



# HOUSING WELLBEING PROGRAMME

Help your colleagues  
facing housing problems

**SHELTER**

Proudly sponsored by



THE ADECCO GROUP

# THE HOUSING EMERGENCY IS AFFECTING YOUR COLLEAGUES

Homelessness is more than rough sleeping

Thousands of people sleep on the streets on any given night. But homelessness is sadly more than rough sleeping. Hundreds of thousands of people and families currently don't have a permanent place to call home. This could mean living in cramped and unstable temporary accommodation: in hostels, bed and breakfasts or sofa-surfing.

Right now, the housing system is failing people. For decades, not enough social homes have been built. Without enough housing, thousands of people are forced into homelessness, having to live in poor-quality temporary accommodation or on the streets.

Plus, a lack of regulation means private renters must navigate a minefield of sky-high rents, poor conditions and the threat of unfair eviction.

The uncomfortable truth is that having a job no longer protects you from homelessness or housing problems.

Even before the pandemic hit, so many people were struggling. And today, every four minutes another family becomes homeless. Over 250,000 people don't have a secure place to live. Three million working renters are finding it hard to afford anything more than their monthly rent.

Without doubt, this includes your colleagues, whose housing problems are having a real impact on their health, wellbeing and performance at work.

What's more, we know that many of your colleagues are suffering in silence – they simply don't know where to go for support and are often too ashamed to ask for help.

## 3,500

people sleep on the streets on any given night

## 250,000

people are stuck in temporary accommodation, such as hostels and bed and breakfasts

## 17.5 MILLION

are impacted by the housing emergency in total – living in overcrowded, dangerous, unstable or unaffordable housing



# YOUR HOME LIFE CAN RUIN YOUR WORK LIFE

A safe home is a fundamental need we all have.

When you don't feel safe or secure in your own home, it's incredibly hard to relax, stay focused on your job, or be present with the people around you.

It doesn't take long before the stress of trying to keep a roof over your head spills out into every area of your life – this includes your health, wellbeing and ability to do well at work.

## PHYSICAL WELLBEING

17%

of people who work have been ill or sick in the last three years because of their housing problems.

## MENTAL WELLBEING

1 IN 5

people are suffering with mental health issues like anxiety and stress because of their housing.

## FINANCIAL WELLBEING

63%

of renters don't have any savings. If they lost their jobs, they'd be at real risk of eviction and could face life on the streets.

# MALAK'S STORY

At the start of 2020, key worker Malak had a stable job and shared a safe home with her mother-in-law, daughter and husband.

Everything changed when the pandemic hit. Because her mother-in-law was vulnerable, Malak faced the brutal decision between losing her home or giving up her job.

She decided to stay in work, which meant she and her family became homeless. Facing few options and desperate to support her loved ones, Malak turned to the council for help, but the only housing they could find for her was an impossible commute to her job in Hackney. She considered quitting her job several times.

Thankfully, Malak reached out to her employer about her situation. Her employer signposted her to Shelter's services.

Together, we've managed to find Malak a permanent place to call home, close to work and family. Because Malak and her boss were so open with each other, she could weather the storm and overcome the housing problems that were so threatening to her and her family.

**If I hadn't contacted somebody, I'd have left my job and my quality of life would've diminished. My core values are to be in employment, and provide a good quality of life for my daughter.**

MALAK

# YOU CAN HELP YOUR COLLEAGUES

As an employer, you have the power to help your colleagues.

The housing emergency is affecting millions of people, but the damage it's doing is hardly ever spoken about at work.

Our Housing Wellbeing programme helps you create a safe space where everyone feels listened to, supported and empowered to do something about their housing problems – whenever they're struggling.

**We're helping companies including HSBC and The Co-op and we can help you too.**



# HOUSING WELLBEING PROGRAMME

Working together, we raise awareness of the housing emergency and put in place a programme of support for your colleagues. **Here's how we do it...**

# 1

## DISCOVER

**First, run our Housing Health Check survey.**

This anonymised survey helps you understand how people are affected by housing problems at your company. It helps you identify what issues your colleagues are up against, the impact of these issues on their wellbeing and performance and the support that they need. You'll receive a report within 4 weeks.

# 2

## DESIGN

**Based on the survey, we work with you to design a tailored programme of support.**

This may include internal resources, employee webinars, team workshops and individual training, all designed to fit the processes and channels that are right for your workforce.

# 3

## DELIVER

**We'll then deliver the support programme.**

This equips your people with the awareness, confidence and tools to take action when they, or a colleague, face bad housing or homelessness.



# HOW WE'RE HELPING THE ADECCO GROUP

We're working with The Adecco Group to improve colleague housing wellbeing

As leaders in the employee wellbeing space, The Adecco Group understand the importance of a secure, safe home on mental, physical and financial wellbeing. As well as sponsoring the programme, they were among the first companies to run our Employee Housing Health Check survey.

Despite being a good employer, we quickly uncovered just how many colleagues had experienced housing problems, with many struggling with poor conditions and unaffordable housing costs.

This was having an impact on wellbeing and performance. Over the last year, 31% had experienced anxiety or stress as a result of their housing and 16% said their performance had been affected by their housing problems.

What's more, colleagues weren't looking for help, as 40% didn't know where to go for housing advice and 28% would feel too ashamed to ask.

These findings are helping us to target our support. We're working together to create an environment where people know where to go for help and where they're not ashamed to talk about housing problems.





# TALK TO US AND **TAKE ACTION**

Get in touch at  
**[HousingWellbeing@shelter.org.uk](mailto:HousingWellbeing@shelter.org.uk)**

## **Proudly sponsored by The Adecco Group**

We've joined forces with The Adecco Group to fight for everyone's right to a safe home. Together, we're helping people find lasting, secure employment and making sure that housing wellbeing is a priority for all employers.



**THE ADECCO GROUP**

©Shelter, the National Campaign for Homeless People Limited 2021.  
Registered charity in England & Wales (263710) and Scotland (SC002327).