

## City of York Trading Ltd Brand Information Update

### 1. WorkwithSchools

WorkwithSchools is City of York Trading's (CYT's) specialist education recruiter, providing supply teachers, teaching assistants and other schools support staff mostly on a temporary basis to local schools, colleges and nurseries.

WorkwithSchools hold [APSCo Compliance+ accreditation](#) – the best practice quality standard for recruitment companies operating in the education sector, with members going beyond statutory safeguarding standards and aiming for excellence in competency, selection and service quality. These standards were developed by APSCo with external stakeholders including from the National Association of Head Teachers, and the Association of School and College Leaders and mirror recruitment standards for schools' own staff.

Competing with local, regional and national suppliers, WorkwithSchools view APSCo accreditation a significant competitive advantage, as the only local agency to hold this accreditation, and one of only 30 agencies nationwide.

WorkwithSchools have held Crown Commercial Service Framework Supplier status for supply staff since the framework's inception in 2018 and a small number of local schools book supply staff using this framework. As part of this CCS framework requirement, CYT also continues to hold Cyber Essentials accreditation.

With schools funding challenges have come changing demands for staff, and so WorkwithSchools are adapting to meet these needs.

An uncompromising report from the **National Education Union** into Supply Teaching – **Stop the Agency Rip-Off** published in 2025 examines the current supply teaching market, where 8 national agencies with a combined turnover of £461 million in 2023/24, made combined profits exceeding £117 million.

Schools spending £1.7 billion on supply staff, domination by a small number of national agencies, with high markups, large finders fees and in some cases questionable AWR compliance, means that huge sums are being drained from the education budget into private company profits and the NEU calls for a return to Local Authority run supply or at least tighter regulation. WorkwithSchools though no longer LA run, is LA owned, and in its former incarnation was set up as a LA service in 1999 when local schools were unhappy with the cost and quality of private agency staff they were using.

In 2012, with further expansion of private agencies, and the LA paying Teachers Pay and Conditions and Teachers Pensions which made it impossible to charge competitive rates, WorkwithSchools was transferred to CYT so that it had flexibility with pay, pension and charge rates and could challenge private agencies.

In York now there are again large national agencies – Vision for Education (a national who now hold the Ebor Academy Framework, turned over £52 million last year), Affinity (which includes CER – who have Nicolas Postgate Academy's contract, billed £54 million in just 9 months), Teaching Personnel who work locally, £151 million, other nationals, Tradewind (£75 million) and Protocol (£50 million) also have some local presence.

A small local agency like WorkwithSchools is a very different service – running payroll in house (not using Umbrella payroll companies, which following government concerns will be subject to stricter regulation from April 2026), the WorkwithSchools team also know all the staff having interviewed them, and kept in touch with them – APSCO Compliance+ means that if a member of staff doesn't work for 12 weeks WorkwithSchools not only have to ask them what they have been doing, but verify this with a reference or other independent evidence.

There's a need for an alternative to the big corporates, and schools who can decide to use WorkwithSchools (where Headteachers or School Business Managers can make local decisions rather than being taken at Trust level), do so when they have chance to hear about WorkwithSchools' compliance, LA ownership and ethos.

WorkwithSchools' reputation has been built up over more than 25 years, has had to change and adapt many times, and remains a valuable local resource, supporting over 40 schools, employing a specialist and local workforce, as well as the wider team within CYT which enables this.

## **2. WorkwithYorkshire**

WorkwithYorkshire has been a focus for CYT's commercial recruitment work to companies, third sector organisations, and other local authorities since 2020/2021.

During 2025/26 WorkwithYorkshire has serviced a range of clients mainly with staff working in legal, insurance, marketing, administrative and customer service roles and has continued to support local business this financial year.