

Report of the Managing Director of City of York Trading Ltd Shareholder Committee October 26

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 and subject to an annual APSCo audit. 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 held Crown Commercial Service Framework Supplier status from 2018 to 2026, with a small number of local schools booking supply staff using this framework.

In late 2025 the Company successfully tendered for the new Government Commercial Agency Supply Teachers and Education Recruitment Framework RM6376, which was awarded May 2026, subject to updated Cyber Essentials certification.

After working with colleagues in the Council's ICT dept from February 2026 to further separate files/servers/network connections from those at CYC in order to obtain this, the Company's 2026 Cyber Essentials certification was issued on 18th June 2026 and WorkwithSchools' place on the Framework was confirmed in early July 2026. Unfortunately, this meant a delay to being able to publicise the new

Framework to local schools, but calls/emails and visits started just before the summer holidays and have continued into Autumn term.

The DFE have mandated this new Framework to Academies from September 2026 (they must use this or another procurement framework/exercise of a similar quality and value during 2026/27 academic year). WorkwithSchools have been in touch with all local academies and further details of the outcomes of those discussions are contained in ***Annex C confidential Performance Update*** for City of York Trading Ltd October 2026.

CYT (WorkwithSchools) run payroll in house (not using Umbrella payroll companies), the WorkwithSchools team also know all the staff they send out, having interviewed them, and kept in touch.

APSCO Compliance+ means that if a member of staff doesn't work for 12 weeks WorkwithSchools have to ask them what they have been doing, and verify this with a reference or other independent evidence.

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

