

ANNUAL REPORT

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The logo for bBrave features the lowercase letter 'b' in white, followed by the word 'Brave' in orange. The 'b' is stylized with two hands: a yellow hand reaching up from the left and a white hand reaching up from the bottom, both appearing to hold the letter.



VO 1422
bBrave
bullying: awareness & support

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BBRAVE'S MISSION STATEMENT

To raise awareness on different forms of bullying and to facilitate assistance for bullying victims and for the reform of bullies in Malta.

IL-MISSJONI TA' BBRAVE

Sabiex titqajjem kuxjenza dwar forom diversi ta' bulliżmu u sabiex tiġi iffaċilitata l-ghajnuna għall-vittmi tal-bulliżmu u għar-riforma tal-bullies f'Malta.

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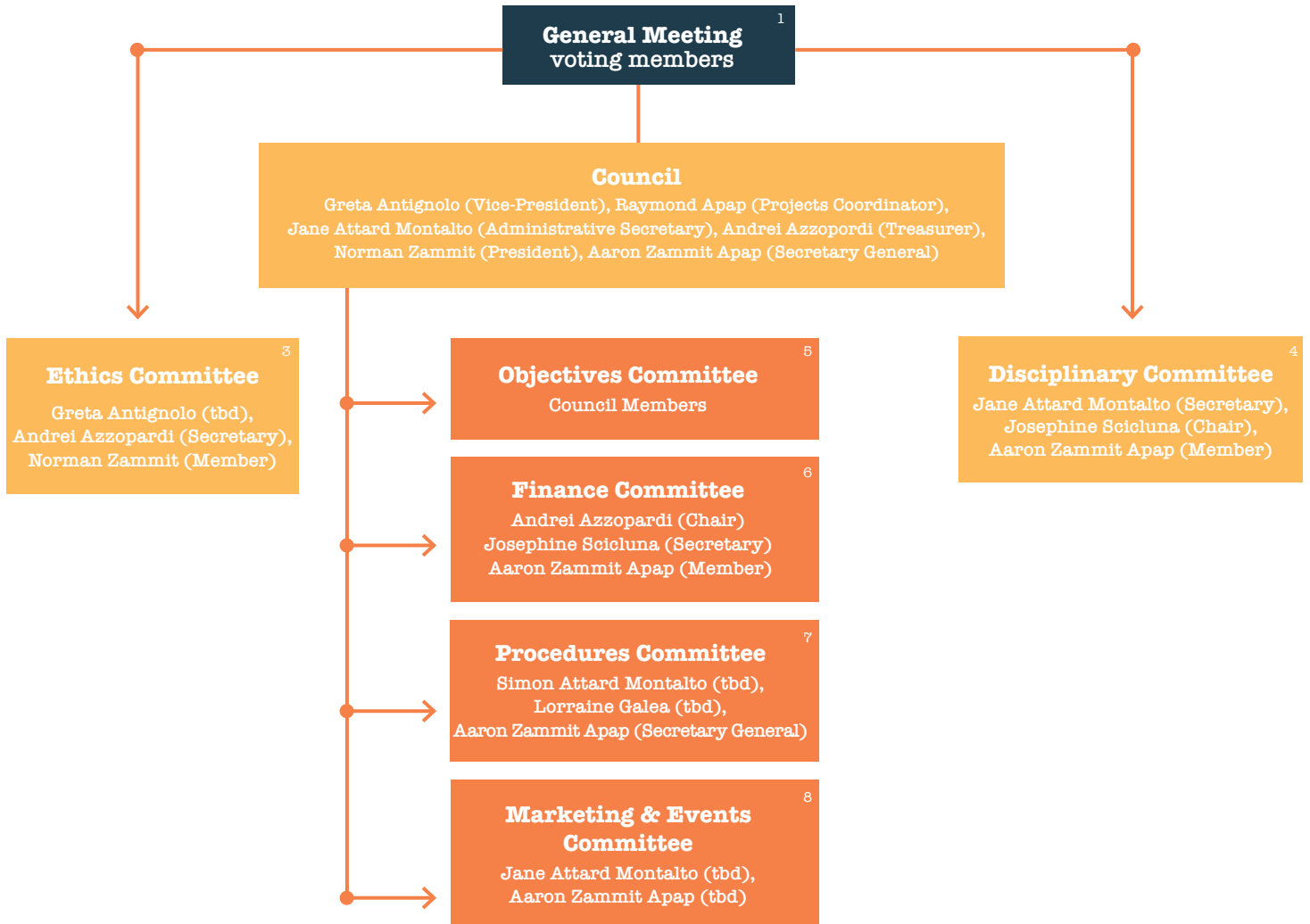
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bBrave (VO 1422)



Organisation Chart



NOTES

1 The General Meeting is made up of those Members having the right to attend and vote. Minors may not attend General Meetings and vote. Honorary Members or Honorary Past Members may attend, but not vote at, General Meetings.

2 The Council is responsible for the day to day running of the Organisation.

3 The Ethics Committee, inter alia, monitors the ethical behaviour of the Council, ensures compliance with the Code of Ethics, and advises on ethical dilemmas.

4 The Disciplinary Committee Meeting is charged with leading disciplinary proceedings. Such proceedings may be brought against any Member for alleged misbehaviour, such as breaches to the Statute, the Code of Ethics, or any other rules and procedures of the Organisation, bringing disrepute onto the Organisation, performing material acts of bullying, and acting against the interests of the Organisation.

5 The Objectives Committee is intended to help the Organisation focus on its mission, developing the objectives of the Organisation.

6 The Finance Committee is responsible for supporting the Treasurer in maintaining the finances of the Organisation, as well as seeking funding opportunities.

7 The Procedures Committee prepares and/or reviews any documents that may be referred to it by the Council.

8 The Marketing & Events Committee supports the Council in marketing the Organisation and organising events.

NORMAN ZAMMIT



There have been several discussions on the phenomenon of bullying over the years. From bullying at schools to bullying and ostracism at the workplace, this social scourge has escalated with the onset of social

media with the negative experiences from cyber bullying. Entrenched in this phenomenon is also domestic violence.

The need to address this phenomenon within the local scenario led to the setting up of an organisation Action Group Against Bullying (AGAB). The fourth quarter of 2017 entertained an important milestone for our organisation were AGAB went through a major transformation with the statute being changed to reflect better the scope of the organisation and the name was changed to bBrave.

bBrave is a positive message that we wish to convey to all the victims of bullying so they

President's Statement to Members

can realise that they are not alone in their ordeal because our organisation is growing to be there to support them. We should also acknowledge bullies have a hard time dealing with their emotions. It is easier to be angry than sad. It feels better and it gives a person the illusion that they are choosing their emotion. Being sad has often been associated with being weak. Being angry has often been associated with being strong. These associations are reinforced by bullies.

The above observations are the catalyst for the mission statement of the organisation which is focused on raising awareness on different forms of bullying and to facilitate assistance for bullying victims and for the reform of bullies in Malta.

In these last few months we have applied for funding to embark on projects related to the further promotion of the organisation in society and to conduct studies that would heighten the awareness of workplace bullying and ostracism. An insidious problem that is hard to identify in large organisations and where human resources managers lack the tools to handle such ethical dilemmas.

The organisation cannot progress and achieve its objectives without the constant support of its members and sponsors.

We thank you.



Ing. Norman Zammit
President

The Members serving on the Council throughout the reporting period and to date are the following:

MEMBERSHIP

**Ms. Greta Antignolo,
Vice-President**
(appointed 6th February 2018)

**Ms. Jane Attard Montalto,
Administrative Secretary**
(appointed 6th February 2018)

**Mr. Raymond Apap
Projects Coordinator**
(appointed 6th February 2018)

**Mr. Andrei Azzopardi,
Treasurer**
(appointed 3rd November 2017)

Ms. Antonia Cachia Debono
(appointed 22nd February 2017;
resigned 17th November 2017)

**Insp. Dr. Sandro Camilleri, Hon.
Member, PR & Media**
(appointed 22nd February 2017;
resigned 17th September 2017)

**Ms. Tricia Davidson Chiasson,
Member**
(appointed 9th June 2017;
resigned 24th August 2017)

**Mr. Alexander Libreri,
President**
(appointed 22nd February 2017;
resigned 12th July 2017)

Dr. Reta-Catherine Orsten
(Appointed 22nd February 2017;
resigned 17th November 2017)

**Ing. Norman Zammit,
President**
(Appointed 9th June 2017)

**Dr. Aaron Zammit Apap,
Secretary General**
(Appointed 22nd February 2017)

COUNCIL

In terms of bBrave's Statute, the affairs of the Organisation, in all matters not reserved for the Organisation in General Meeting, shall be managed by the Council of the Organisation.

MEETINGS

The Council held six (6) formal meetings throughout the reporting year.

DISCIPLINARY COMMITTEE

The Disciplinary Committee is charged with leading disciplinary proceedings. Such proceedings may be brought against any Member for alleged misbehaviour, such as breaches to the Statute, the Code of Ethics, or any other rules and procedures of the Organisation, bringing disrepute onto the Organisation, performing material acts of bullying, and acting against the interests of the Organisation.

The Members serving on the Committee throughout the reporting period and to date are the following:

Ms. Jane Attard Montalto, Secretary

Ms. Josephine Scicluna, Chairperson

Dr. Aaron Zammit Apap, Member



ETHICS COMMITTEE

The Ethics Committee, inter alia, monitors the ethical behaviour of the Council, ensures compliance with the Code of Ethics, and advises on ethical dilemmas.

The Members serving on the Committee throughout the reporting period and to date are the following:

Mr. Andrei Azzopardi, Secretary
Ing. Norman Zammit, Member

The post of Chairperson of this Committee is currently vacant.



OBJECTIVES

The Objectives Committee is intended to help the Organisation focus on its mission, developing the objectives of the Organisation.

The Members serving on the Committee throughout the reporting period and to date are the following:

Ms. Greta Antignolo, Member

Mr. Raymond Apap, Member

Mr. Jane Attard Montalto, Member

Mr. Andrei Azzopardi, Member

Ing. Norman Zammit, Chairperson

Dr. Aaron Zammit Apap, Secretary General

PROCEDURES

The Procedures Committee prepares and/or reviews any documents that may be referred to it by the Council.

The Members serving on the Committee throughout the reporting period and to date are the following:

Prof. Simon Attard Montalto, Member

Ms. Lorraine Galea, Member

Dr. Aaron Zammit Apap, Secretary General

The post of Chairperson of this Committee is currently vacant.



FINANCE

The Finance Committee is responsible for supporting the Treasurer in maintaining the finances of the Organisation, as well as seeking funding opportunities.

The Members serving on the Committee throughout the reporting period and to date are the following:

Mr. Andrei Azzopardi, Chairperson

Ms. Josephine Scicluna, Secretary

Dr. Aaron Zammit Apap, Member

MARKETING & EVENTS

The Marketing & Events Committee supports the Council in marketing the Organisation and organising events.

The Members serving on the Committee throughout the reporting period and to date are the following:

Ms. Jane Attard Montalto, Member

Dr. Aaron Zammit Apap, Member

The posts of Chairperson and Secretary of this Committee are currently vacant.



CONFLICTS OF INTEREST

The Statute stipulates that no Member of the Council or any Committee may vote on matters on which such Member may have a conflict of interest. Any conflicts of interest or potential conflicts of interest must be declared at the outset of any meeting (including General Meetings), and the conflicted Member may be asked to leave the meeting during the discussion of the impacted business.

PARTNERSHIPS & AFFILIATIONS

The Organisation is exploring the possibility of partnering with anti-bullying organisations abroad, as much can be learnt from such experiences. There is also the option of affiliating with such organisations, for instance international anti-bullying networks. So far, this has not been possible due to lack of finances.

The Organisation is also looking at cooperating with fellow organisations locally, who although may not have their main remit on anti-bullying, their work impinges upon such cases.



MEDIA PRESENCE

bBrave has opened a facebook page, a facebook group and a LinkedIn page. It is currently working on producing a website which should help in bringing society closer to the Organisation. The Organisation has also given a number of interviews to the media (such as the printed media and radio), as well as participated in a number of TV programmes.

FUNDING

During its first year of operation, the Organisation was supported by the Members' own funds. Otherwise, bBrave received membership fees and donations from its Members.

SPONSORSHIP

Ms. Angele Azzopardi of UNGL Studio kindly sponsored the design work on bBrave's logo, as well as other items of stationery. This gesture was greatly appreciated, as the cost of this work would have been prohibitive for the Organisation at this early stage.

GOVERNMENT FUNDING

bBrave has applied with the Malta Council for the Voluntary Sector (MCVS) for a number of projects under the following schemes:

Small Initiatives Support Scheme

Project name: Taking bBrave to the Community

Grant Requested: €3,000

Abstract

The organisation will invite other voluntary organisations to cooperate with bBrave, opening channels for:

- 1: supporting each other wherever possible;
- 2: organising events together which aim at achieving certain objectives of all participating organisations;
- 3: strengthen lobbying power of civil society; and
- 4: avoid duplication of efforts.

Such initiatives will not only create synergies between the participating organisations, but also make the most effective use possible of the scarce volunteering resources, not only in terms of funding, but also in terms of volunteers' man hours.

This application has been accepted, and bBrave is in the process of signing the grant agreement with MCVS.



Voluntary Organisations Project Scheme

Project name: Recognising Bullying and Ostracism at the Workplace

Grant Requested: €9,600

Abstract

1: Identify the extent of the problems associated with bullying and ostracism at the workplace.

2: From the analyses, propose ways in which victims and bullies could be assisted.

3: Provide the basis for a training framework for Human Resources managers which would enable them to address more specifically and holistically ethical dilemmas associated with these phenomena.

The application was not supported by MCVS. Since the scheme enjoys residual funds, bBrave is availing itself of the opportunity to revise and resubmit its project proposal.



Sustainable Development Fund

Project name: Understanding Bullying

Grant Requested: €5,000

Abstract

Bullying (aggression, violence, ostracism and others) is a disease to society and makes the community poorer in spirit. Understanding bullying better, and rather, understanding how to minimise the negative effects of bullying, will enrich society.

Such initiatives will not only create synergies between the participating organisations, but also make the most effective use possible of the scarce volunteering resources, not only in terms of funding, but also in terms of volunteers' man hours.

At the time of preparation of this report, bBrave has not been advised whether its application for funds has been accepted.

Civil Society Fund

Project name: Bullying...Its Never Acceptable
(Training in Edinburgh, Scotland)

Grant Requested: c.€2,000 (travel expenses)

Abstract

Professional training covering the following subjects:

- 1: Attitudes
- 2: What is Bullying?
- 3: Prejudice-Based Bullying
- 4: Online Bullying
- 5: Why do People bully?
- 6: Children's Rights
- 7: Impacts and Outcomes
- 8: Culture and Policy
- 9: Practice
- 10: Response
- 11: Exploring options and discussion
- 12: What about the child who is bullying and Resilience
- 13: Case Studies

The request was not supported by MCVS. At the time of preparation of this report, bBrave is objecting to this refusal, as it is convinced that such request falls squarely within the purposes of this fund.



Much depends on the funding opportunities afforded by the government.

It is forecast that following the gaining of experience with MCVS funding schemes, the Organisation will move on to tap into EU funding administered by the Malta-EU Steering and Action Committee (MEUSAC)

MEMBERSHIP

The membership of the Organisation as at the end of February 2018 stands as follows:

Adults	13
Minors	1

GENERAL MEETINGS

bBrave (then called AGAB (Malta): Action Group Against Bullying) was created on the 22nd February 2017, when the first version of the Statute was approved at the first General Meeting of Organisation.

A number of important decisions were then taken during the Extraordinary General Meeting of the 3rd November 2017, including:

- 1: the change of the name of the Organisation from AGAB (Malta) to bBrave;
- 2: the approval of the proposed revisions to the Statute;
- 3: the setting up of the Ethics Committee;
- 4: the setting up of the Disciplinary Committee;
- 5: the registration with the Registrar for Legal Persons; and
- 6: the opening of a bank account.

COMPLIANCE

bBrave is subject to the provisions of the Voluntary Organisations Act, 2007 (CAP 492) and the Voluntary Organisations (Annual Returns And Annual Accounts) Regulations, 2012 (LN 379 of 2012). The Organisation is in good standing with its regulator, the Commissioner for Voluntary Organisations (CVO), with whom it applied for registration in April 2017, and was formally enrolled in July 2017.

Upon approval of this Annual Report, bBrave shall proceed to submit its first Annual Return, as per regulatory requirements.

OUTLOOK

The Organisation is currently suffering operational weakness due to its lack of funds. Therefore, it shall seek to remedy this Achilles' heel by focusing its efforts on obtaining government funding through the various schemes available. It shall also seek to obtain sponsorships from companies who may wish to dedicate a part of their corporate social responsibility programme on anti-bullying, support bBrave.

Registration with Aġenzija Żgħażaġh will also open more funding opportunities to bBrave. Youths are, like other age groups, susceptible to bullying, and the Organisation is keen to work and fight bullying on youths.

Expanding bBrave's membership base will not only serve to increase the Organisation's finances, but also enable our message to reach a broader audience. Therefore, we will work harder on our presence on social media and bBrave's website.

bBrave will carefully explore which memberships and/or affiliations will bring value added to its work. It will cooperate with other entities to not only obtain knowledge and resources, but also to avoid unnecessary overlapping, bringing about a waste to scarce voluntary resources.

The Organisation will also consolidate its legal position by registering with the Registrar for Legal Persons. This will give the maximum legal standing to bBrave, reassuring its legal personality and capability of acting in its own name.



Ing. Norman Zammit
President



Dr. Aaron
Zammit Apap
Secretary General

FINANCIALS

There is no requirement for the financials of an organisation whose annual revenue does not exceed or is equal to twenty thousand euro (€ 20,000) to be audited.

SURPLUS OR DEFICIT

Name of voluntary organisation		bBrave	
VO number:		1422	
Year ended:		31 December 2017	
Income		€	€
	Donations received	129.22	
	Interest on fixed deposit accounts	-	
	Interest on savings accounts	-	
	Interest/dividends on investments	-	
	Membership fees	95.53	
	Proceeds from sale of fixed assets	-	
	Rent receivable	-	
	Sponsorships received	-	
	Fund raising Event/Activity 1 - net	-	
	Fund raising Event/Activity 2 - net	-	
	Fund raising Event/Activity 3 - net	-	
	Fund raising Event/Activity 4 - net	-	
	Fund raising Event/Activity 5 - net	-	
	Fund raising Event/Activity 6 - net	-	
	Other income	-	
Total Income			224.75
Expenditure			
	Annual registration fees	-	
	Bank charges	-	
	Cleaning and consumables	-	
	Conferences and training	-	
	Insurance - motor vehicle	-	
	Insurance - other	-	
	Internet	-	
	Licences	-	
	Mobile expenses	-	
	Postages	-	
	Professional fees (accountants, lawyers, etc)	-	
	Rent	-	
	Repairs and maintenance - equipment	-	
	Repairs and maintenance - motor vehicle	-	
	Repairs and maintenance - office/buildings	-	
	Salaries	-	
	Stationery and printing	-	
	Subscriptions	-	
	Telephone	-	
	Travelling - Foreign	-	
	Travelling - Local	-	
	Wages	-	
	Water and electricity	-	
	Website expenses	20.00	
	Other expenses	48.35	
Total expenditure			68.35
Excess of Income over Expenditure			156.40



Ing. Norman Zammit
President



Dr. Aaron Zammit Apap
Secretary General



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