



Stewarding Training

General Steward Role

Accessibility & Inclusion

Other Support Roles

Communication

Lost Children

Police

Disruption/Angry members of Public/Intoxicated
attendees

De-escalation

Crowd Density

Stewarding a March

Test your knowledge

Practical Tips

Questions



The Steward Role

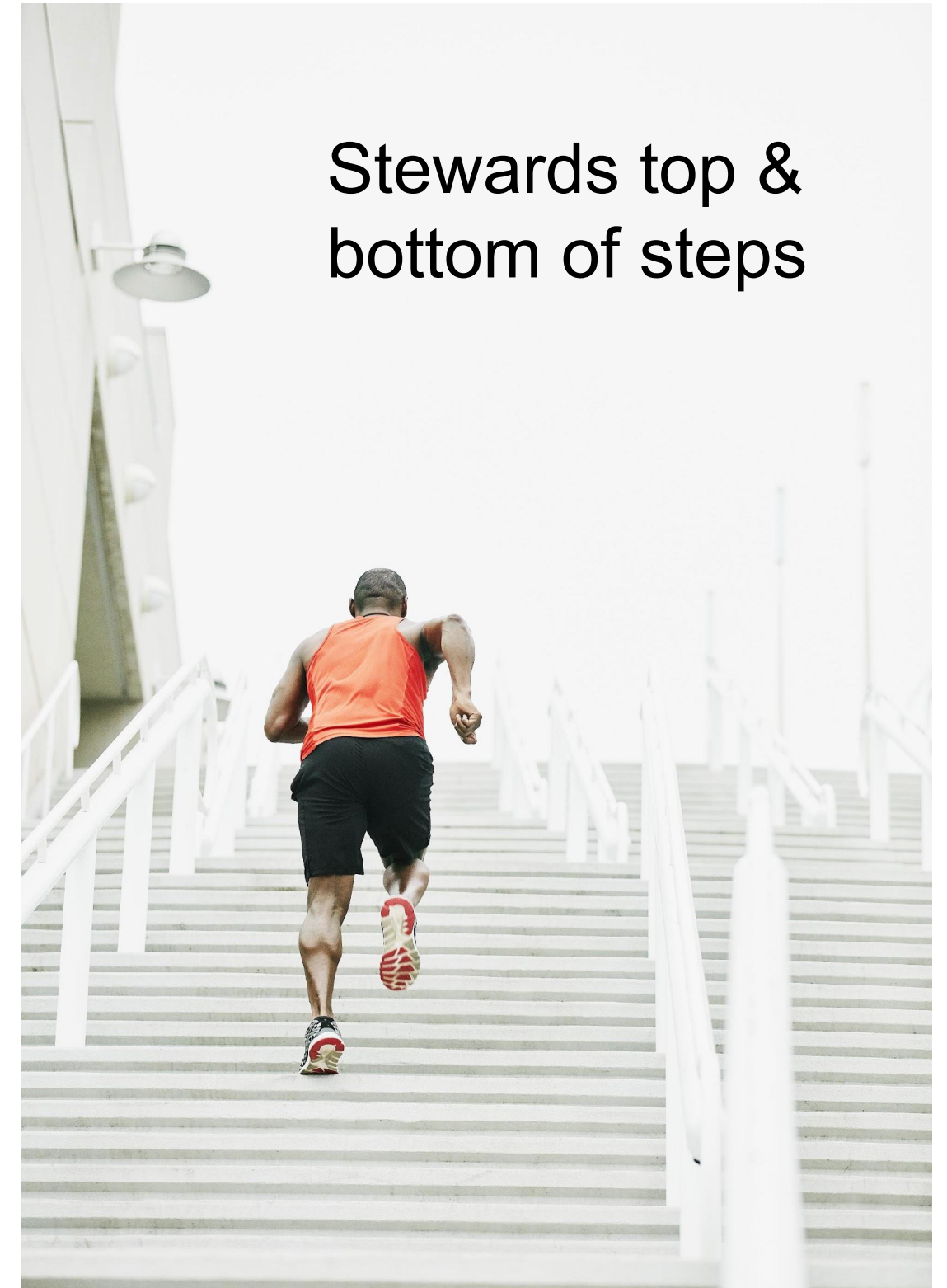


What do Stewards Do

- General duty of care for people and the environment.
- Keep everyone (activists, the public) safe and calm.
- A source of information, help and a connection to all the other action support roles.
- Pair up with another steward, ideally someone who's different to you.
- Move around the area you have been designated to
- Watch for areas with too many rebels (and areas with too few).
- Keep routes clear for the public to pass through, think about cycle lanes too
- In an emergency, disperse crowds away from event, think about which way you would send people when you arrive at an area.
- Most important is to look after yourself – take regular breaks, drink plenty of fluids, especially if you are stewarding all day (just remove vest when having a break)



Accessibility & Inclusion



XR TEAMS ON THE GROUND



STEWARD (pink)

For: reporting **directly observed** risks or opportunities on any site or action

Providing Access Support to rebels who need it.



FIRST AID (green)

For: medical issues



DE-ESCALATOR (white)

For: diffusing tense situations, angry people, bringing some fun if things have got a bit too passive



WELLBEING (dark blue)

For: support for rebels' emotional and physical needs e.g- water, lock-on support, emotional support etc



OUTREACH (light purple)

For: talking to the public



PROTEST LIAISON (Burgundy)

For: negotiating with the police, private security or other parties



LEGAL OBSERVER (orange)

For: witnessing arrests / police action against rebels

NB these people are **independent** and not part of XR.

They are often quite thin on the ground



Things you might need to fetch wellbeing for:

- If a surprise action starts taking place
- If it looks like arrests are going to take place
- If areas of a crowd look like they may not be able to move for a while
- If anything worrying or upsetting happens in the crowd
- If it begins to rain unexpectedly / very heavily
- Lost Children
- People who are very distressed/ people who are struggling with their mental health
- People who are overwhelmed
- People who want a longer check in / space to reflect with someone else
- If people need specific practical help that is bulky e.g. blankets



Legal Position

- Never had Stewards arrested
- Technically you are obstructing infrastructure when Roadtaking
- We are there to facilitate Safety for all – OK to tell police that's what you are doing
- Don't share messages about Sections in any chats
- If police ask you to move on, direct them to PL or lead steward
- Follow direct police orders if necessary to avoid personal arrest
- If you feel you need to move away, simply remove vest and let your lead steward know when it is OK for you to do so.

This guidance should not be taken as formal legal advice, no situation is ever guaranteed as non-arrestable (including just walking down the street)



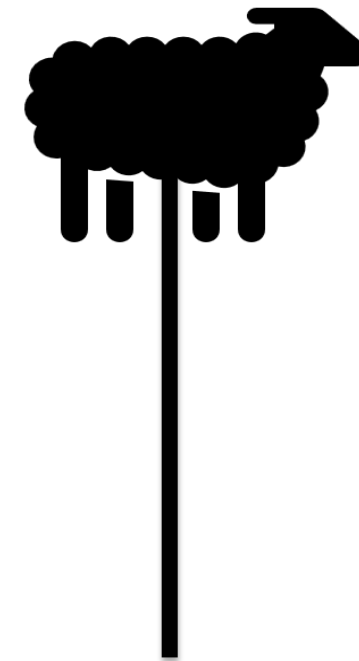
Communication



Indication that a Steward wants **assistance**, (but doesn't want to draw attention)



Mic Check
Don't assume crowd will understand Demo before needed



Samba
Only speak to Samba Shepherd (sheep on a stick)



Electronic Communications

- Public Telegram Broadcasts
 - Big Stewards Chat
 - London Stewards
- Private WhatsApp groups
- Private Signal Chats
- In very busy areas electronic comms can be delayed – walk over for urgent messages (or send another rebel)



Lost Children (& vulnerable adults)

- If you find a lost child
 - Don't move the child
 - Summon pair of mixed gender stewards
 - Wait 5 mins
 - Take Child to Welfare Gazebo
 - Lead Stwd -> Protest Liaison -> Police
 - Any adult claiming to be parent/guardian taken to second gazebo to confirm details of child.
 - Wherever possible, police will handle reuniting process
- Helpful to carry a Sharpie pen
 - Parents to write phone number on child/vulnerable adult
- If you find a carer who has lost someone
 - Take notes of full description, where/when last seen, contact details
 - Lead Stwd -> Protest Liaison -> Police
 - Contact welfare gazebo to see if child found (but do not reunite)
 - Wherever possible, police will handle reuniting process



Emergency Vehicles – Clear the road



- <https://tube.rebellion.global/w/qa83kuuZ4a7tW1YoW4PGwH>



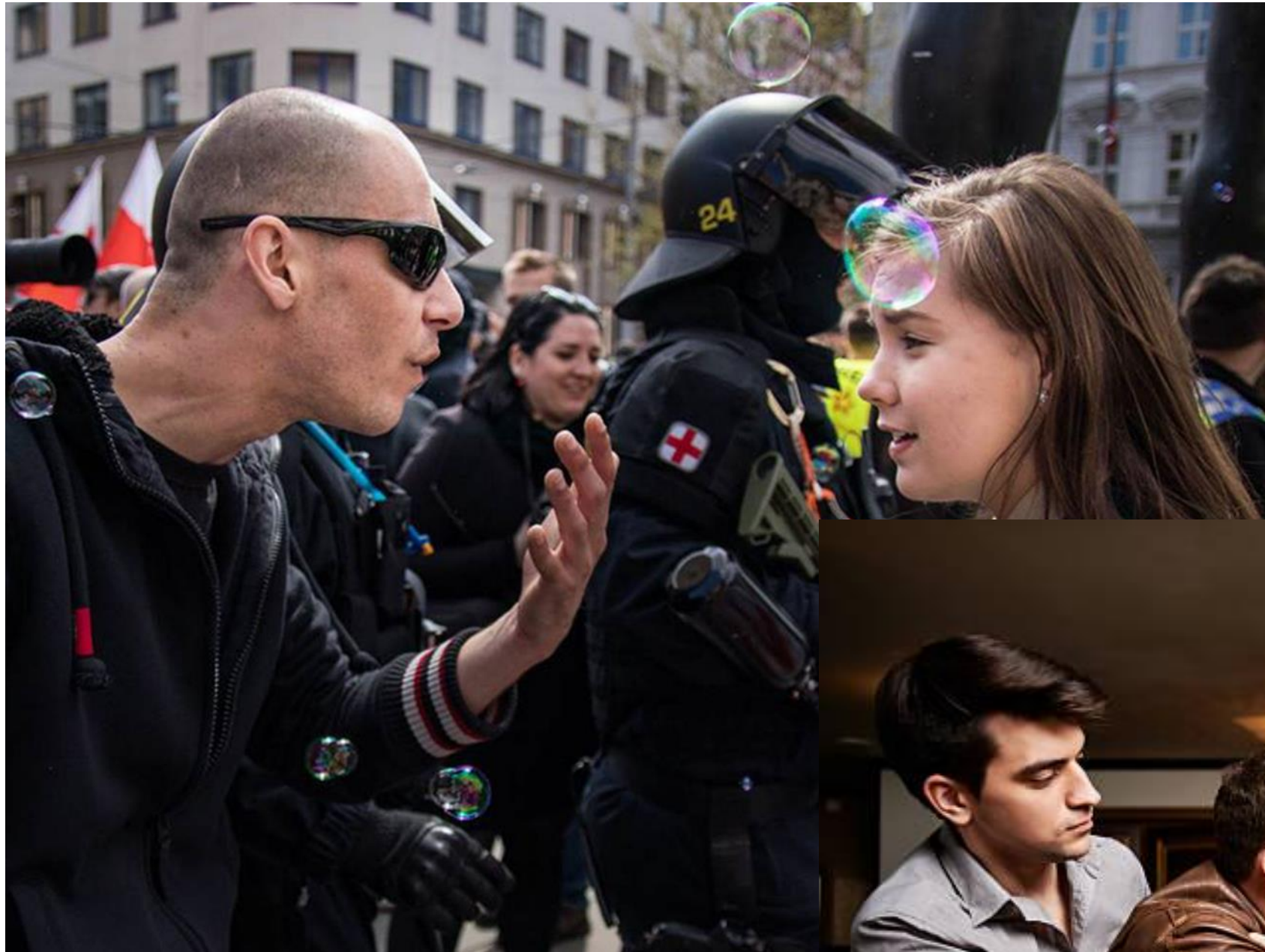
Police, Police Liaison (light blue police bibs)



Marginalised Groups and The Police



Disruption





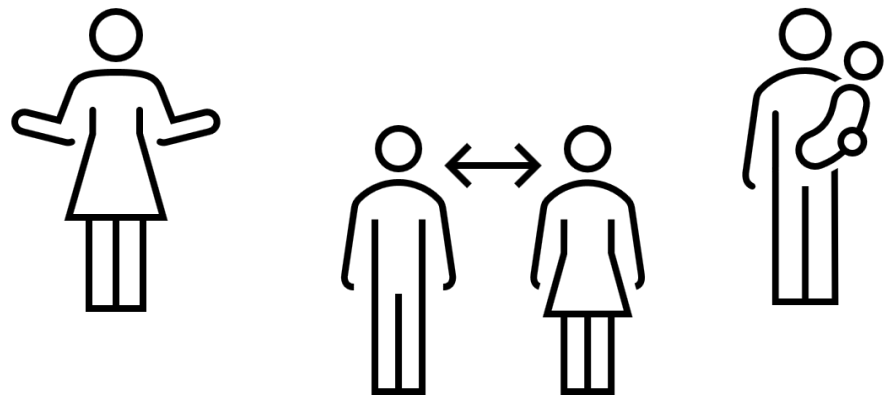
De Escalation / Embedding Non-Violence

1. **B**reathe. Ground yourself. Notice your sources of support.
2. **R**emember The Humanity of All
3. **E**mpathy Before Education
4. **A**sk First - Is the other person ready to hear your perspective?
5. **BreaTHE**. Debrief with Support

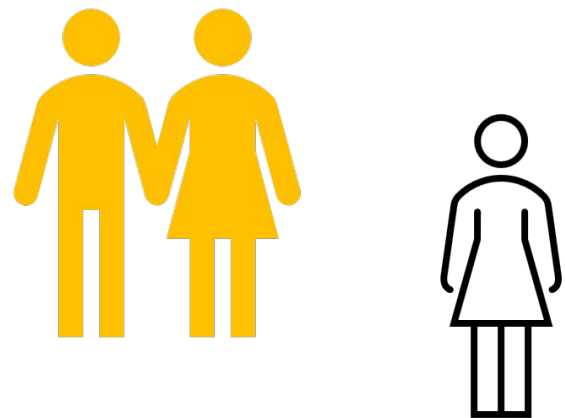
The hardest challenges are often deescalating rebels



Managing the Crowd Density



- No Contact
 - Less Than 3 people/m²
 - All OK



- Bumping against one or two people around you without meaning to,
 - 4-5 people/m²
 - No immediate danger, but move away from the centre of the congestion.



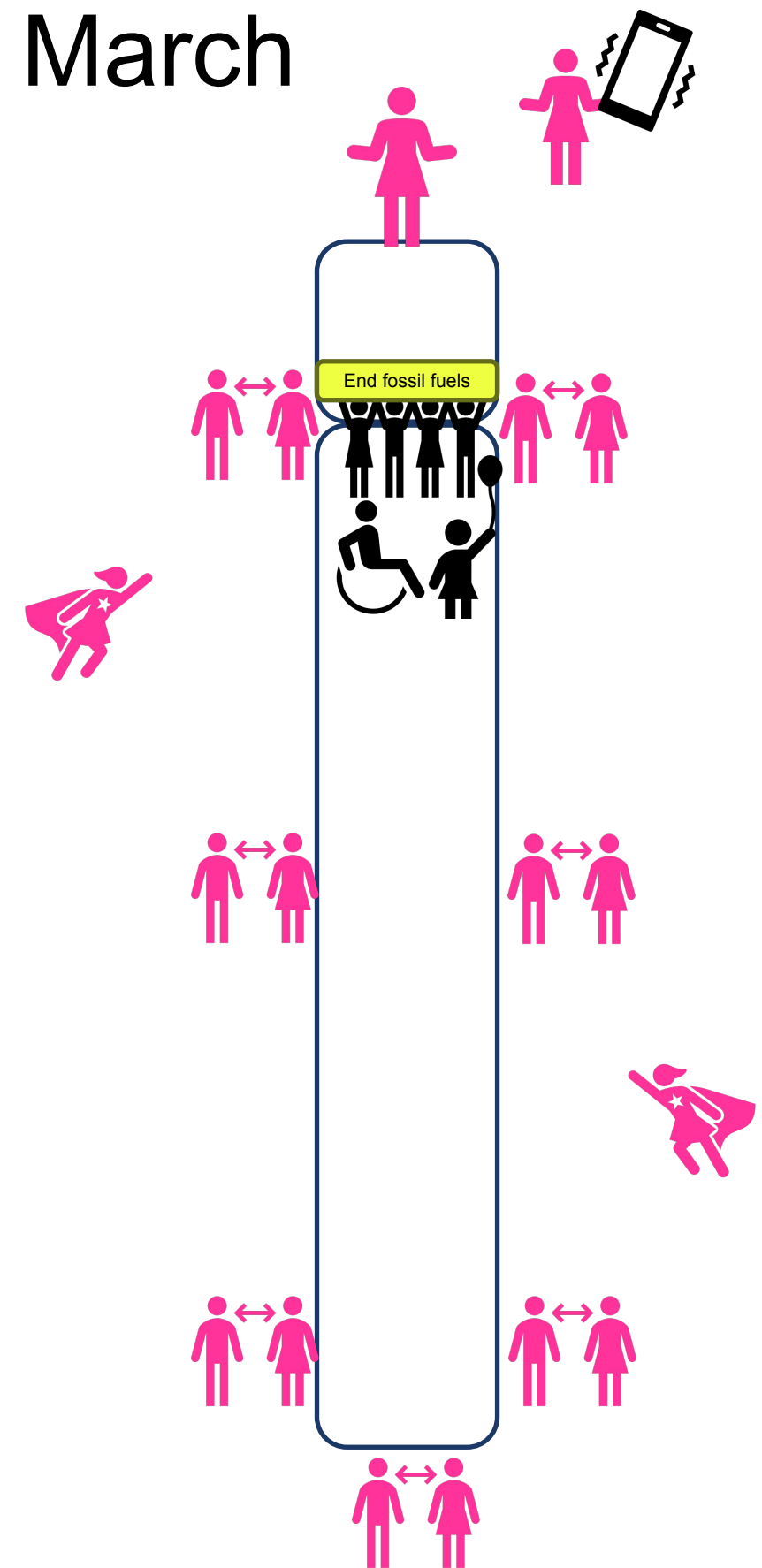
- Can't freely move your hands, to the point that it is difficult to touch your face
 - Too many people
 - Danger! – Move away



Stewarding a March – Structure of a March

- Front March Leader / Point Steward (backwards)
- Comms support for March Leader
- Empty space (photographers)
- Main Banner
- Slowest marchers (if not at rear)
- Body of march
- Drummers
- Body of march
- Drummers
- Tail of March

- Side Banners
- Road-taking Teams



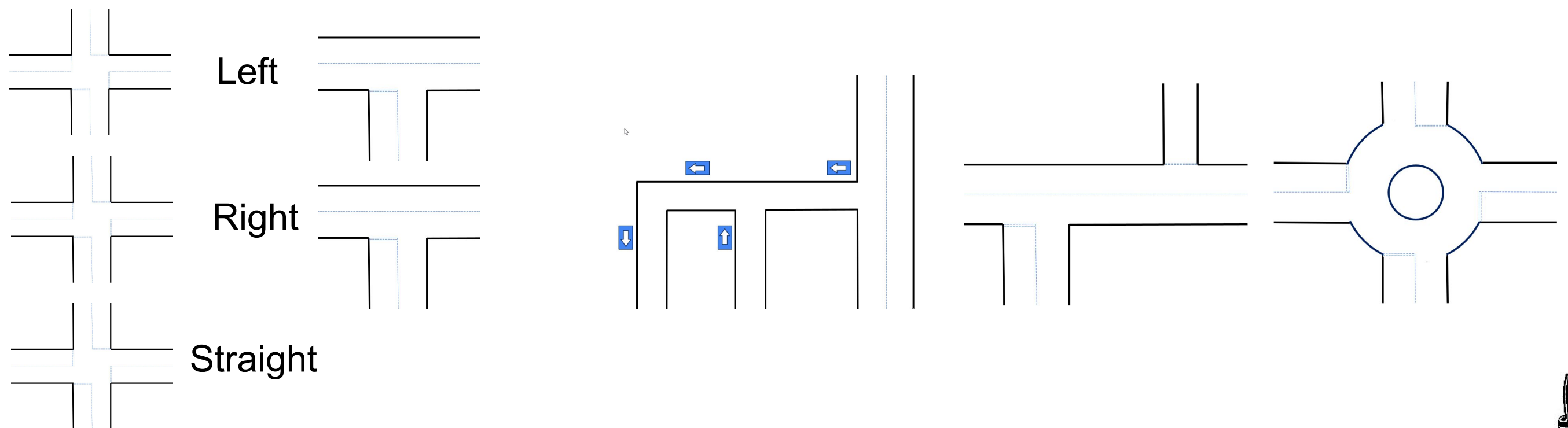
Stewarding a March – Before the start

- Check the route.
 - Recce route again, obstructions/roadworks
- Locate banners, placards, visuals
 - Who is organising/distributing them
- Roadtaking teams
 - Enough people recruited
 - Trained
 - Supplied with banners
- Stewards
 - Enough attending, if not recruit more
 - Briefed on march route
- Police
 - Protest Liaison connect with Police Liaison
- Amenities
 - Understand location of toilets, food/drink etc.
- Accessibility
 - Access buddies
 - Wheelchair access
 - Transport options



Stewarding a March - Roadtaking

- Stewards support Roadtake Crew
- Get to junctions before March
- Wait to block junction until March is clearly visible
- Use signal/crossings to safely step into road
- Allow cyclists to pass if safe to do so
- Once the March has arrived *some* can move on, often leave a few stewards to maintain the junction whilst Roadtake Crew leapfrog ahead
- More details available in our Roadtaking training



Stewarding a March Summary

- Planners / Lead Stewards
 - Recce the route
 - Share the route
 - Steward and Roadtake teams and banners
- Assemble march
- Speed, gaps
- What to do at the end.



Test your Knowledge Quiz 1



You get asked a question where you don't know the answer





You get asked a question where you don't know the answer

- Smile, I don't know but I will find out
- Maybe the welcome desk may know
- Search on your phone for answer
- Ask another Steward



Test your Knowledge Quiz 2



You see angry members of the public



You see angry members of the public

- Keep yourself safe
- BREATHE, deescalate
- Call a trained deescalator over (White Bib)
- Smile, listen to their issue, apologise, walk on
- Ignore and walk on (if march will pass quickly)
- Smile, apologise, give estimate how long they will have to wait
- Get in between shouter and the rest of crowd
- In emergency, alert the police



Test your Knowledge Quiz 3



You see people being Stopped & Searched, or Arrested



You see people being Stopped & Searched, or Arrested

- Walk over
- Hand over Bust Card if appropriate
- Witness the arrest/search, as a minimum note down time, place
- Ask other rebels to witness arrest/search
- Call over Legal Observer (Orange bib)
- Alert Lead Steward
- Alert Wellbeing (Blue bib)



Test your Knowledge Quiz 4



Some banner holders have been there quite a while





Some banner holders have been there quite a while

- Check welfare needs
- If it has been a while, offer to get replacements
- Go and find replacements from other rebels
- Alert Wellbeing (Blue bibs)



Test your Knowledge Quiz 5



You ask some rebels to help or move and they refuse





You ask some rebels to help or move and they refuse

- Smile, accept their answer and move on
- If a question of safety, explain why. They may still refuse
- Move on and ask some others



Test your Knowledge Quiz 6



You see a group of Stewards





You see a group of Stewards

- Fun and socialising all part of Stewarding, but – we have a job to do.
- If having a break remove your Pink bib
- Check if anything you need to know, otherwise try and spread yourselves about



Practicalities

- Start of Shift
 - Arrive on time
 - 1hr before start
 - Refresher of Steward Role
 - Points to note about the day
 - Points to note about area
 - Collect Hi-Viz
 - Walk around the area with Lead Steward
- End of Shift
 - Return Hi-Viz
 - Debrief form
 - What went well
 - What even better
 - Take some rest
- Things to Bring
 - Comfortable Shoes
 - Clothing Layers
 - Water bottle
 - Food container
 - A-Z Paper map (ebay)
 - Notepad & Pencil
 - Earplugs
 - Phone
 - Telegram/Signal
 - What3Words
 - Power bank for your phone
 - Avoid large umbrellas



Further Information

- Link for General Stewards public open Telegram Chat
<https://t.me/+A1Ka5qFKG60xMGE0>
- Signup as a Steward form <https://xrb.link/Y9I881>
- Everything you ever wanted to know about Stewarding, training, slides etc.
<https://rebeltoolkit.extinctionrebellion.uk/books/action-support/chapter/stewarding>
- (Search for Stewarding in Rebel Toolkit)
- To contact the Stewards team

stewarding@extinctionrebellion.uk

