Our Structure

We organise in autonomous groups distributed around the world using a **self-organising system (SOS)**.

Each role and group within XR has a **mandate**. This tells those in that role or group what they can do and lets others know what they are responsible for.

Any person or group can take action in the name of XR so long as the action fits within our principles and values. There is no need to ask for permission.

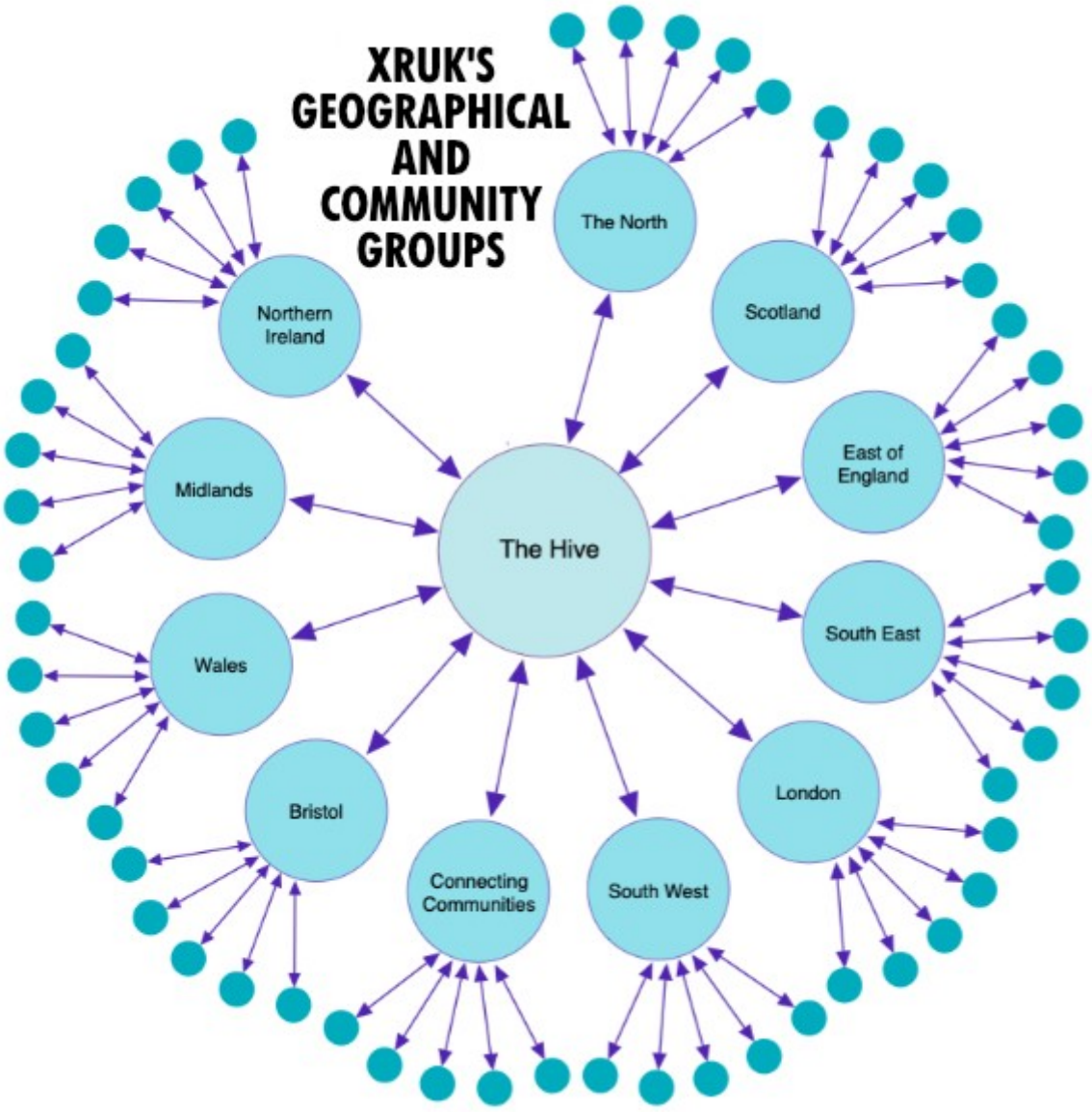
We are seeking a balance between being able to act quickly in response to fast-changing situations and being able to call on multiple perspectives when needed. Our aim is a movement that is participatory, decentralised, and inclusive.

SOS as a way of organising is very different to the usual hierachical system experienced in school and work life. It takes time to get used to, but it is a rewarding and regenerative way to work together.

If you don’t choose a structure one will emerge anyway based on personalities

XRUK geographical structure

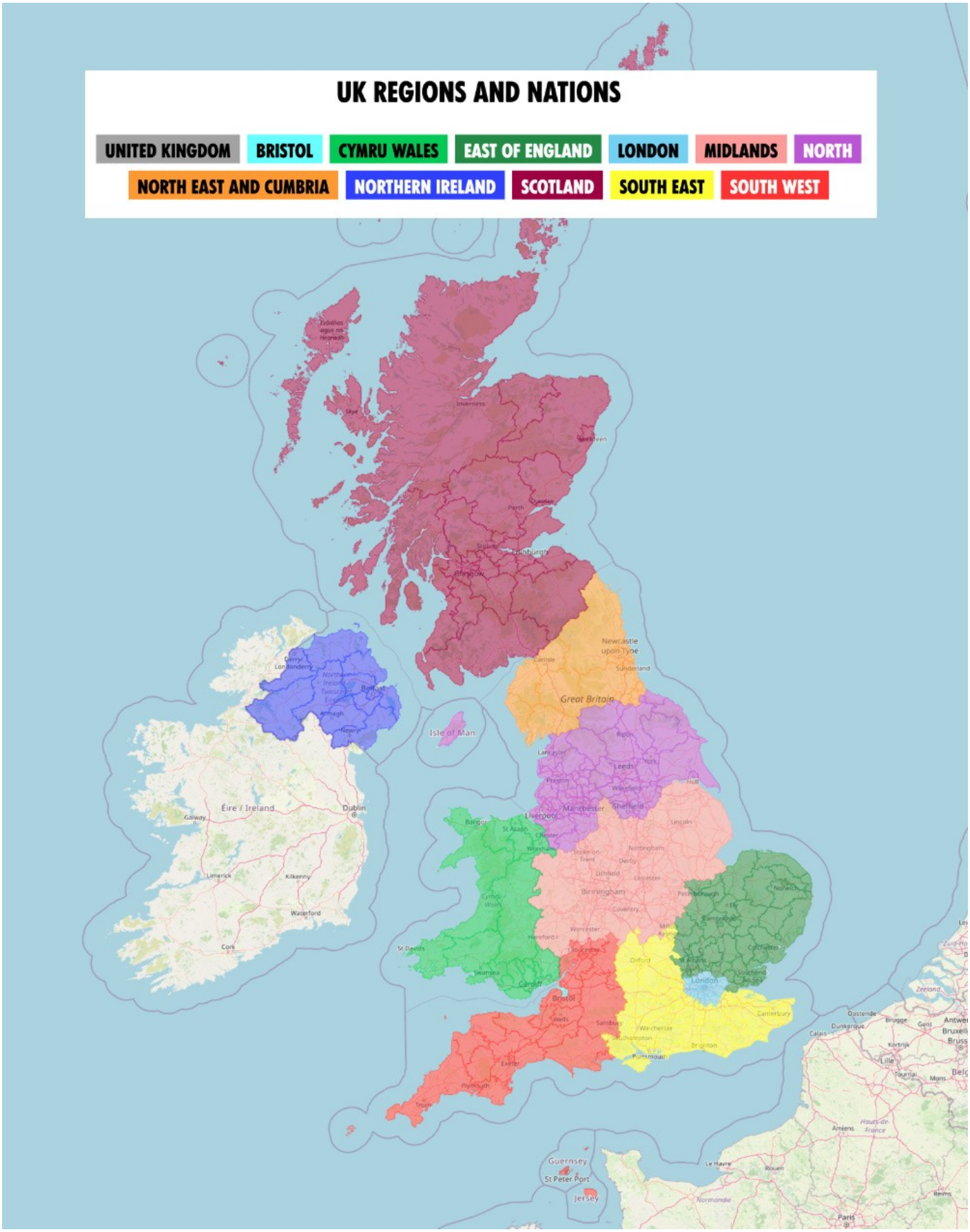
XRUK has organised into Nations/Regions (with the smaller circles on the edge representing Local Groups or Community Groups).



The idea with this kind of structure is that Local Group coordinators within a Nation/Region meet together regularly along with the coordinators of the Nation/Region.

Each Nation/Region elect their External Coordinator to represent them in the central team called the Hive.

The Hive also contains representatives from other XRUK circles. You can view and navigate these circles on the XRUK Organism.



More information:

Summary of our Self-Organising System (XR Constitution)

XR UK diagram