Constitution Roles, Policies & Support

Core role mandates

The mandates for the Core Roles are defined by the Constitution (see section C.2 to understand why these are needed) and are the same for all circles.

You can view all the Core Role mandates on the organism. Click the ⊕ next to each role to see its mandate.

Alternatively, if you have a Hub login, you can see the individual mandates on the Hub:

- External Coordinator
- Internal Coordinator
- Group Admin

Template role mandates

These mandates for Template Roles are suggestions which can be used as templates to copy and adapt by any team for their own purposes. Some of them can be used to distribute some of the power in Core Roles, particularly where Coordinator roles get overloaded in busy teams. For example, the Integrator/recruiter role helps build the team, relieving the Internal Coordinator of this part of their role.

Links on the Hub are below. If you don't have a Hub login, please go to this list of Template Roles and click the + next to a role to see its mandate.

- Integrator/recruiter — Identify new team members to take on roles within the team, and supporting them to learn the team agreements and habits, including communication platforms and XR UK’s Ways of Working.

- Communications Lead — Regularly check all the messages coming to the team (email, messaging platforms). Respond to them or pass them on to relevant roles.
- Facilitator — Guide the team meeting, making sure people are speaking from their role and staying on topic. Cover main agenda items and facilitate decision-making process if needed.
- Budget Holder — Coordinate the finances for the team, including estimating and requesting financial needs, and distributing available finances to meet needs of the team's mandate.
- Secretary — Keeping the team's information and communications organised and accessible, supporting coordination, accountability, and transparency.
- Link role
- Decision-making Link role
- Team Member template role — Generic role for circles that prefer not to use more specific roles and mandates, but want to be clear who is a member and able to participate in group decisions.

Elections and appointments to roles

- Integrative Election Process for Roles in XR UK
- Considered Majority Vote for Roles in XR UK

Key Policies

- Co-option Policy
- Criteria and Conditions for Membership of an XR UK Working Group
- Harmful Behaviour Policy
- Representation and Mitigation of Power in Nations/regions
- Hive Policy on Link Roles

Agreements

- Volunteer Agreement
- Ways of Working

Guidance

See the SOS: Making it work for you book for the main guidance on practical self-organising.

Specifically on the Constitution, there is a Constitution Companion which provides an explainer in simple language.

Training

- Calendar of live SOS training
- Rebellion Academy SOS training
