

## City of York Trading Ltd Shareholder Value Update

### 1. Delivering Shareholder Value

Shareholder value is typically delivered in a number of ways including through non-tangible benefits. CYT delivers shareholder value to the Council through:

- Supply of temporary teaching and support staff to local schools, by WorkwithSchools - a Crown Commercial Framework supplier, and soon to be confirmed as a Government Commercial Agency Supplier holder of [APSCO Compliance+ Audited](#) status and excellent [Google reviews](#), some recent examples of which are shown below :-

*“WorkwithSchools was the first supply agency I contacted after leaving full time teaching and they have been excellent. Ellis and the team have been really helpful and supportive throughout. Ellis has taken the time to get to know me and my circumstances and I have really enjoyed the placements she has secured on my behalf.” May 2026*

*“Work with Schools are an excellent supply agency to work with. The company and staff are proactive in finding work that matches your expertise and preferences. I received such kind support and genuine advice when starting my career as a supply teacher and finding my feet in York. Alongside their support and how quick the team are to find you work, they held multiple CPD sessions to support my professional development. Overall a great agency to work through.” May 2026*

*“I had a really positive experience with WorkwithSchools and would highly recommend them to anyone looking for work in education. When I first moved to York, they were incredibly helpful in finding me work quickly and making the whole transition feel much less stressful. The team are genuinely friendly, approachable, and always willing to help with any questions or concerns. One thing that really stood out to me was the sign-up process, as it was done in person and felt very personal. They took the time to get to know me, made sure I was fully informed every step of the way, and really listened to my preferences in terms of roles and schools. Throughout my time with them, their communication has been excellent. They regularly check in to see how things are going and are always proactive in making sure each placement is the right fit. It never felt like I was just being placed anywhere- they clearly care about matching you with roles that suit you. Overall, a fantastic agency that genuinely supports you and looks out for your best interests. Highly recommend!” May 2026*

*“WorkwithSchools and Ellis Campbell have been really supportive of me*

*through an injury that has prevented me from working as a teacher and TA in schools and helped me find work that I can do with my injury through WorkwithYork, their sister agency.” April 2026*

*“The team at Work With Schools are caring, professional and supportive. They are really positive and their communication is excellent. I would highly recommend Work With Schools if you're looking to do some supply work in the York area!” March 2026*

- A comprehensive WorkwithSchools training programme, tailored bespoke Continuing Professional Development courses specifically designed for supply teachers and teaching assistants in consultation with local schools and provided free of charge for WorkwithSchools agency staff. This includes Safeguarding, Prevent and FGM mandatory training, Early Career Teacher training, Teaching Assistant “taster” courses aimed at candidates new or returning and subject/key stage specific training, both in person and online.
- CYT’s support for apprenticeships and staff training within its own staff team, which has three current staff completing apprenticeships. As well as recruitment training, staff undertake other industry accredited qualifications and training, including in business support, payroll, compliance and marketing. All the WorkwithSchools staff complete Safeguarding Training, with relevant staff completing Safer Recruitment and Designated Safeguarding Lead training annually.
- Providing employment opportunities for local residents, though some roles are temporary, this often fits with commitments and lifestyle choices and some agency staff stay registered over many years enabling move between assignments, and into more permanent roles;
- CYT’s weekly in-house payroll for temporary staff, company ensuring high levels of compliance and avoiding candidate deductions for umbrella costs. With an easy to use online timesheet system (also available on a mobile app) so logging timesheet hours for staff and authorisation by schools clients is simple and pay and charge rates transparent. The Company invoices schools clients monthly with competitive, all-inclusive rates, consisting of pay, employer’s NI, employer’s pension, apprenticeship levy, holiday pay, payroll and timesheet costs and agency fees.

- CYT only recruits roles which are at Living Wage Foundation payrates or above and may consider an application for Living Wage Accredited Status and Good Business Charter Accreditation in the next financial year. Consultants have a bespoke approach to both clients and candidates, using their specific local and sector knowledge, for instance three of the WorkwithSchools team are qualified teachers.
- CYT provides both its permanent and temporary workforce with access to an Employee Assistance Scheme and Occupational Health support where needed – both purchased from the Council's service suppliers.
- The Company employs fifteen people within its staff team, most working on a hybrid basis. Some staff work wholly or in part for Work with York Limited on Council business, and their costs are recharged where relevant.
- The Company currently rents desks and a meeting room at West Offices. CYT pays ICT costs at market rate to the Council for hardware, network and systems access and advice
- CYT made a loan in April 2025 of £600k to the Council's new Teckal Company, Work with York Limited, enabling this company to service the Council's temporary staffing requirements and to cover initial overhead and payroll costs.
- CYT has previously made charitable donations from fundraising activities by team staff and temporary workers, including to York Foodbank, the Island, and York Hungry Minds Appeal. CYT staff team have volunteering opportunities as part of Company's Corporate Social Responsibility.
- When profits allow, Shareholder dividends have been paid by the Company to the Council, and to date CYT dividends paid to the Council have exceeded £1m.