

# ANNUAL REPORT

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 **Brave**



7th March 2019

VO 1422 / LPA-118

**bBrave**

bullying: awareness & support

c/o 3, Honeycomb  
Triq Preziosi, Sqaq Nru. 2,  
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MALTA

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## **bBrave's Mission Statement**

To raise awareness on different forms of bullying, to facilitate assistance for individuals suffering from bullying and for the reform of individuals displaying bullying behaviour in Malta.

## **Il-Missjoni ta' bBrave**

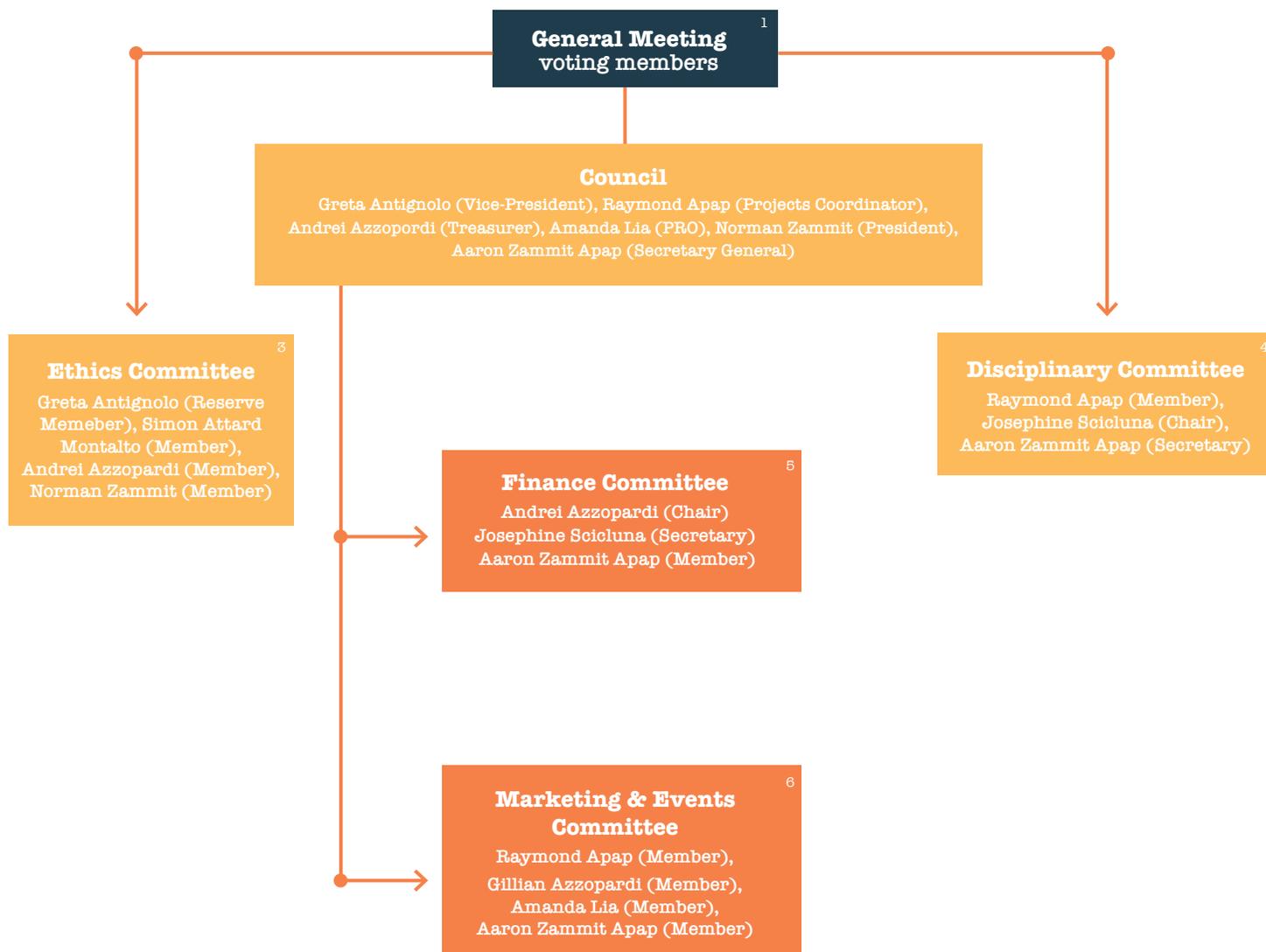
Sabiex titqajjem kuxjenza dwar forom differenti ta' bulliżmu, sabiex tiġi ffaċilitata l-ghajnuna għal dawk li jsofru l-bulliżmu u għar-riforma ta' min jadotta mġieba ta' bulliżmu f'Malta.

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

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

## **NOTES**

**bBrave currently has no employees. It mainly relies on the voluntary efforts of the Members of the Council and the various Committees.**

# NORMAN ZAMMIT



During 2018, the Council structured the approach towards fulfilling the mission statement of the organisation by adopting a short-term and long-term strategy towards bullying awareness and support.

The short-term strategy for bBrave is focusing on bringing more awareness of the various forms of bullying that exist; from school bullying to bullying and ostracism at the work place as well as cyber bullying that has diffused profoundly through the various social media tools. As part of the short-term strategy, bBrave is also facilitating the access to already established organisations that can provide support to whoever approaches bBrave for assistance on matters related to their situation arising from a ‘bullying’ situation.

The short-term strategy is being supported through several TV and radio programme appearances where

## **President’s Statement to Members**

the message of the organisation is being propagated. Furthermore, bBrave was successful in being awarded funds under the Small Incentives Scheme of the MCVS, for 'Taking bBrave to the Community'. The financing of the project under the SIS assisted bBrave in the enhancement and launching of its website [www.bbrave.org.mt](http://www.bbrave.org.mt) during an event that was entitled 'Taking bBrave to the Community' and organised on the 7th December 2018, at the Refectory Hall, Archbishop's Curia in Floriana.

bBrave shall continue working to increase awareness on bullying since we believe both people who have or are undergoing situations

where they are exposed to bullying as well as those people who demonstrate a bullying attitude, need help to overcome their ordeals.

We shall also continue to work towards the long-term strategy where it is our dream to be able to have trained personnel who can provide in-house support to those people who approach us with their dilemmas.

Bullying shall always remain one of society's social scourges. We shall therefore remain committed with our effort to be of support to those who reach out to us.

Never feel alone.



**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)

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

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

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

**Ms. Amanda Lia**  
*Public Relations Officer*  
(appointed 1st December 2018)

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

**Ms. Jane Attard Montalto**  
*Administrative Secretary*  
(appointed 6th February 2018;  
resigned 23rd August 2018)

## 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 seven (7) 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:

**Mr. Raymond Apap, Member**

**Ms. Josephine Scicluna, Chairperson**

**Dr. Aaron Zammit Apap, Secretary**

**Ms. Jane Attard Montalto** (*resigned throughout the reporting period*)

*The Disciplinary Committee was not active throughout the reporting period.*



# 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:

**Ms. Greta Antignolo, Reserve Member**  
**Prof. Simon Attard Montalto, Member**  
**Mr. Andrei Azzopardi, Member**  
**Ing. Norman Zammit, Member**

The Ethics Committee was not active throughout the reporting period, but is in the process of drafting the Organisation's Code of Ethics.



# OBJECTIVES

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

The Members serving on the Committee throughout the reporting period were the Members of the Council.

The Council dissolved this Committee once its objectives were attained.



# PROCEDURES

The Procedures Committee was created to prepare and/or review any documents that may be referred to it by the Council.

The Council dissolved this Committee as its remit was being undertaken by the work of the Council Members themselves.





## 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**

During the year the team continued to compile the financial reporting requirements of the SIS fund as well as monitoring the funding for the VO to ensure all commitments can be met in a timely manner.

## 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:

**Mr. Raymond Apap, Member**

**Ms. Gillian Azzopardi, Member**

*(appointed throughout the reporting period)*

**Ms. Amanda Lia, Member**

*(appointed throughout the reporting period)*

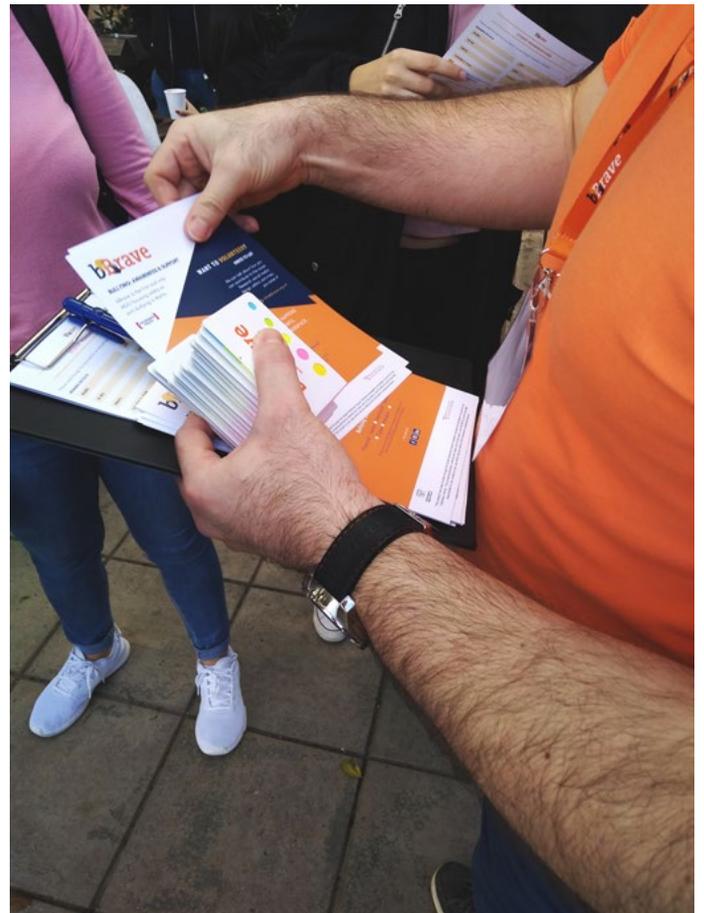
**Dr. Aaron Zammit Apap, Member**

**Ms. Jane Attard Montalto**

*(resigned throughout the reporting period)*

**Ms. Josephine Scicluna**

*(resigned throughout the reporting period)*



# 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 constantly explores the possibility of partnering with anti-bullying organisations abroad, as much can be learnt from such experiences.

In May 2018, bBrave became a Core Member of the international Anti-Bullying Alliance (ABA), based in London.

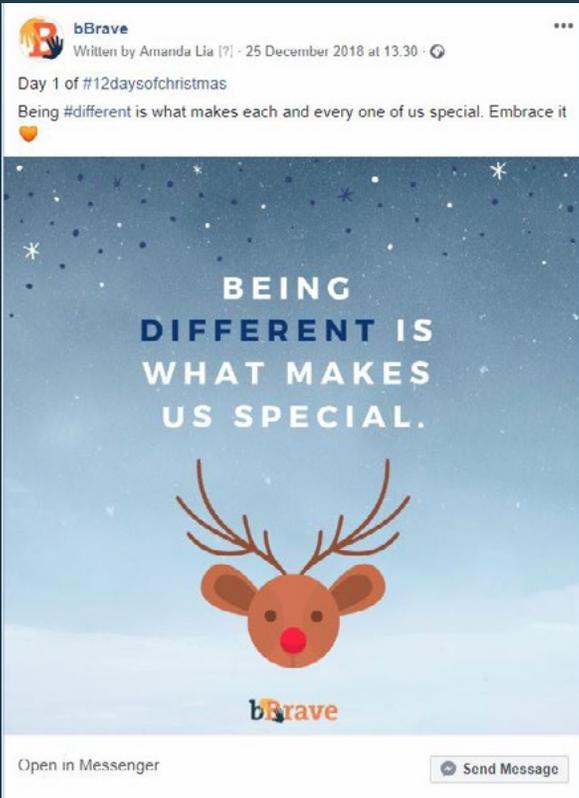
The Organisation is persistently looking at cooperating with fellow organisations locally, who although may not have their main remit on anti-bullying, their work impinges upon such cases.

During 2018, bBrave collaborated with:

- Dwal Ġodda, a Għargħur drama NGO, in interacting with the audience of their theatre production *Kulhadd Ihokk Fejn Jiekl*, a production dealing with multiple forms of abuse, including bullying;
- Fondazzjoni Pippo, in managing a stand during a day out of the University of Malta's Mental Health Week, as well as participating in a discussion panel on bullying; and
- SOS Malta, by participating in its project #STOPHATE, which dealt with cyberbullying.

bBrave gained the status of a youth organisation when it registered with Aġenzija Żgħażaġh with registration number AZ 252/2017 as of the 1st March 2018.





# MEDIA PRESENCE

bBrave has strengthened its facebook presence, with its facebook page now nearing 700 likes. It has published multiple posts, and over the Christmas period ran the 12 bBrave Days of Christmas. More work needs to be carried out during the coming year on the Organisation’s facebook group and LinkedIn page. The website of the Organisation was published, and now serves as a link between people searching for support related to bullying problems with organisations that may offer such respite.

# FUNDING

During 2018 bBrave carried out projects supported by the following:

# MEMBERSHIP

Throughout the year, bBrave received the membership fees from its Members, some of which also extended donations to be used for the work of the Organisation.

# SPONSORSHIP

A number of sponsors have supported the activities of bBrave either through cash donations, or support in goods and services. We are thankful to our sponsors, without whom our impact on society would not have been so pronounced. A list of these sponsors may be found on page 34.

# GOVERNMENT FUNDING

bBrave was given a grant from the Malta Council for the Voluntary Sector (MCVS) under the Small Initiative Support Scheme (SIS). These funds were utilized as follows:

## Small Initiatives Support Scheme

Project name: Taking bBrave to the Community

Grant Requested: €3,000

### Summary

The organisation used these funds to:

1. Enhance our website, and in the process invited a number of other voluntary organisations to have their contact details listed on our 'I need help' page;
2. Print flyers, bBrave id badges, membership forms and agenda for the stakeholders' event;
3. Buy merchandise in the form of post-it booklets;
4. Buy lanyards and badge holders;
5. Market the organisation; and
6. Hold a stakeholders' event.

The resulting outcome of this project is that now bBrave has an up and running website mainly intended to assist anyone in search of help. By managing to have other main voluntary organisations featuring on our site a person would be able to seek support through our website. To this extent we are happy to create a limited amount of synergy and better facilitation. However, it also incorporates a payment portal which can enable payment of membership fees and donations.

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This project has been funded through the Small Initiatives Support Scheme managed by the Malta Council for the Voluntary Sector. This project/publication reflects the views only of the author, and the MCVS cannot be held responsible for the content or any use which may be made of the information contained therein.



GOVERNMENT OF MALTA

The Project 'Bullying – It is never acceptable' is co-financed by the Good Causes Fund

## **Grant: National Lottery Good Causes Fund at MFIN**

Project name: Bullying – It is never acceptable

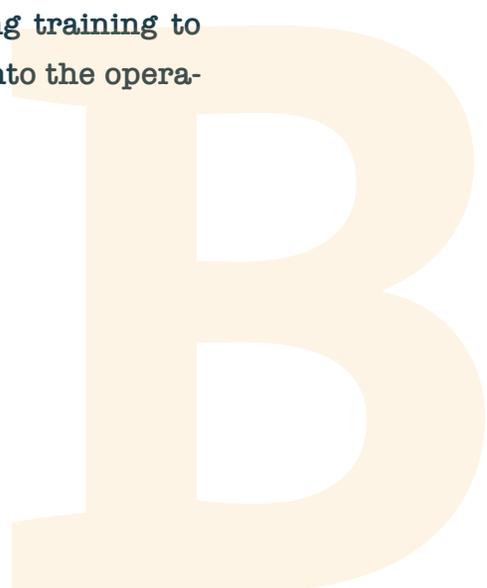
Grant Requested: €1,600

### ***Summary***

These funds were used to enable two members of bBrave to travel and attend the following:

1. Meeting with the Anti-Bullying Alliance (ABA) in Anticipation of Membership (London);
3. Receive Anti-Bullying Training with respectme (Edinburgh);
4. Meeting with 2 Boards & A Passion (2baap) (Lancaster); and
5. Meeting with respectme (Edinburgh).

These meetings were instrumental to attain membership for bBrave with ABA, provide first hand anti-bullying training to two of our members, and give bBrave an insight into the operations of other anti-bullying organisations.



**In 2018 bBrave was unsuccessful in securing funds from:**

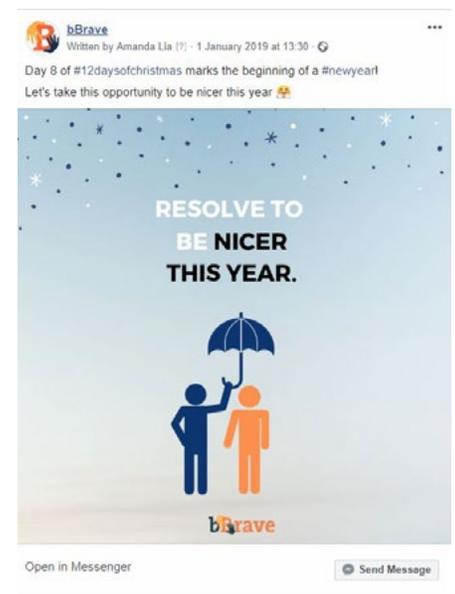
## **Voluntary Organisations Project Scheme**

**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.



## 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.

## 2018 Erasmus+ Round 2 KA1 Youth Application

Project name: Youth Ambassadors Project

Grant Requested: €25,000 (training and travel expenses)

### **Abstract**

bBrave together with BulliesOut, a Welsh anti bullying organisation, intend to launch a programme to engage actively young people with our respective work, the adults working with these youths, and the potential beneficiaries of projects/campaigns moving forward.

The long-term, ultimate goal will be to reduce incidents of bullying in Malta through delivering effective, high quality services that are peer led. We know that 20% of children in Malta experience serious bullying, so there is a clear need for the project. bBrave being the first NGO in Malta focusing solely on bullying

would reap assistance from an experienced organisation and help it deal with the problem on a sure footing.

The objectives of the project are:

- To get development support and sharing of ideas, knowledge, experience and skills;
- Improve bBrave's capacity to deliver our services;
- Build relationships between bBrave and BulliesOut;
- Inspire one another and share ideas which can be implemented in each country.
- Boosting skills;
- Focusing on young people;
- Sharing results;
- Building capacity;
- Providing experiences for young people;
- Delivering provision which is inclusive of people who face social obstacles;
- Having a positive impact on the development of youth work.

# EVENTS AND ACTIVITIES

This year (2018) bBrave was active in the following:



## Activities

- bBrave's President & Secretary general delivered a speech during the launch of Vice-President Greta Antignolo's book *L-Ghajjnuna hi Prezzjuża*, on the 4th April 2019, an event which was also addressed by the Minister for Education & Employment, the Hon. Evarist Bartolo;
- bBrave participated in around 10 sessions on Net TV (May-June 2018) during the 'Fuq Net' afternoon programme, discussing bullying;
- bBrave participated in 2 sessions on RTK radio (July 2018) discussing bullying, including phone-ins; 1 programme had been initially planned, but a follow-up was carried out due to its success;
- Delivered talk about bullying and bBrave at an ECDAM event on the 21st November 2018;



- Collaboration with Dwal Ġodda, a Gharghur theatre (drama) voluntary organisation, during the 3 nights (23-25 November 2018) of the production *Kulhadd Ihokk Fejn Jiekl*, related to abuse, including bullying; where we had the opportunity to meet with the general public and distribute merchandise;
- Interview/article on bullying and bBrave in Insite's *The Insider* in November 2018 (<http://theinsiter.org/features/72451/bullying-is-not-just-on-the-playground-bbrave/>), also as a precursor to the Mental Health Week stand;
- Manned a stand for a whole day at the University of Malta campus during 'Mental Health Week' on the 26th November 2018, where our Secretary General participated in a discussion panel on bullying, and bBrave members mingled, talked and distributed bBrave materials to students; this activity was possible through collaboration with Fondazzjoni Pippo;





- Regular posts on bBrave facebook page, including the 12 bBrave Days of Christmas campaign in collaboration with The Salott;
- Attracted volunteers to the organisation who helped with the events and intend to continue helping the organisation;
- Taking bBrave to the Community by having a website built to serve as a referral point to those seeking help against bullying issues. It can also accept membership applications online, including a payment gateway; promoting the organisation, inviting the public to enrol and also contribute to this cause by volunteering. To make this project a success, this entailed:
  1. Requesting a number of quotations were received and select the best qualitative quote. Storm was the preferred supplier on the basis of being the cheapest quote and also heavily subsidised by provider;
  2. Working on content to be added to our website;
  3. Agreements with APCO and BOV for payment gateway (a sponsorship was attained from APCO, which waived all its fees). This made membership application online possible;
  4. Training for bBrave members on website updating; and
  5. Numerous contacts with other organisations to feature as support options on our website.

# STAKEHOLDERS EVENT

bBrave organised an informal event for all stakeholders with the intention that this event will serve to both announce the mission of bBrave, partner with other organisations having parallel or similar objectives, and identify the top requirements for the years ahead.

This was held on the 7th of December 2018 at the beautiful Refectory of the Archbishop's Curia in Floriana.

Speakers at this event were our President Ing. Norman Zammit, Mr Andrew Azzopardi who is the chairperson of Safeguarding Commission, and our Secretary General Dr. Aaron Zammit Apap. On the panel we had Psychiatrist Dr Mark Xuereb, Ms Marianna Micallef Grimaud from the ministry of Education, bBrave treasurer Mr Andrei Azzopardi who gave a personal experience, and Mr Kurt Abela from Kellimni.Com

The event was reasonably attended and participation from the floor was very animated. Preparation for the event entailed the securing of the venue, catering of finger food and drinks, printing of Agenda and enrolment forms, securing the services of a Sound technician and all the fine details involved.

## **MEMBERSHIP**

The membership of the Organisation as at the end of January 2019 stands as follows:

Adults	28
Minors	1

## **GENERAL MEETINGS**

bBrave's last General Meeting was its Annual General Meeting held on the 3rd March 2018.

## **COMPLIANCE**

bBrave was registered as a legal person with the Registrar for Legal Persons as of the 16th November 2018 with registration number LPA-118.

bBrave is subject, inter alia, to the provisions of the Voluntary Organisations Act, 2007 (CAP 492), the Voluntary Organisations (Annual Returns And Annual Accounts) Regulations, 2012 (LN 379 of 2012), and the Second Schedule to the Civil Code (CAP 16).

The Organisation is in good standing with both its regulators, the Commissioner for Voluntary Organisations (CVO) and the Registrar for Legal Persons.

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



# OUTLOOK

The Organisation's second year has been characterised by bBrave reaching out to the public – raising awareness on bullying matters – and telling the public that there was an NGO that actually cared and wanted to do something about the issue. 2019 can only build on these important first major steps.

bBrave will strive to strike strategic partnerships with parties whose corporate social responsibility arms are aligned with the mission of the organisation.

Funding applications will be better studied and targeted; although various opportunities exist, one must ensure that the potential funds attained justify the precious scarce resources spent in completing endless applications. One sometimes struggles to reconcile the effectiveness of funding programmes when caught in painful bureaucratic exercises.

The scope of bBrave's membership base will be revisited. Notwithstanding the social nature of bBrave's activities, individuals expect a direct return for their membership fee.

If the Organisation's first major event Taking bBrave to the Community is anything to go by, stakeholder contact is to be maintained through a regular event, which should serve to bring together various institutions having an impact on bullying in Maltese society.

bBrave should continue bolstering its social media presence. This instant, direct form of communication is effective, and capable of reaching members of society in greater numbers.

Volunteers are the heart and soul of bBrave. We hope to successfully attract more volunteers who will not only assist us in attaining our objectives, but help us model our modus operandi by bringing in fresh ideas.

We look at 2019 with great optimism.



Ing. Norman Zammit  
President



Dr. Aaron Zammit Apap  
Secretary General

# FINANCIALS

\*There is no requirement for the financials of an organisation with these levels of annual revenue to be audited.

<b>SURPLUS OR DEFICIT</b>			
Name of voluntary organisation:			bBrave
VO number:			1422
Year ended:			31 December 2018
			€
			€
<b>Income</b>			
	Donations received	1,785.50	
	Interest on fixed deposit accounts	-	
	Interest on savings accounts	-	
	Interest/dividends on investments	-	
	Membership fees	260.00	
	Proceeds from sale of fixed assets	-	
	Rent receivable	-	
	Sponsorships received	-	
	SIS project - income	2,100.00	
	National Lotteries Good Causes Fund	1,600.00	
	Fund raising Event/Activity 1 - net	-	
	Fund raising Event/Activity 2 - net	-	
	Fund raising Event/Activity 3 - net	-	
	Fund raising Event/Activity 4 - net	-	
	Other income	-	
<b>Total income</b>			<b>5,745.50</b>
<b>Expenditure</b>			
	Advertising	523.92	
	Annual registration fees	-	
	Bank charges	91.38	
	Cleaning and consumables	-	
	Conferences and training	10.00	
	Insurance - motor vehicle	-	
	Insurance - other	-	
	Internet	-	
	Licences	-	
	Mobile expenses	25.00	
	Postages	12.16	
	Professional fees (accountants, lawyers, etc)	-	
	Rent	-	
	Repairs and maintenance - equipment	-	
	Repairs and maintenance - motor vehicle	-	
	Repairs and maintenance - office/buildings	-	
	Salaries	-	
	Stationery and printing	206.33	
	Subscriptions	115.65	
	Telephone	-	
	Travelling - Foreign	1,659.88	
	Travelling - Local	-	
	Wages	-	
	Water and electricity	-	
	Website expenses	10.00	
	Other expenses	83.22	
	SIS project - expenses	3,119.47	
<b>Total expenditure</b>			<b>5,857.01</b>
<b>Excess of Expenditure over Income</b>			<b>- 111.51</b>



**Ing. Norman Zammit**  
President



**Dr. Aaron Zammit Apap**  
Secretary General

# Sponsors

## Platinum

**AMANDA LIA**

WRITER | SOCIAL MEDIA MANAGER | CONSULTANT



**UNGL\_**

UNGL Studio | Graphic Design

## Gold

**storm**<sup>TM</sup>  
web. branding. marketing

## Silver



THE  
FARSONS  
FOUNDATION

## Blue

abbeyprinters.



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