



Hunt Museum Charter of Inclusion (2024/25)

At The Hunt Museum we are on a journey to make our museum autism friendly and with support from AsIAM, Ireland's National Autism Charity and local autistic and neurodivergent leaders, we are fully committed to implementing the actions outlined below.

Sensory Environment

The Hunt Museum aims to be a welcoming space for all neurotypes. We recognise that sensory aspects of the environment can significantly impact the neurodivergent experience. Some people may find certain stimuli overwhelming or distracting.

- To help create a low-arousal setting, we have conducted sensory mapping of the museum space. This identified sensory features like light levels, sounds, textures and smells in each area. Our detailed sensory profile is available online so visitors can preview this information before they visit.
- The sensory mapping also guides staff training. We educate ourselves on autistic sensory perspectives to better understand experiences different from our own. Maintaining sensory understanding helps us quickly address potential issues and ensure accessibility for all.
- A quiet space is available should individuals feel overwhelmed. This calm area has reduced stimulation for self-regulation. We invite feedback to refine this space so that it will meet diverse autistic needs over time.
- Lighting, noise and comfort are continuously evaluated. Various sensory qualities may affect people in subtle yet meaningful ways. We aim to continuously learn and accommodate an autistic-inclusive sensory environment.

Communication

- At the Hunt Museum, effective communication is key to building understanding and community. All staff have completed training through AsIAM to gain valuable insight into the autistic experience and perspective.

Predictability & Control

- The Hunt Museum aims to promote accessibility by reducing preventable sensory obstacles and supporting individualised accommodations, when possible. We recognise that sensory experiences are highly personal for autistic individuals. While we cannot control every stimulus, we are committed to learning from our autistic and neurodivergent communities, to continually improve sensory understanding and monitoring of the environment among staff.
- A range of pre-visit resources are available on the Hunt Museum website's [Visitor Accessibility page](#). These will be updated and expanded in response to guidance

from the autism and neurodiverse community and as our knowledge and understanding of their experiences and perspective grow.

Judgement & Attitude

- Ongoing education reinforces an attitude of acceptance for both staff and visitors
- Dialogue with local autistic leaders guides and unpins improvement.

The Hunt Museum:

- will promote its status as an autism friendly accredited museum
- encourages local autistic and neurodiverse communities to use its facilities and services, including for advocacy activities and events
- Gives due consideration to the needs of autistic and neurodiverse communities when planning public programming and will collaborate with them to achieve greater universal accessibility
- Will develop volunteering and workplace opportunities for the autistic and neurodiverse communities and will work to ensure that the correct structures and supports are in place to facilitate these
- Will adapt existing recruitment processes to encourage a greater number of autistic and neurodiverse applicants to apply for employment at the Museum when opportunities arise
- strives to set an example of neurodiversity appreciation for others in our field. Our efforts aim to cultivate a society embracing diversity in all its natural forms, where people of all identities can share in cultural experience without fear of judgment or barriers to participation.

Through our Charter of Inclusion, we are committed to implementing practical measures and support to ensure all our employees, volunteers and visitors can achieve their absolute best in a positive and engaging environment.