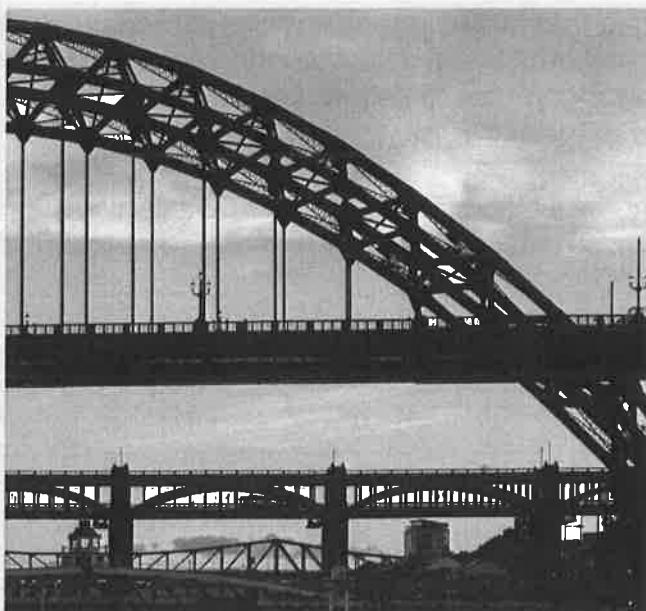


# ANNUAL GOVERNANCE STATEMENT 2022/23



**NORTH  
OF TYNE  
COMBINED  
AUTHORITY**

## **Section 1: Introduction**

This Annual Governance Statement provides an overview of how the North of Tyne Mayoral Combined Authority's governance and internal control arrangements operated during 2022/23, including how they are reviewed annually to ensure they remain effective.

## **Section 2: Scope Of Responsibility**

The North of Tyne Combined Authority (NTCA) is a cross-party, cross-region collaboration led by a Mayor and Cabinet to create a dynamic and more inclusive economy, one that brings together people and opportunities to create vibrant communities and a high quality of life, narrowing inequalities and ensuring that all residents have a stake in our region's future.

It was established on 2 November 2018 to deliver the devolution deal agreed between Newcastle, North Tyneside and Northumberland Councils, the North East Local Enterprise Partnership (North East LEP) and Central Government. Devolution has given us the chance to make our own decisions about our own future - with a shift of power, funding and responsibility from central government to the region. It does not replace the three constituent councils, nor take away any of their statutory powers.

We work in partnership and create connections between our programmes and projects for the region. We target investment where we know we need it most and make connections between economic growth and providing the skills, education and confidence local people need to benefit. We work collaboratively with:

- The North East LEP to support delivery of the objectives of the regions Strategic Economic Plan. We are the accountable body of the North East LEP with all its funding decisions being held to account through NTCA.
- The North East Combined Authority to support the region, including transport. To oversee strategic transport functions a Joint Transport Committee has been established with members from both Combined Authorities.
- All seven Local Authorities, and other regional bodies on issues that relate to the wider region.

NTCA is responsible for ensuring that its business is conducted in accordance with the law and proper standards. It is also responsible for ensuring that public money is safeguarded, properly accounted for and used economically, efficiently and effectively. The Authority also has a duty under the Local Government Act 1999 to make arrangements to secure continuous improvement in the way in which its functions are exercised.

In discharging this overall responsibility, the Authority's Cabinet and Statutory Officers are responsible for putting in place proper arrangements (known as a Governance Framework) for:

- (i) the governance of our affairs and
- (ii) facilitating the effective exercise of our functions, including arrangements for the management of risk

In relation to (ii) the Authority has developed a system of internal control designed to manage risk to a reasonable level. It cannot eliminate all risk of failure to achieve aims and objectives and can therefore only provide reasonable and not absolute assurance of effectiveness.

The system of internal control is based on an ongoing process designed to:

- a) identify and prioritise the risks to the achievement of our, aims and objectives; and
- b) evaluate the likelihood of those risks being realised, the impact should they be realised, and to manage them efficiently, effectively and economically.

The Combined Authority has developed a Risk Management Strategy and Strategic Risk Register which is reported regularly at meetings of the Authority's Audit and Standards Committee. This information can be found under the [Audit and Standards Committee on the Authority's web-site](#).

### **Section 3: Purpose Of The Governance Framework**

Corporate governance is a phrase used to describe how organisations direct and control what they do. The Chartered Institute of Public Finance and Accountancy (CIPFAs) publication "Delivering Good Governance in Local Government" (2016 Edition), sets a framework, and the standard, for local authority governance in the UK. The Framework sets out a set of principles which we test our governance arrangements against to consider the extent to which the Authority complies with the principles of good governance as set out in the Framework. This is reported through the Annual Governance Statement. It also enables us to monitor the achievement of the Authority's priorities and to consider whether those priorities have led to the delivery of appropriate services which represent value for money.

The Governance Framework has been in place for the year ended 31 March 2023 and up to the date of approval of the Authority's Annual Report and Accounts.

This Annual Governance Statement meets the requirements of the Accounts and Audit Regulations 2015 (6) (1) to conduct a review of the effectiveness of the system of internal controls required by Regulation 3 and prepare an Annual Governance Statement.

### **Section 4: The Governance Framework**

The core principles and outcomes of our Governance Framework are set out overleaf. This includes examples of how the Authority has adhered to its governance commitments set out in the Constitution and includes hyperlinks to sources of further information which include more detail about how NTCA has implemented its commitments.

#### **Principles of Good Governance**

- A. Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law**
- B. Ensuring openness and comprehensive stakeholder engagement**
- C. Defining outcomes in terms of sustainable economic, social, and environmental benefits**
- D. Determining the interventions necessary to optimise the achievement of the intended outcomes**
- E. Developing the entity's capacity, including the capability of its leadership and the individuals within it**
- F. Managing risks and performance through robust internal control and strong public financial management**
- G. Implementing good practices in transparency, reporting, and audit to deliver effective accountability**

## The Governance Framework

<p><b>A. Behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law</b></p>	
<p><b>The Authority's Commitment of Good Governance</b></p>	<p><b>How the Authority meets these principles</b></p>
<p><b>Behaving with Integrity</b></p>	<p>The 2023 budget and our medium-term financial plan for the period 2024-25 to 2026-27 has been developed within the context of the Authority's strategic priorities and policy decisions made by the Mayor and Cabinet. This ensures that the Combined Authority's strategic plans are delivered within the financial resources available.</p> <p>The Corporate Plan provides a clear blueprint for the work of the Authority and shows how it will deliver on the outcomes shaped by the Mayor and Cabinet. The Plan builds on well-established portfolios, clear strategic priorities and a culture of collaboration that is knitted into everything it does.</p> <p>A Deed of Cooperation was made on the 4 July 2018 between the seven Constituent Authorities in the area which outlines a framework for collaborative working across the region.</p> <p>A register of Members' interests (including gifts and hospitality) is also maintained. The register is reviewed on an annual basis.</p> <p>The Monitoring Officer advises on compliance with our Constitution, ensuring that decision making is lawful, fair and ethical.</p>

	<p>Our financial management arrangements conform to the CIPFA Statement on the Role of the Chief Finance Officer and are the responsibility of the NTCA Chief Finance Officer.</p>	<p>The Constitution is available on the website.</p>	<p><u>Cabinet Rules of Procedure ("Standing Orders")</u> can be found at <u>part 3.1 of the Constitution</u></p> <p><u>Codes of Conduct</u> can be found at <u>Part 5.2 of the Constitution</u></p>
<p><b>Demonstrating Strong Commitment to Ethical Values</b></p>	<p>Our Constitution defines our standing orders, standing financial instructions, and scheme of delegation. These clearly define how decisions are taken and the processes and controls required to manage risks. We will ensure compliance with relevant laws and regulations, internal policies and procedures, and that expenditure is lawful.</p>	<p>The Monitoring Officer advises on compliance with our Constitution, ensuring that decision making is lawful, fair and ethical.</p> <p>Codes of conduct are set out in the Constitution, defining standards of behaviour for Members and Officers working on behalf of the Authority. Audit and Standards Committee deal with issues of conduct and generally promote high standards among officers and members.</p>	<p>Our Freedom of Information Scheme is published on our website</p> <p>We ensure that there are effective arrangements for "Whistleblowing" and for receiving and investigating complaints from the public. Administration of the Authority's policies on anti-fraud and corruption is undertaken by Internal Audit. Whistleblowing policy and procedure is at Part 5.5 of our Constitution</p> <p>The Authority appoints Statutory Officers who have the skills, resources and support necessary to ensure statutory and regulatory requirements are complied with.</p>

<p>Data Protection and Confidentiality; Environmental; Equalities and Diversity; Inclusive Economy, Modern Slavery; and Social Value policies are in place and available on the Transparency page of our website.</p> <p>We work with Cabinet and wider partners and stakeholders to develop a clear set of values by which we work which are outlined in our Corporate Plan.</p>	<p><u>Transparency Policies</u></p> <p><u>Working Together: Our Corporate Plan 2023-2024</u></p>
<p>Respecting the Rule of Law</p>	<p>NTCA has measures to address breaches of its legal and regulatory powers. The Authority's Monitoring Officer has statutory reporting duties in respect of lawful decision and maladministration.</p> <p>We review and update our standing orders, standing financial instructions, scheme of delegation and support procedure notes/manuals – these clearly define how decisions are taken and the processes and controls required to manage risks.</p> <p>Scheme of Delegations - The proposed scheme identifies a number of officers as “designated officers” who can exercise the delegated functions allocated to them in the scheme. These designated officers are the Head of Paid Service, Chief Finance Officer, and Monitoring Officer, Chief Executive and Director of Policy and Performance, as well as the Chief Executive of the North East LEP (whose delegation relates to North East LEP matters only).</p> <p>Our financial management arrangements conform to the CIPFA Statement on the Role of the Chief Finance Officer.</p> <p>The Monitoring Officer is advised on compliance with our policy framework, ensuring that decision making is lawful and fair and ethical.</p>

<b>B. Ensuring openness and comprehensive stakeholder engagement</b>		<i>How the Authority meets these principles</i>	<i>Where you can see Governance in action</i>	
<b>The Authority's Commitment to Good Governance</b>				<p><a href="#">Devolution Delivers - Annual Report (Agenda Item 5)</a></p> <p><a href="#">Devolution Delivers – Annual Report Document</a></p>
<b>Ensuring Openness Engaging Comprehensively with Institutional Stakeholders</b>		<p>We are clear on delivering the objectives of the Combined Authority and intended outcomes of our vision. Our Corporate Plan outlines the things we are doing and will do in future – using the powers and resources from our Devolution Deal, and the rapid progress we have made since – to drive jobs, inclusion, new homes and positive economic change in our region</p>	<p><u>Working Together: Our Corporate Plan 2023-2024</u></p>	<p>The Authority's significant partners (Nexus and the North East LEP) provide signed assurance statements which contains an assessment of their governance and internal control systems. The statement provides additional evidence for this AGS.</p> <p>The Authority produces an Annual Report to set out the Authority's achievements and the work of the Mayor and Cabinet over the last year. The report 'Devolution Delivers' includes information on how NTCA is delivering its Vision through the three cross-cutting themes of Net Zero Transition, Inclusive Economy and Innovation in Recovery and across all the Delivery Themes. In addition, there are also annual updates from the Inclusive Economy Board, the</p>

<p>Housing and Land Board and the Voluntary, Community and Social Enterprise Group</p>	<p>The Elected Mayor chairs the Cabinet and Cabinet decisions will be subject to scrutiny by the Overview and Scrutiny Committee. The Elected Mayor has a number of specific powers and financial resources which Cabinet can make representations on, and which can also be subject to scrutiny by the Overview and Scrutiny Committee.</p>	<p>Transport is of strategic importance to the North East and together with the North East Combined Authority a North East Joint Transport Committee has been established bringing together members from across the seven local authorities, allowing effective decision making across the region to ensure that the local needs and transport priorities are delivered.</p>	<p>The NTCA Adult Education Strategic Skills Plan sets out our ambitious programme for skills development. It highlights strengths, opportunities and challenges across our region and sets out the NTCA key priorities to ensure our residents have the skills to get a good job, progress in work and that employers have people with the right skills.</p>
	<p><u>Overview and Scrutiny Committee – Annual Report – Agenda item 6</u></p>	<p><u>North East Joint Transport Committee</u></p>	<p><u>Opportunity for All – North of Tyne Strategic Skills Plan 2021-2023</u></p> <p><u>Market engagement event – Post 16 Flexible Procurement Framework for skills provision</u></p>

Engaging stakeholders effectively, including individual citizens and service users	<p><b>Meetings, agendas and minutes are accessible via the website.</b> All meetings are held in public (other than where consideration of confidential or exempt information).</p> <p>We publish a register of key decisions to notify the public of the most significant decisions the Combined Authority is due to take. Details of each decision are included on the Forward Plan 28 days before the report is considered and any decision is taken. This allows an opportunity for people to find out about major decisions that NTCA is planning to take.</p> <p>Our Freedom of Information Scheme is published on our website.</p>	<p><u><a href="#">NTCA website</a></u></p> <p><u><a href="#">Forward Plan</a></u></p> <p><u><a href="#">Freedom of Information Scheme</a></u></p>	<p><u><a href="#">VCSE Stakeholder Engagement Group Annual Report 2022/23 – Appendix 1c - page 17</a></u></p> <p><u><a href="#">Transparency Information</a></u></p> <p><u><a href="#">Devolved Adult Education Budget – mid year update (Agenda item 8 – page 27)</a></u></p>
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<b>C. Defining outcomes in terms of sustainable economic, social, and environmental benefits</b>		
<b>The Authority's Commitment to Good Governance</b>	<b>How the Authority meets these principles</b>	<b>Where you can see Governance in action</b>
<b>Defining Outcomes</b>	<p>The Corporate Plan sets out the ambitions of Cabinet for the authority for the year ahead with a roadmap for action. It captures the breadth of work undertaken and ensures activities are aligned allowing for clear collaborative working.</p> <p>The North East LEP works with its partners, which includes NTCA and NECA, to deliver the regions Strategic Economic Plan (SEP). The Plan reflects on recent changes to the global and national economy as well as the UK's departure from the European Union. It also looks at how the North East can maximise opportunities around the UK's Industrial Strategy.</p>	<p><u>Working Together: Our Corporate Plan 2023-2024</u></p> <p><u>Strategic Economic Plan</u></p> <p><u>UK's Industrial Strategy.</u></p>
<b>Sustainable, Economic, Social and Environmental Benefits</b>	<p>We incorporate good governance arrangements in our partnerships and reflect these in our overall governance arrangements.</p>	<p><u>Significant Partnership Register</u></p>

Innovation that's needed for local areas to become net-zero.  
Creating jobs need not cost the Earth.

As part of the business planning process the Authority sets out how it will work towards its agreed equality objectives, with Equality Impact Assessments undertaken to ensure we consider the likely impact of our policies and plans on different groups of people to ensure they do not inadvertently disadvantage anyone.

Equality implications are considered in all our decision-making reports - with reporting templates prompting report authors to record the equality implications arising from their reports.

Our Social Value Policy sets out how the Authority will deliver social value through their commissioning and procurement activities and to set the Authority's priorities in relation to social value.

Good Work Pledge Article

NTCA has developed a programme to understand what 'Good Work' should look like in the North of Tyne and how NTCA can promote and reward employers that are offering the elements of 'Good Work'. This has included the development of a Good Work Pledge, which enables employers to understand the key elements of 'Good Work', what they can do to achieve this for their employees and what support is available to help them get there. The pledge covers over 40,000 employees who now have secure employment, a decent wage and proper representation and a ladder to boost skills to turn a job into a career.

Annual update on NTCA's performance against its Equality Objectives 2021-25  
(Agenda item 9 – page 35)

Social Value Policy

<p>The Adult Education Budget provision supports key elements of the North East Strategic Economic Plan, and the emerging Local Industrial Strategy and plays a key role in NTCA's economic growth and reform agenda.</p>	<p>We established a digital equipment loan scheme to support residents across the region giving them access to digital services and opportunities during the pandemic. Encouraging digital inclusion for everyone will help our residents' access new opportunities and in turn support our inclusive economy.</p> <p>Inclusive Economy Board was launched in March 2020 and advises the NTCA Cabinet on inclusive economy interventions across the North of Tyne area, championing the NTCA vision and supporting the area to become a national exemplar in inclusive growth</p>	<p><u>Digital Inclusion Scheme</u></p> <p><u>Inclusive Economy Board Annual Report 2022/23 – 1a page 11</u></p>	<p><u>Housing and Land Board Annual Report 2022/23– 1b page 13</u></p>
	<p>A North of Tyne Poverty Truth Commission will bring together community, civic and business representatives with people with experience of living in poverty. It will aim to better understand the specific effects of the Covid -19 pandemic for people living in Newcastle, North Tyneside, and Northumberland and come up with practical solutions. The project began in August 2021 and will run for two years.</p> <p>Crowdfund North of Tyne will fund projects to help communities - its aim is to bring people together, create or improve green spaces, improve mental health, inspire</p>	<p><u>Children North East to lead on Poverty Truth Commission</u></p> <p><u>Education Improvement and Child Poverty Prevention Report – Agenda item 7 – Page 19</u></p>	<p><u>Crowdfund North of Tyne</u></p>


<p>Strategic risks are owned by our Senior Leadership Team and reported to Audit and Standards Committee on a regular basis</p>	<p><u>Strategic risks and opportunities register report April 2023- Agenda item 8</u></p>
<p><b>Optimising Achievement of Intended Outcomes</b></p> <p>The strategic, crosscutting nature of much of the Authority's work means that delivery is often achieved through collaboration with NTCAs partners and North of Tyne Council's. An example of this collaboration is in our Recover, redesign, reimagine plan which was put forward to Government demonstrating our commitment to post-covid recovery and renewal.</p>	<p><u>Recover, Redesign, Reimagine</u></p>
<p><b>E. Developing the entity's capacity, including the capability of its leadership and the individuals within it</b></p>	
<p><b>The Authority's Commitment to Good Governance</b></p>	<p><i>How the Authority meets these principles</i></p>
<p>Developing the Organisation's Capacity</p>	<p>We have defined and documented in our Constitution the roles and responsibilities of Cabinet, Scrutiny and 'proper' officer functions (Head of Paid Service, Monitoring Officer, Chief Finance Officer), with clear delegation arrangements and protocols for effective communication. The collective and individual roles and responsibilities of the Cabinet, Members and Officers have been agreed by the Combined Authority.</p>
<p>Developing the Capability of the Organisation's Leadership and Other Individuals</p>	<p>We identify and aim to address the development needs of members and senior officers through the annual appraisal process, in relation to their strategic roles, and support these with appropriate training.</p>
<p><i>Where you can see Governance in action</i></p>	
<p>Part 2 Constitution – Responsibility for Functions - NTCAs (<a href="http://northoftyne-ca.gov.uk">northoftyne-ca.gov.uk</a>)</p>	

<p>Values and behavior's workshops have been delivered to all staff, with staff appraisals undertaken with agreed targets and objectives linked to NTCAs work programme.</p> <p>Staff are also reminded of our information governance/data security requirements whilst working remotely, to ensure they continue to work safely and securely. Additional health and safety modules have been made available on our Learning &amp; Management System alongside advice from the Health &amp; Safety Executive to ensure all our staff work safely at home.</p>	<p><b>F. Managing risks and performance through robust internal control and strong public financial management</b></p> <table border="1"> <thead> <tr> <th data-bbox="811 107 914 1685"><i>The Authority's Commitment to Good Governance</i></th><th data-bbox="811 1685 914 2139"><i>How the Authority meets these principles</i></th><th data-bbox="811 107 914 1685"><i>Where you can see Governance in action</i></th></tr> </thead> <tbody> <tr> <td data-bbox="922 107 1224 1685">Managing Risk</td><td data-bbox="922 1685 1224 2139"> <p>Our Risk and Opportunity Management Policy and Strategy outlines our arrangements for managing risk. Risk management is an integral part of our decision-making processes. To inform decision making all committee reports include a section which highlights the key risks to the decisions or proposed recommendations and how they are being addressed.</p> </td><td data-bbox="922 107 1224 1685"> <p>Cabinet and Overview and Scrutiny Committees receive quarterly finance reports, monitoring the Authority's financial position and treasury management activity.</p> </td></tr> <tr> <td data-bbox="1232 107 1454 1685">Managing Performance</td><td data-bbox="1232 1685 1454 2139"></td><td data-bbox="1232 107 1454 1685"> <p>Overview and Scrutiny Committee March 2023 Budget Monitoring Report - Agenda item 8</p> </td></tr> </tbody> </table>	<i>The Authority's Commitment to Good Governance</i>	<i>How the Authority meets these principles</i>	<i>Where you can see Governance in action</i>	Managing Risk	<p>Our Risk and Opportunity Management Policy and Strategy outlines our arrangements for managing risk. Risk management is an integral part of our decision-making processes. To inform decision making all committee reports include a section which highlights the key risks to the decisions or proposed recommendations and how they are being addressed.</p>	<p>Cabinet and Overview and Scrutiny Committees receive quarterly finance reports, monitoring the Authority's financial position and treasury management activity.</p>	Managing Performance		<p>Overview and Scrutiny Committee March 2023 Budget Monitoring Report - Agenda item 8</p>
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Managing Performance		<p>Overview and Scrutiny Committee March 2023 Budget Monitoring Report - Agenda item 8</p>								

<b>G. Implementing good practices in transparency, reporting, and audit to deliver effective accountability</b>	
<i>The Authority's Commitment to Good Governance</i>	<i>How the Authority meets these principles</i>
Implementing Good Practice in Transparency	<p>Mayor's Question Time – Mayor Driscoll hosts regular themed online Mayor's question time, welcoming questions and comments on key issues.</p> <p>We publish details of delegated decisions on our website.</p>
Implementing Good Practices in Reporting	<p>We publish NTCAs £500+ spend monthly</p> <p>We ensure that our Audit and Standards Committee undertakes the core functions identified in CIPFA's Audit Committees – Practical Guidance for Local Authorities and Police 2018.</p> <p>Internal Audit compliance with Public Sector Internal Audit Standards</p> <p>Production of the Authority's Annual Report and Accounts</p>
Assurance and Effective Accountability	<p>The Assurance Framework explains the arrangements for NTCAs to:</p> <ul style="list-style-type: none"> <li>● Demonstrate that arrangements are in place to ensure accountable and transparent decision-making</li> <li>● Appraise projects and allocate funding; and</li> <li>● Monitor and evaluate projects to ensure that they achieve value for money and projected outcomes</li> </ul> <p>The Assurance Framework has been designed to meet the National Guidance for Single Pot Assurance Frameworks,</p>

issued by MHCLG for localities in receipt of a Single Pot as part of their Devolution Deals.

Section 5 of this Annual Governance Statement provides the views of our internal and external auditors. Auditors report regularly to Audit and Standards Committee and provide their annual opinion on the adequacy of the effectiveness of our governance, risk and control framework.

The Authority monitors the implementation of internal and external audit recommendations. Audit and Standards Committee receive regular reports summarising performance regarding implementation of recommendations.

Information on expenditure, performance and decision making is sited together on the Transparency page of the Authority's website and can be accessed quickly and easily.

## **Section 5: Annual Review Of Effectiveness Of Governance Framework**

We have a legal responsibility to conduct an annual review of the effectiveness of our governance framework, including the system of internal control. The review is led by Officers and Members of Audit and Standards Committee who provide independence and challenge. The review is informed by:

- (a) An assessment of the Authority's Constitution, including its committee structure.
- (b) The views of Internal Audit. The Chief Internal Auditor's report to the July 2023 Audit and Standards Committee gives the following opinion on the adequacy and effectiveness of the framework of governance, risk management and control in place for the North of Tyne Combined Authority for 2022/23: The opinion of the Interim Chief Internal Auditor is that the framework of governance, risk management and control is satisfactory overall. This is a positive assessment of the control environment of the organisation.
- (c) Assurance from Statutory Officers, including the Monitoring Officer, Chief Finance Officer and Senior Information Risk Owner, through written signed statements.
- (d) The views of External Auditors.
- (e) The results of the Authority's self-assessment of compliance with the new CIPFA Financial Management Code
- (f) Activity of the Audit and Standards Committee, including ethical governance
- (g) Partnerships, including the North East Joint Transport Committee
- (h) The Risk Management process, particularly the Strategic Risk Register
- (i) Performance information which is reported to Cabinet and other meetings on a regular basis.

## **Section 6: North East Joint Transport Committee and North East Combined Authority**

Regional transport is operated and governed by the North East Joint Transport Committee, bringing together the two Combined Authorities, which allows effective decision-making across the region to ensure that the local needs and transport priorities are delivered. The Committee receive regular updates on North East and Regional Transport Plans.

The Committee also receive regular updates from the Managing Director, Transport North East, in respect of transport partnerships, including East Coast Mainline, HS2 and Northern Powerhouse Rail.

The Joint Transport Committee, Audit Committee is also a key component of the corporate governance arrangements and is an important source of assurance about the Joint Transport Committee's arrangements for managing risk, maintaining an effective control environment, and reporting on financial and performance matters.

The Joint Transport Committee also has an Overview and Scrutiny Committee to enable local councillors, on behalf of their communities, to scrutinise and challenge the Joint Transport Committee, its committees and Nexus, and to investigate matters of strategic importance to residents with a view to influencing and adding value to the decisions.

## Section 9: Conclusion

We consider the governance and internal control environment operating during 2022/23, to provide reasonable and objective assurance that any significant risks impacting on the achievement of our principal objectives will be identified and actions taken to avoid or mitigate their impact.

The annual review has shown that the arrangements for 2022/23 are in place and operating as planned.

### **Mayor of the North of Tyne Combined Authority**

**Full Name:** Jamie Driscoll

**Signature:**

**Date:** 29 April 2024

### **Chief Executive**

**Full Name:** Henry Kippin

**Signature:**

**Date:** 30.04.24

### **Chair of Audit and Standards Committee**

**Full Name:** David Willis

**Signature:** DWL

**Date:** 29 April 2024

### **Chief Finance Officer**

**Full Name:** Janice Gillespie

**Signature:**

**Date:** 29. April 2024





