

Report of the Managing Director of CITY OF YORK TRADING LTD Shareholder Committee October 2026

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 high quality temporary teaching and support staff to local schools, by WorkwithSchools - a [Government Commercial Agency Supplier on the Supply Teachers and Education Recruitment Framework RM6376](#) (*as City of York Trading Ltd t/a WorkwithSchools), holder of [APSCO Compliance+ Audited](#) status and with 160 excellent [Google reviews](#), some recent examples of which are shown below :-

"While registered as a supply teacher, everyone I've dealt with has been so lovely & encouraging. I was pleased to have lots of varied work with genuinely lovely schools, and grateful for how flexible and accommodating the agency are around my preferences. I'd recommend them to anyone looking for supply work (but be aware the application process was long)."

EJ, WwS Supply Teacher & TA August 2026

"I have had a really positive experience working with the team at WorkwithSchools. I signed up to the agency in my final year of university to pick up some part time work and broaden my experience in education. The team are really dependable, regularly update you with bookings and are super friendly. I have had a total variety of bookings during my time here and I have really enjoyed them!"

ML, WwS SEN TA July 2026

"An agency that genuinely cares about the wellbeing and wishes of the teachers. They will go out of their way to meet your needs and work around your availability."

DC, WwS Primary Supply Teacher July 2026

"I've been working with WwS for a year now and I've had a great experience. The flexibility let me work around my schedule at university, meaning I could earn money AND gain experience without the pressure of full-time work. The staff have been nothing but kind, supportive, and understanding. They're super helpful whenever there's an issue and have made working with them a pleasure. I've been able to meet lots of people, get valuable experience, and learn without stress. Many thanks to WwS for the wonderful experience! I highly recommend them to anyone looking for work in schools or nurseries,

especially if you need flexible hours like I did.”

LQ, WwS TA July 2026

- 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.
- 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 online Safeguarding, Prevent, FGM and Allergy mandatory training, Early Career Teacher training and Teaching Assistant “taster” in-person courses aimed at candidates new or returning as well as subject/key stage specific training, both in person and online.
- CYT’s support for apprenticeships and staff training within its own staff team, Two staff have recently been awarded distinctions in their completed apprenticeships and there are now three other current staff completing apprenticeships including two in AI and Automation (City of York Council kindly agreed to transfer levy funds to facilitate this). All the WorkwithSchools team 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 unfair 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 has been accredited as a Living Wage Employer from September 2026.
- 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 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. To date, only interest has been paid back on this loan.
- 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. The last dividend was paid to the City of York Council in December 2023 from 2022/2023 accounts, no dividends have been paid since then.