those with mobility impairments?
- Is the layout of any staging or speaking area visible by those in wheelchairs?
- Can you designate spaces at the front of a crowd for those who need to sit?
- Is the lighting bright and even to accommodate people with visual impairments?
- Are there accessible toilets for all genders? Consider hand rails, safety alarms, turning space, lights within reach.
- Is the site accommodating to service animals?
- Do you need to go scent free?
- Are there quiet spaces that rebels can access?

- Do you need access officers on site? Are they clearly identifiable?

Communication

- Have you considered how you will deliver materials to those with visual and/or auditory impairments?
- Is a BSL or other sign language translator required?
- Is a public address (PA) system necessary?
- Are microphones available for all speakers?

Civil Disobedience and Direct Actions

- Is there direct involvement of disabled rebels in action planning?
- Are everyone's needs met in the discussion?
- Are there safety concerns that need to be recognised and planned for? State actors such as the MET police have been shown to act with malice toward disabled rebels.
- Are you aware of any intersectionality that needs to be considered? For example, BAME, disabled rebels are at risk of violence.
- Can an inaccessible action be adapted?
- If not, are there other options available that are similar and as non-exclusive as possible? Do the other options still value a rebel's commitment to civil disobedience? Do the other options satisfy the needs of the people involved? Is it equally social, regenerative, disruptive?
- Is Arrestee support aware of disabled rebels engaging in civil disobedience and direct action?

Feedback

- Are you prepared to receive feedback emotionally?
- Have you got a method for feedback to be collected and stored?
- Have you got a system in place to review the feedback?
- How are you going to act on the feedback?
- Have you shared the feedback on the Rebel Toolkit?

For more detailed information on inclusivity please check out the [We are Everyone](#) resource. And for further advice you can reach out to the Disabled Rebels Network either on [Facebook](#) or by Email at xr.inclusion@protonmail.com

**Disability Access Training | Disabled Rebels Network |
June 2023**

Bringing new people into Actions

We want it to be as quick and easy as possible for new people to join us at actions. Here are some tips:

- Keep it local - on outreach talk about the actions happening in your area
- Make it Personal - Invite them to sign up to the action. If you can, phone them in advance, explain the plan and ask what they'd need to come e.g. info on legal rights, risk, toilets, access etc
- Be welcoming - have someone greet them at the action - better still someone they'll recognise.
- Help them be useful - find them a role for the day. Buddy them with someone more experienced.
- Communicate clearly - marginalised groups in particular need to know what to expect
- Grab the moment! - try to always have an action date lined up for the near future

Ten committed new people joining your next action is worth so much more than a thousand sitting on a mailing list!

How to do a RECCE

Action Design Space Workshop - How To Do Recces

RECCE is another term for reconnaissance.

At its most basic reconnaissance is preliminary surveying or research.

We try and avoid the term “reconnaissance” due to its military association, Recce is much softer and almost sounds FUN! (rec-reational!)

The success of every action is in the planning and the detail. As Benjamin Franklin said “If You Fail to Plan, You Are Planning to Fail”.

A good recce can make or break an action. A bad recce (or no recce) can potentially put people in danger.

There are three types of recce

- Route (if bringing in vehicles or a march)
- Zone (a specific target - junction, building, infrastructure)
- Area (wider context)

Sometimes you need to do Multiple Area Reconnaissance (all 3) - for example the Pink Table required a recce of the junction, a recce of the march route, a recce of the vehicle route and then a recce of the wider area to think about the impact of the occupation. It also required a night time recce to evaluate late night risk - partygoers, proximity to nightclubs, etc.

Why do we recce?

Essentially, a recce is important for us to plan how to execute an effective action. This means we don't want to just turn up on the day and hope for the best!

We want to... Gather information Look out for Problems Check police presence Identify accessibility needs Make a decision about going or not going! Help identify plan B or C Ensure safety Most importantly, to ensure success!

Sometimes seeing a location in the flesh will help trigger more ideas. It's sometimes easier to visualize the action once you're in the space, you have a better sense of scale.

Important note – every action needs a recce (of sorts).

Before the recce

Determine what kind of recce you need to do...

- Route (if bringing in vehicles or a march)
- Zone (a specific target - junction, building, infrastructure)
- Area (wider context)
- Multiple Area Reconnaissance (all 3)

Check the location via Google Maps and Google Streetview to get a feel for it.

MAKE SURE YOU ARE USING A VPN WHEN USING GOOGLE!

Be security conscious

Use paper maps

Advantages

- Good for identifying one way systems.
- Great for planning traffic and people movements- .
- Aerial views will give a holistic wider context.
- Identify access routes you're not aware of
- Great for evaluating wider impact on traffic.
- Great for assessing areas that need more investigation.
- Will help you create a cover story if needed.
- Great for getting around quickly.
- Perfect for finding local resources
- Good for checking the proximity of hospitals and fire stations and alternative routes
- Good for finding parking spots or possible holding locations

Disadvantages

- Often out of date
- Site lines are different in summer and winter
- Buildings pop up and disappear
- Barriers pop up
- One-way systems change
- Inaccurate measurements
- It's hard to get a real sense of scale

Download an offline map app like [Guru maps](#) that allows you to drop pins and make notes on exact locations. Guru maps stores information locally on your phone and not in the cloud (unless you want it to).

Download [What 3 Words](#) to help share exact pinpoint locations

Download a AR measuring app like <http://armeasure.com> Newer iPhones have a standard AR measuring tool.

Use a laser measuring tool

If planning actions in Central London you can use [this website](#) to check traffic hotspots everyday at the time of your action at the location...

Plan a route if needed and make a note of it.

Make a list of everything you need to check on the recce.

Who should do the recce? The three C's - Competent, Confident and Careful

- Important that the person doing the recce knows what kit will be entailed
 - Someone who has a good understanding of the plan
 - It's best to do a recce with another person. You get to discuss stuff, bounce off ideas, and they might see something that you would have missed.
 - A couple holding hands is less suspicious than two masked hoodlums
 - Someone people who can trust to get the job done
 - If in London probably best that "well known" activists don't do recce's due to FRT (facial recognition technology)
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What to take on your recce?

- Your checklist of what to check!
- Phone. (with a good camera with a wide angle lens, what three words, measuring tool)
- Laser measuring tools
- Something to make notes (phone is best as everyone is staring at phone 24/7)
- Decoy / disguise (binoculars, also useful)
- Torch

Be Incognito

- Have a cover story ready in case someone asks you what you are doing.
 - Having a good reason for being there – birdwatching, inspecting the fire alarms, tourist.
 - Importance of clothing that blends into the environment – high vis, lanyards, clipboards etc – hiding in plain sight.
 - Looking at a phone pretending to be lost while looking around works?
 - Be careful! Don't be too obvious about what you are doing, don't point at stuff, and don't stare too much.
 - In London be aware of FR (facial recognition) technology
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When to do your recce?

- Doing a recce weeks before on the same weekday and at the same time the action will take place AND immediately before in case things change, like roadworks, weather, or police presence.
- So if your action is set to deploy on a Friday morning at 6am, you need to be there at 6am on ideally more than one Friday in advance of the action, and also at 5am on the day of the action. Cycle scout.
- Bear in mind security patrols likely to differ at weekends, different times of day etc. You may also be looking for shift changes in security personnel.
- If a recce is needed over an extended period of time (eg how many HGVs enter/leave a site in a 12 hour period) in an urban environment you can look for a cafe or pub with seats in the window, in a rural environment you could consider using some tech eg a spy cam hidden in a rock with wifi allows remote viewing.
- Whilst on the subject, there are other bits of tech that can be invaluable. We've used drones with cameras in the past to get accurate detailed photographs. You'll need to be mindful of detection, skills required and drone licenses - especially if near any no fly zones, for example airports.
- Other affordable tech is available - like spy glasses that record - though wouldn't be much use for me as I already need glasses, so suggest used by someone who doesn't!
- The last minute recce is invaluable in making the decision whether to go or not go... eg Farnborough airport one hour before, called off four separate teams plus media/streamer/photographer - postponed but ultimately very successful.

On going, live, on ground reconnaissance in the lead up to and during the action can be done via several people on site using a Whatsapp chat using live location to track vehicle positions. This can be used to communicate Plan B to all key players if needed!

During the action, especially longer actions/occupations, ongoing information gathering is essential for potential moves to a plan B or plan C, or to develop escalation of the action. A cover story that allows all areas access can be helpful, eg a photographer/live streamer, or a hand sanitiser dispenser.

Are police coming etc?

Recce checklist / Things to consider

- Traffic & Access
- How many entrances and exits are there to the junction?
- How does the traffic flow in and out?
- Is there a one way system?
- How wide are the roads? If possible pace them out, but always double check on Google Maps with its measuring tool or with your phone measuring app.
- Make notes with time stamps if you do a longer recce, this helps us get a feeling for the movements of people and vehicles: What time do workers arrive (if it's not 24hours), when are the busiest/quietest times etc.?
- What is the traffic flow like?

- Is it all buses, taxis and white van man!
- Is emergency access needed?
- Is there an alternative route for emergency services.
- Are there traffic lights nearby that can be used to stop traffic to create space to get into the road?
- How will you clear the junction of traffic?
- Are there any accessibility issues? Noise, obstructions, steps?
- Are gates locked? What time do they lock them?
- Can you get vehicles in?
- Can you get lock-ons in? How?
- How wide are the pavements?
- Don't use action vehicles to recce (ANPR - Automatic Number Plate Recognition)
- Are there transport links nearby, how are people going to get there?

Buildings and Infrastructure

- Get a feel for it.
- Is there an opportunity to use the street furniture as part of the blockade?
- Do you see infrastructure like water supply boxes outside that could be useful to know about?
- Is there a way to get on to the roof of the building? How high is it roughly? Do you see any steps going up? Do you see a door/entrance onto the roof that could be accessed from inside?
- What physical security measures are in place? Barriers? Heras fencing? Electronic gates. How do staff get in?
- Where are the entrances and exits (don't muddle them up).
- Is there more than one entrance / exit!
- Are entrances and exits emergency exits?
- Are there any safety concerns for rebels (warning signs, dodgy looking infrastructure, moving vehicles)

Security/Police

- Do you see any police? If so, how many?
- How close is the nearest police station?
- Do the police hang out in the same place everyday?
- Does the building have security? How close are they based? Could security intervene?
- Do you see any cameras? What area are they covering? At what point will they see us coming?
- How is the site secured? Fences, gates etc.? Do they go all around the place?
- Is the fence electric?
- Which direction will the police come from? Does it matter?
- Would street furniture obstruct police van access?

Beacons / Tripods

- Is there a good drop-off location nearby that's secure?
- Is there a field/open space/dead road nearby to assemble?
- Time the way (slowly walking) from the drop-off to the assembly location and from there to the final location of the blockade. If there is more than one option, time all of them! Decide later.
- Check if there are any obstacles we would have to lift the beacon over. How high are they?
- Are the paths wide enough to carry beacons through?
- In the location where the beacons will stand, are there any solid objects you could tie down to in case of high winds?

Workers & Community

- What workers and businesses will be impacted by your action?
- In what ways would the local community be affected if we block roads / make noise / set-up camp.
- Are there hospitals / fire station nearby, will you be blocking emergency services.
- If your action is staying overnight, are drunk people around?
- Where could you do outreach?

Miscellaneous

- How close is the closest police station? (and nearest police cells)
- Where will you take the "money shot" from (photography)?
- Is there an aerial view once you're in place?
- How exposed to the weather (heavy winds/rain) would the action be?
- Are there any health and safety issues?
- If camping, what might disturb you?
- Are there good vantage points for coordinators to observe from?
- Where's the nearest cafe for internet, press, meetings?
- Where's the nearest toilets, shops, facilities?
- Are there muster/rally points nearby?
- Where can you conceal infrastructure nearby?
- Some actions require tide times and weather reports - does yours?
- Space - is the area big enough for all the rebels!
- How does your chosen location fit with the narrative?
- Does your location maximise publicity?
- Does it cause effective disruption if that is your aim? Who are you disrupting?
- Will disruption be to influential people more than public; is it an influential area?
- Which parts of the area / terrain are public, or private, or a highway?
- Are you blocking any emergency service access, e.g. near to a hospital or fire- station? (Don't!)
- Do you need to time any distances (walking or driving)?

After you Recce

- Don't let too much time pass before processing your collecting information.
- Look at your notes.
- Double-check your findings with Google Maps & Streetview.
- Look at the land registry to find out who owns the lands – this will determine some likely charges (e. g. trespass vs. obstruction of the highway).
- What legal implications will the location incur? Is there a byelaw in place?
- What different criminal charges could there be depending on exactly where it happens?
- Check in with your team to discuss the plans.
- Sense check everything... Twice... maybe three times
- Check the internet to see if any other protests, events, road closures, marathons, etc are happening the same day as your action.

Recce Packs/Briefing Docs

- Create a briefing document if needed.
- Maybe create a map with important information on it. (traffic flow, exact locations, etc)
- Brief your rebels.
- Make sure everyone is clear.

Some aligned actions might require a recce pack; 404 is a good example. A recce pack was pulled together to advise on the areas that should be investigated at each specific Amazon depot. This pack helps ensure that those doing the visit cover all the appropriate requirements.

Case Study

[Ascot Racecourse Anecdotal Observations](#)

Links

[Information on security staff whose job is to identify threats from activists](#)

Recce links, further reading and resources

[Facial Recognition Technology](#)

General resources

[Action Resources Document](#)

[Suggested Reading](#)

Before Action

Communication with the police

We recommend discussing your action with the [Protest Liaison](#) team.

They will be able to advise options in terms of whether to communicate with the police beforehand or once an action has started.

Remember, we never ask for permission. In some situations it is advisable to inform authorities of our planned actions as this reduces the likelihood of 'over policing'.

Organising Coaches to Actions

This guidance is currently tailored towards organising coaches for Restore Nature Now on 22nd June 2024. After this date it will be updated for general guidance and/or upcoming actions.

Once you have made your arrangements don't forget to tell us about your booking by filling in [this form](#).

Introduction

The Restore Nature Now demonstration, on 22 June 2024, aims to be the largest ever gathering of nature and climate supporters in the UK bringing together dozens of organisations and thousands of people from across the country. Extinction Rebellion is leading on stewarding and logistics, sound and power and supporting with experience and creativity from our history of demonstrations, like The Big One.

Group transport options have many advantages. Much of the work and stress involved in travelling long distances can be eased for activists heading to Restore Nature Now if they can just turn up to a coach pick up point. The feedback received from Local Groups shows that there is appreciation for building up the sense of shared purpose ahead of an action. Finally, where affordable, subsidising costs for people seeking to take part will make it even easier for commitments to be made.

For Restore Nature Now, XRUK is advising that Local Groups arrange the transport themselves. This has many benefits:

- Local Groups know their rebels and the community groups they are speaking to and can book transport specific to their needs.
- Local Groups can get started right now, making calls to transport providers.
- Local Groups can collaborate with other supporter organisations to travel together as part of alliance building.
- Distribution of tasks to the decentralised network limits the amount of work any one person bears. Thanks for helping out!

To make arranging transport as easy as possible, XR UK has written this guide that will help Local Groups decide whether to book transport, how to do so, ticketing, best practice on the day, and

what support is available from XR UK teams.

Once you have made your arrangements don't forget to tell us about your booking by filling in [this form](#).

The Basics

The date for Restore Nature Now is 22 June 2024.

Before starting to book transport, you will need to build an accurate picture of the needs of your local group and the wider community interested in attending Restore Nature Now. Start having conversations in your spaces and record those that would like to travel as a group, moving people towards firm commitments where possible: Drop a message in your Signal and Telegram channels, and send out an email on your mailing list. We'll talk more about vehicle sizes later but once you have commitments from about 20 people, you're tending towards looking at organising transport as a group. Once you have determined the interest in your group and wider community connections, it's time to look into the practicalities of financing transport.

Renting group transport can be quite an expensive cost to bear as a Local Group and, for all of the advantages listed in providing this service for the community and removing barriers to protest, it sometimes isn't possible to do. Nor does XR UK have the funds to support coaches coming from across the nations and regions to Westminster. This guide includes how to set up ticket sales to help you recoup costs but the priority for local groups is to plan within budget and this may sometimes mean grabbing a cheap ticket on a bus rather than travelling down as a group. Further into this guide is a section on how XR UK and the Nations & Regions can offer financial support.

Booking Transport

Shopping around

It is best to book transport well in advance to ensure availability so let's get started. The first thing you'll need to do is find transport providers. There are a number of options available to you:

- Local providers
- National providers such as National Express
- Comparison websites such as <https://www.coachhirecomparison.co.uk/>
- Booking tickets in coaches running regular trips to London

A quick search on Google Maps for 'coach companies near me' will show just that. Click on a pin to see more including website information and contact details. Local companies may offer cheaper options than national companies, however some may not service long journey trips and are often slow to reply to inquiries. If local companies do offer long distance journeys they should only be used if you are returning on the same day otherwise you'll be paying for deadhead costs of the

vehicle returning to the area they're based.

National companies will accept long distance journeys, deadhead costs will be less, and it is likely that Low Emission Zone and Ultra Low Emission Zone costs will already be covered (but always double-check).

Comparison websites can generate a number of quotes quickly, saving you time. They will take commission, possibly increasing costs. Regardless of how you found a company, you will need to do due diligence and check their reputation: We want you to have a safe and comfortable journey! Look for reviews and comments online, for example on Google Reviews. If a company doesn't have an online presence, steer clear.

Another possibility, should your group feel too unsure about numbers or raising the deposit to book a whole coach, would be to block book onto buses that run regular trips to London. Companies that provide this service include:

- [Flixbus](#)
- [Megabus](#)
- [National Express](#)

You can check first that they do run a service at the right time and from near you. Also they have various cancellation policies and differ over whether you need the names of all passengers when booking - so it's good to check.

The best way to do this block booking would be to choose the bus that suits you, survey your Local Group and when you have gathered a block of people, 10, 20, 30, whatever size you decide, and then book the seats. Going down this route allows your group to repeat this as long as seats are available. Obviously, it's a good idea to encourage people to book as far in advance as possible.

Doing this kind of block booking can provide a little more flexibility, and less financial risk, though it reduces some of the benefits of having a whole vehicle to yourselves - i.e. sense of solidarity, the chance to create links between people, teach songs, share info etc.

Booking

Once you've found prospective companies or got some basic quotes from a comparison site, it's time to contact the companies. Share the key details of the journey but remember this is also your opportunity to ask lots of questions!

The details you should provide:

1. The name under which the booking will be made
2. The purpose of the journey.

Extinction Rebellion's name may make companies reluctant to offer their business so

where possible it is best to offer an additional individual's name too and explain that this will be a well-organised, safe, facilitated demonstration.

3. Whether the booking is for a one way journey or return.

Returns increase the cost, but are practical for Local Groups to consider.

4. The number of seats needed, which will determine the type of vehicle, coach or minibus, needed

5. The date and time of the journey(s)

6. Pick up address(es)

Rely on local knowledge from coach companies for the best . Bear in mind the various locations your passengers will be coming from. Try to choose a central pick up location and be aware of the additional costs people will incur in travelling to the pick up location.

7. Addresses of any intermediate stops

8. How many extra passengers that will be picked up at intermediate stops

9. Drop off address(es)

Originally the plan was for coach organisers to arrange for parking at Wembley, Excel and the O2 and people travel onwards on public transport (with that info provided). However, Excel don't offer coach parking anymore and Taylor Swift is playing Wembley that day, so no additional coach parking is available.

There is [info on TFL website](#).

Stewards will be in place from X am to Xam on the 22nd, so look out for the pink high viz.

10. The potential additional needs of passengers

11. Luggage space required

You should inquire about:

1. Whether you can upgrade the booking to a larger vehicle and what extra costs are involved

2. Whether a deposit is required and their cancellation policy

Typically, a coach / minibus hire company will ask for a 20% deposit and cancellation policies differ greatly. Funding will be covered in another section of this guide.

3. Their breakdown policy

4. How additional costs such as tolls and Emission Zone charges will be covered

5. Whether you are able to eat and drink on the coach

Ticketing

Eventbrite : Tracking bookings and attendance is crucial to transport plans and for this, so we recommend using the website Eventbrite. Eventbrite offers simple management of payments and refunds of tickets. [Find details on setting up events and selling tickets on Eventbrite here.](#)

TicketTailor : If you are a group with a bank account and payment processor set up (e.g. Stripe or Paypal) you can use the cheaper services of [Ticket Tailor](#)

Communicating that You're Organising Transport

It's time to spread the word that you've booked travel arrangements. Each Local Group is different in which communication platforms they prefer: Signal, Telegram, Mattermost and emails are all valuable tools.

[Tell XRUK about your transport](#)

How to advertise your LG Transport ☐☐

Once you have your coach booked you are going to want to advertise the coach! This guide has some handy information on how to get people to book onto your coach!

You can find guidance on [advertising your transport here.](#)

XR UK would like to build a picture of how many Local Groups are organising transport and where from. Filling out [this form](#) to tell us your Local Group has booked transportation and XR can promote that you're on your way to Restore Nature Now.

XR UK may be able to help you advertise your transportation through Rebel Ringing. You can [get involved with the Rebel Ringing team here.](#)

On the Day of Travel

Smooth running of the travel operation requires lots of systems in place that should be arranged in advance of the day itself but, most of all, make sure to arrive at the pick up point to meet your transport!

The person who has access to the attendees list from the Eventbrite platform should print off the attendees list and bring it to the coach to tick people off as they arrive. Leave no rebel behind! Remember, share this data with as few other people as possible, and those you do share it with must have [signed the Volunteer Agreement](#). This print-off should then be shredded and disposed of. If you have arranged with the transport provider any accommodations for additional needs, then this is the time to reiterate these needs.

A comms point person should be nominated to be the point person and communicate between your group and the transport company. This will ensure that any changes to the schedule can be relayed to the group efficiently. The point person will also need to communicate with members of their group who will be at Restore Nature Now but not travelling with them to let them know whether the plan is on schedule or if plans have changed.

Plan to keep the coach tidy. Bring bin bags, cloths, and other materials necessary to maintain the vehicle in the same state as when it arrived. You may have to pay cleaning bills otherwise. Consider bringing a mask with you if you are going to be in a confined space with poor ventilation for a few hours.

Depending on the arrival destination, you may have to pay a fee. After the coach has departed you will need to telephone the number for your stop, available here: [Coach drivers - Transport for London](#). Make sure you have payment options available.

Financial Support

The support XR UK can offer at this time is 1:1 guidance through contacting the Transport Team via hive@extinctionrebellion.uk. If there are special circumstances which necessitate looking beyond your group's ability to fundraise, then please do contact us. An example would be if your group is providing transport for low income activists. XR UK may also be able to fund deposits ahead of ticket sales if there is evidence that tickets will be sold and seats will be filled.

Another point of contact for you is your national or regional teams which also have budgets available to help with transport costs. If you don't know who to contact in your Nation or Region, feel free to email the above address and we'll point you in the right direction.

Transport Subsidy

Link for the Transport Subsidy Scheme will be coming very soon!

XR UK recognises that a rebel's financial situation may also place an additional barrier to participation. One of the aims of Restore Nature Now is inclusivity, everyone is needed to be there

in June. To help rebels with transport costs associated with coming to Restore Nature Now, XRUK has set up a transport subsidy scheme. We trust rebels to use this scheme with integrity.

Funds are extremely limited! We politely ask you to consider if you need this support so we can offer this support to those who need it the most. XRUK will be prioritising rebels with accessibility needs and those on low income.

Help us boost our funds!

If you are passionate about supporting people to be there for Restore Nature Now, please consider donating to our [crowdfunder](#). Your donation will help fund the work of XRUK including funding the transport costs of activists.

Advertising your Local Group Transport

So you've booked your coach, that's great! Perhaps you used the [Organising Transport to Actions guide](#) or maybe you didn't, but now you want to get those seats sold!

Broadcast posts

The most simple and effective way to advertise your coach is using your pre-existing channels, such as email lists, Signal, Telegram and WhatsApp chats, Mattermost, Facebook and other social media.

If you want to find out more about how you can make the most of Action Network then check out the comprehensive guide on the [Rebel Toolkit - Action Network for XR](#).

A really great motivation to get people to sign up is to include photos of your trips to previous rebellions or XR events. In 2021, North East & Cumbria were very successful with this and generated many bookings, they posted about a previous coach in 2019 where they stopped off at a Greggs to get a vegan sausage roll! This promoted the community feeling you can foster and enjoy when going down to The Big One together. Check out their great post [here](#)!

If you've never had a coach before, you could use other photos of XR coaches such as the Newcastle example, or photos from the Change is Now bus or other photos of your Local Group at Rebellions. Using local photos will bring the best results!



Extinction Rebellion North East

4 August 2021 · 🌐

...

Here's us making the all-important Greggs vegan sausage roll stop (plus drinks) before heading down south in October 2019!

We've got another coach booked to London! Sunday 22nd of August to get us there for the opening ceremony!

<https://xrb.link/kc9TpO2>

More information about rebellion (accommodation, travel support, action calendar etc):

<https://xrb.link/V6CPO7ld0>

It's free or by donation! Sign-up before they all go!

#rebellion #actnow #XR #ExtinctionRebellion #newcastle #climate #action
#RebelForLife #ImagineTheImpossible #CivilDisobedience #Nonviolent #EcologicalEmergency
#RightToProtest #ClimateEmergency #ExtinctionIsForever #TellTheTruth #FossilFuels #NetZero
#Protest #London #FakeDemocracy #Corruption #ClimateJustice #SystemChange not
#ClimateChange



Telling friends and family

Try telling your friends and family about the transport opportunities. This also works as a great outreach method!

Incorporating the transport information into your outreach

While your LG does outreach, it may be useful for them to incorporate information about your coach into their mobilisation and outreach. It may be useful for everyone doing mobilisation and outreach to know the details so they can easily respond to any questions.

You can also make a QR code of your Eventbrite link, and print it off as a poster for when you are running a stall or survey board! You can use this to make the QR code: [QR Code Generator](#)

Tell XRUK about your transport

XR UK would like to build a picture of how many Local Groups are organising transport and where from. [Filling out this form](#) to tell us your Local Group has booked transportation and XR can promote that you're on your way to Restore Nature Now.

XR UK can even help you advertise your transportation through the Restore Nature Now website, and Rebel Ringing so it is well worth utilising to help fill those last few seats.

Advertising Checklist

1. Shared on social media
2. Shared on Internal chats
3. Shared on emails
4. Shared to local alliance organisations
5. Incorporated into your mobilisation and outreach
6. [Filled in the form to tell XRUK](#)

Media and Messaging

Very important to consider how your action will come across/how you want it to be portrayed: it is useful to agree on the following:

1. The main narrative
2. FACTS to support choice of action
3. Spokespeople on the ground who can speak confidently on (1. and 2.) to press and media

It can be useful to create a 'Key Messaging & Factsheet' document around an action press, spokespeople, XR central media team, social media reps etc. The messaging strategy for any action must always be in line with the Core Values and Principles.

When publicising the event, think about:

- WHO you're talking to (e.g. locals, green campaigners, school kids, etc),
- WHERE THEY ARE (Facebook, community notice boards, listening to local radio)
- WHAT LANGUAGE THEY SPEAK (science/facts, supporting their community, spirituality, empowerment).

Messaging Guidance

When planning the action, do your best to ensure the activists who are going to be present at the action understand what to say if approached by the media for an interview/quote. Or know who the press liaison on the ground is to direct them to.

Get in touch with your local media team well in advance of the action so that they can prepare a press release and spokespeople. Send 250 words and 5 W's: Who, what, where, when, why, HOW? to describe the action also to press@risingup.org.uk for further coverage and support.

When talking to the media – bring your personal story, who you are, why you are doing this, your heart; then talk about the climate and ecological emergency and why it must be responded to in this way; and then move onto specifics about the narrative of your action or backing it up with more facts.

Before Action

How to plan media for an action

[How to do media for an action](#) contains more detailed guidance on

- Press
- Spokesperson
- Social Media
- Photographers

Before Action

Marches and Rallies

Marches and Rallies Video

[Watch explainer video here](#)

Practical advice

[Stewards perspective on planning and stewarding a march](#)

Recruiting for your Action

Roles in the Action team

All rebels participating in actions should have agreed to the [Rebel Agreement](#) beforehand

Roles to consider within your Action Team

Attracting attendees

Both rebels and public need to be able to find out about your action. The Media and Messaging guides can help you to promote your action

Remember to add the event to the [Movement Calendar](#) and hence the Actions Map including specific meeting point details and a way of contact you for further details or even better, registering via Action Network so we capture potential new rebels.

It is a very good idea to check that your action is displaying correctly on the map and that the links work.

Think especially about [how to welcome new people to actions]<https://rebeltoolkit.extinctionrebellion.uk/link/1312#bkmrk-page-title>) this impacts communications beforehand as well as things that need to be in place on the day.

Communicating with the team

You will need to decide which tools to use for your coordination group and which tools for the wider attendees. [Needs link to guidance on tool selection and use](#)

Before Action

Security

Security Keeping rebels safe Confidentiality Open / Closed planning

Taking Action

How to ensure your action runs smoothly, achieves the planned outcomes and cope with the unexpected. Also guidance for those participating in Actions

Dealing with police and security

The police liaison role helps keep police calm, remind them of our nonviolence, and helps keep them occupied rather than information gathering on all the activists or organisers present.

Civil-disobedience does not include:

- Being aggressive to police – verbally or physically
- Physically trying to prevent arrest by locking arms with another person etc.
- Running away from arrest – or running to get to a wall to paint etc.
- Getting into physical contact with police either by trying to jump over barriers or pushing past them.
- Shouting at the public or police: singing is better!

All these behaviours encourage police aggression and can create a tense atmosphere.

Taking Action

Action Support

Turning a plan into reality

The various **Action Support roles** are there to help turn your action plans into reality.

The Action Support crew will either be drawn from your local group (for small scale actions), or the Central Action Support teams can help you to draw on UK wide pools of volunteers for these roles

Taking Action

Outreach at an Action

Taking Action

Sharing news as it happens

Livestreaming

Content or links required

Live content channel to upload photos

Content or links required

After an action

Debriefs, Tidying up on the ground and virtually, Regeneration and Rest

How to debrief

As the movement grows, it is important that we learn from our achievements and our mistakes.

A debrief after an action gives us the opportunity to recognise our skills and weaknesses and to develop ourselves both as individuals and part of a team within the movement and our environment.

Although we are taking action for positive reasons, and often come away from these actions full of excitement, joy and energy, rebellion can be an emotionally heightened and stressful time. It is likely that many people will have been running on adrenaline throughout the action. During moments of stress, our unconscious memory is more active. Debriefing can help process these memories and experiences.

After periods of heightened adrenaline, people may also experience a physical or emotional dip, which may leave them feeling unable to communicate, exhausted or experiencing negative thoughts. This is a completely normal bodily response but can feel destabilising and unpleasant in the moment. Debrief can offer a space to share and to get support in dealing with these feelings.

Passing Feedback to the Movement

The Feedback and Learning Culture Working Group have designed a debrief survey so that a rebel from each XR group can feedback to the wider movement on what worked well, what didn't, and what to do differently in future. This survey will be analysed and fed into future rebellion planning and strategy design, both regionally and nationally. It is extremely valuable for the movement as a whole to learn from our many mistakes and achievements.

Roles needed in debrief:

The facilitator doesn't need to be a professional and shouldn't be expected to magically fix anyone's hurts. Rather, they should focus on moving the group through the different parts of the session, while taking part in the session themselves.

Note-taking during the debrief can further help the group to look back and see how much there is to celebrate or understand what can be learned for next time. The learnings gathered from the debrief may also be useful to share as part of the strategy processes or pass to the Feedback and Learning Culture team. Instructions on how and where to share this feedback will be included in

this Handbook post Rebellion. Watch this space!

To debrief without a facilitator:

Find a safe space in a calm, easily accessible environment. It is also fine to meet online. Ideally sit in a circle, so that everyone can see the group. Ground yourselves by spending a few minutes sitting in mindfulness and silence. Share how you're feeling by taking turns to speak and actively listen. It is a good idea to use a talking stick to ensure that no one speaks over each other.

Resources

Here are some resources to help you plan and structure debrief sessions. There are two main forms of debrief: our standard one and an emotional one. It is up to you which one fits best for your group and you may even want to do both.

- [Simple Debrief](#) - outline for 90 min session with 10 people & 2 facilitators
- [Simple Emotional Debrief](#) - outline for 90 min session with 4-8 people & 1 facilitator
- [Emotional Debrief](#) - for large groups modification for groups of more than 10 people
- [Group Debrief Template google doc](#)
- [Group Debrief Template pdf](#)
- [Individual or Buddy debrief template](#)
- [Onsite debrief flyer](#)



XR DEBRIEF

Why Debrief?

- **Process** challenging experiences
- **Make sense** of what *actually* happened
- **Learn and Grow** as a movement
- Develop **conflict resilience**

Simple structure of debrief:

- **Roots** - what each person **actually saw or heard?**
- **Rose** - **what went well?**
- **Thorn** - **what didn't go so well?**
- **Bud** - **suggestions, learnings, opportunities?**

Debrief after any action or event in particular after a major incident

Start and end debrief with a **grounding and check-in**

A **map or timeline** can help clarify events. Aim to have a full debrief a few days after the event. Share tensions that might build unless tended to now.

For detailed resources visit tinyurl.com/XRDebrief

After an action

Tidying up - Physically and Virtually

Physical cleaning

We work hard to minimise the environmental impact of our physical actions. This includes tidying up the site at the end.

Virtual cleaning

Once you have sent out final messages, collected debrief feedback and shared images from your action, it is advisable to remove everyone from chat group and delete them.

Abandoning chat groups pose a risk both from spammers harvesting contact details and also from the authorities if they gain access to a rebel's phone they are able to start to build maps of connections to other rebels.

After an action

Example Debrief - The Big One

You told us what you thought, and we listened

[Click here to read The Big Debrief](#)



Survey about a survey? Yes please! [Let us know what you think](#) about The Big Debrief!

Go back to [100 Days Book Main Menu](#)