

# The Way We Work Together

To achieve our demands and see real progress in tackling the climate and ecological emergencies, we need our movement to work rapidly and effectively.

## SOS

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

The Self-Organising System replaces traditional ways of organising and is based on a non-hierarchical system called Holacracy.

## Roles and Mandates

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.

## Working Together

SOS as a way of organising is very different to the usual hierarchical 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**

## The XRUK Constitution

The XRUK Constitution was adopted by XRUK's Anchor Circle in March 2019. (The Anchor Circle has since been replaced by The Rebel Hive.) The latest version was created by the SOS circle in response to feedback from the movement, and adopted by The Rebel Hive on 17th March 2023.

All circles and roles contained within The Rebel Hive and its sub-circles are bound by the XR UK Constitution. Other groups (e.g. Nations and Regions) are not bound by the Constitution, but may choose to adopt it, or parts of it, if they wish to.

[Full information on the XRUK Constitution can be found here](#)

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