

Report of the Chief Officer HR and Support Services

City of York Trading Ltd and Work with York Limited Update June 2025

Purpose of Report

1. To consider and receive the City of York Trading Ltd Performance Update June 2025 provided as confidential **Annex A** and the Work with York Limited Performance Update June 2025 provided as confidential **Annex B**. The performance updates are private due to the commercial sensitivities.

Recommendations

2. Note the confidential Performance Update from City of York's Trading Ltd attached at **Annex A** to this report.

Reason: To ensure the Council is updated on the performance of and plans for City of York Trading Ltd.

3. Note the confidential Performance Update from Work with York Limited attached at **Annex B** to this report.

Reason: To ensure the Council is updated on the performance of and plans for Work with York Limited.

4. To approve the appointment to the board of Work with York Limited as Non-Executive Director, Councillor Claire Douglas and delegate authority to the managing director of Work with York Limited to make all necessary filings with the Registrar of Companies and all necessary updates to the statutory registers, letterhead, website, etc. of the Company in relation to said appointment.

Reason : To ensure Work with York Limited has an appropriate number of Non-Executive Directors on its Board as required by the Work with York Limited Shareholders Agreement.

5. To nominate Councillor Claire Douglas as Chair of the Board of Directors of City of York Trading Ltd, the previous Chair Cllr Ian Cuthbertson having on 6th June indicated to the CYT Board his intention to step down as chair, though to continue as Non-Executive Director.

6. To nominate Councillor Claire Douglas, once appointed as a Non-Executive Director in line with Recommendation 4 above, as Chair of the Board of Directors of Work with York Limited, the previous Chair Cllr Ian Cuthbertson having on 6th June indicated to the Work with York Limited Board his intention to step down as chair, though to continue as Non-Executive Director.

Background and analysis

7. City of York Trading Limited (“CYT”) was formed in 2011 with the intention of supplying temporary staff to the Council, to local schools, and permanent and temporary staff to other outside organisations. From 1st April 2025, CYT no longer provides staff to the Council, and currently trades as WorkwithSchools WorkwithYorkshire and Williams & Anthony in the commercial recruitment market.
8. Since 1st April 2025, Work with York Limited has supplied temporary staff to City of York Council, the previous contract with CYT having been novated. Work with York Limited has taken over second tier contracts with a small number of specialist agencies to support the Council. Work with York Limited’s service to the Council also includes hard-to-fill and/or senior permanent recruitment, including a current campaign for Assistant Director of Housing.
9. Final accounts for City of York Trading Ltd for 2024/25 are not yet available, with a planned audit taking place in July 2025.

Key Company Matters 2025/26 and Current Workplans

10. CYT’s Board of Directors comprises Karen Bull (Managing Director) with Non-Executive Directors, Cllr Claire Douglas, Cllr Ian Cuthbertson, Cllr John Moroney, Ann Vickers, Lisa Wood and Chloe Kerridge-Phipps and usually meets monthly to consider monthly financial and performance reports and discuss strategy going forward.
11. Work with York Limited’s Board of Directors currently comprises Karen Bull (Managing Director) with Non-Executive Directors Cllr Ian Cuthbertson, Cllr John Moroney, Ann Vickers, Lisa Wood and Chloe Kerridge-Phipps and also meets monthly to review performance and discuss strategy.
12. Key Performance Indicators for both CYT and Work with York Limited are monitored on weekly and monthly basis.

13. Marketing activities continue, including utilisation of CYT's brand and Work with York Limited websites and relevant social media channels.

Risk Management

14. There are no specific risk issues arising from this report.

Implications

15. There are no financial, legal, HR, equalities, crime and disorder, information technology, property or other implications arising from this report.

Author:		Chief Officer responsible for the report:			
Karen Bull, MD CYT Ltd and Work with York Limited		Helen Whiting Chief Human Resources and Support Services Officer			
		Report Approved		Date	11 th June 2025
Wards Affected:					All
For further information please contact the author of the report					

Annex A– CYT Performance Update June 2025 **CONFIDENTIAL**

Annex B – Work with York Limited Performance Update June 2025 –
CONFIDENTIAL