



Callum Brazzo

Hygiene Operative at Spalding

I can be authentically me here

I joined Greencore in early 2024 and I work in one of our factories in Hygiene. As an autistic colleague, I am eager to share my experience working here. For me autism is a mixture of sensory and communication experiences. It's important to see the nuance of an autistic experience. This is not to say that all autistic experience is the same, but I am sharing a few elements of mine here.

Factories aren't for everybody for the mere fact that some individuals do not enjoy the repetition, but honestly the routine nature of a consistent role within the factory is soothing for me. Once I grasp a task, though it may be a different processing time than others, I tend to put my full efforts into it. I am very passionate.

Processing, for me, relates to the verbal and practical understanding of a job such as stacking trays, knowing how many completes a stack, where they need to go etc. I understand my role, but sometimes a few things can happen that interrupt my capacity to continue, and a short break is key to sustaining my responsibilities, and this has been supported for me. These short-term breaks can prevent long-term overwhelm.

I have an incredibly supportive team of people around me that are open to listening to me. This brings up another aspect of autistic experience whilst at Greencore, downtime. Most people around me seem to engage in conversation or even be by themselves with headphones on in the canteen full of people, but I don't always want to be around people and my colleagues understand that.

Stimming is something autistic people (and others) do to feel good, to express themselves and to regulate their input (sensory, emotional etc.) One of the ways I 'stim' is pacing. I find myself walking around the space, locating the best places to regulate my body and mind, to 'recharge' and have most recently found that sitting in Reception has been beneficial to my autistic ways of being. I am committed to being the best version of myself, I genuinely believe others want me to succeed and I feel empowered by their support. It is crucial to consider the environments people like me may need to provide the optimum results for all involved, from colleagues to customers and everyone in-between, and I am finding that here.

