  

# Sporting heritage pilot programme

# The Neurodiverse Museum

### **Background**

**Sporting Heritage:**

Sporting Heritage is the Subject Specialist Network for sporting collections in the UK. We work to ensure that there is support for those working with these collections to better understand, collect, share, research, and celebrate the vibrant collections and stories which exist.

As a relatively new organisation, we are constantly developing activity to better understand sporting heritage, and to better ensure the sector’s future resilience. We know that part of this resilience is to ensure that collections are diverse and that this is embedded within the sector, rather than an afterthought or additional consideration of collecting policies and delivery.

Consequently, Sporting Heritage are delivering a number of research pilot programmes which aim to understand the sector’s current position, and begin to implement practical recommendations and activities to increase the representation of diverse communities both in the delivery and presentation of sporting heritage across the UK.

**The British Golf Museum:**

The aim of the British Golf Museum is to provide education and enlightenment about the history and traditions of golf in Britain and the spread of the game worldwide. An ongoing objective is to make the collections in our care more accessible. The BGM is part of The R&A, golf’s governing body and the Museum will be aligning itself even more closely; with a rebranding exercise and name change imminent. The R&A promotes inclusivity for the sport, as well as it is advantages for both mental and physical health. Making golf and its heritage more engaging and accessible for all is of upmost importance.

The Museum’s galleries are to be completely renovated, with a proposed opening date of Spring 2021. Museum staff are looking at various ways of improving inclusion and diversity of our audience and this project will look at aspects of display, visitor journey, marketing, and online information. Museum curators, Hannah Fleming and Rebecca Prentice will act as contacts for the candidate.

This project is a pilot programme which will begin our work concerning neurodiversity and museums and has been generously funded by the Art Fund. It will allow us to explore more inclusively and holistically, neurodiversity and museums, beginning with a focus on autism.

The project will:

1. Explore how a museum can easily make reasonable adjustments which ensure that it is more inclusive and accessible for autistic children and adults, working with the British Golf Museum
2. Develop a literature review of current practice concerning autism and museums
3. Develop an autistic consultancy panel to support the work of Sporting Heritage and the sector going forward
4. Provide resources and training for those working in the sector to increase inclusive practice for autistic audiences

This piece of work is specifically related to point 1 above.

## **The objectives of this piece of work:**

This piece of work aims to working with the British Golf Museum to explore what reasonable adjustments can be made to ensure a museum is inclusive and accessible for autistic adults and children. The findings of this element of the project, will be used to inform all other strands and will be disseminated widely across the sector by Sporting Heritage.

Currently, the British Golf Museum is redeveloping their galleries and wishes to work with an autistic consultant to support them to:

* Better understand the needs of autistic children and adults in relationship to accessing the museums
* Provide advice and guidance to the museum development team to allow them to make adjustments to the museum experience which includes and supports autistic children and adults
* Provide the British Golf Museum with a wider network of autistic individuals by which to continue long-term advice and support

The aim is to shift away from the current representation of autism in museums which largely has a focus specifically on children, deficit language, and exclusivity (i.e. through developing quiet hours) and towards an offer which recognises the needs of all autistic individuals, opportunities to access the collections fully, and inclusivity of provision.

## **The outputs for this piece of work:**

The following outputs should be delivered by the 31st July 2021:

* Meet with the British Golf Museum development team and develop an understanding of their aims and objectives for the museum
* Consider how the museum could put into place a number of straight-forward adaptations and adjustments which ensure a better, more inclusive experience for autistic individuals (children and adults) and decide on those achievable
* Work with the museum to implement those adjustments – such as pre-visit information, visual guides, sensory guides, and opportunities to explore the collection in more depth (for example curator talks online, or in person)
* Establish links with local autistic led autism support groups to create long-term partners for the museum
* Conduct a number of trial visits for different autistic visitors to assess the adjustments, evaluate their impact, and recommend additional changes which could be implemented as a result

## **Knowledge, skills and experience:**

Essential:

* Excellent knowledge and understanding of autism, the autism community, neurodiversity, and current issues being debated within the community
* Excellent understanding and knowledge of the adaptations and adjustments which can be made to support autistic children and adults within public venues
* An understanding that autism as a neurodiverse way of being – and that as such, it should be approached through adaptations and adjustments and a recognition of delivering inclusivity, rather than through deficit language and exclusivity
* Experience of working with both autistic children and adults and addressing the needs of both
* The ability to ensure that autistic voice is consulted and heard throughout
* Experience of creating partnerships between autistic led organisations and external partners

Desired:

* Experience of working in, or with, museums

## **Fee:**

The inclusive fee for this activity is £3750. All costs, tax and NI should be covered by the supplier.

The consultant will have an additional budget which can be used, in agreement with the museum project team, to deliver a range of adjustments and adaptations as required.

## **Timeframe:**

Activity should begin on the 8th February 2021 and complete by the 31st July 2021.

## **Assessment process:**

Applications hold be made by email to [info@sportingheritage.org.uk](mailto:info@sportingheritage.org.uk) with the subject heading **The Neurodiverse Museum**

The deadline to apply is 12 noon on the 21st January 2021.

Informal discussions about the project and delivery will be held by Zoom on the w/c 1st February 2021 for short listed candidates.

Applications should include a CV (no more than 2 sides A4) and a covering letter. The cover letter should be in the following format:

* Your understanding and perception of neurodiversity and specifically autism (no more than 150 words)
* What skills and experience you would bring to the role (no more than 250 words)
* What experience you have in creating inclusive activity and adjustments for autistic children and adults, and examples of the type of adaptations and adjustments you think may be included in this piece of work (no more than 250 words)
* How you would include autistic voice in the project (no more than 250 words)
* How you would develop partnerships to support the British Golf Museum and autistic voice (no more than 150 words)
* That you are happy to work with the British Golf Museum and visit the museum a number of times throughout the project to provide advice and support on adjustments with the team

We are an equal opportunity organisation and appointment will be based on merit of the individual applicant.

We welcome all applicants and if you need any adaptations or support to assist you in the application process, please contact [info@sportingheritage.org.uk](mailto:info@sportingheritage.org.uk) with the subject heading The Neurodiverse Museum.