

# ANNUAL REPORT

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March 2020

VO 1422

**bBrave**

bullying: awareness & support

c/o 3, Honeycomb  
Triq Preziosi, Sqaq Nru. 2,  
Hal Lija, LJA 1190  
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**

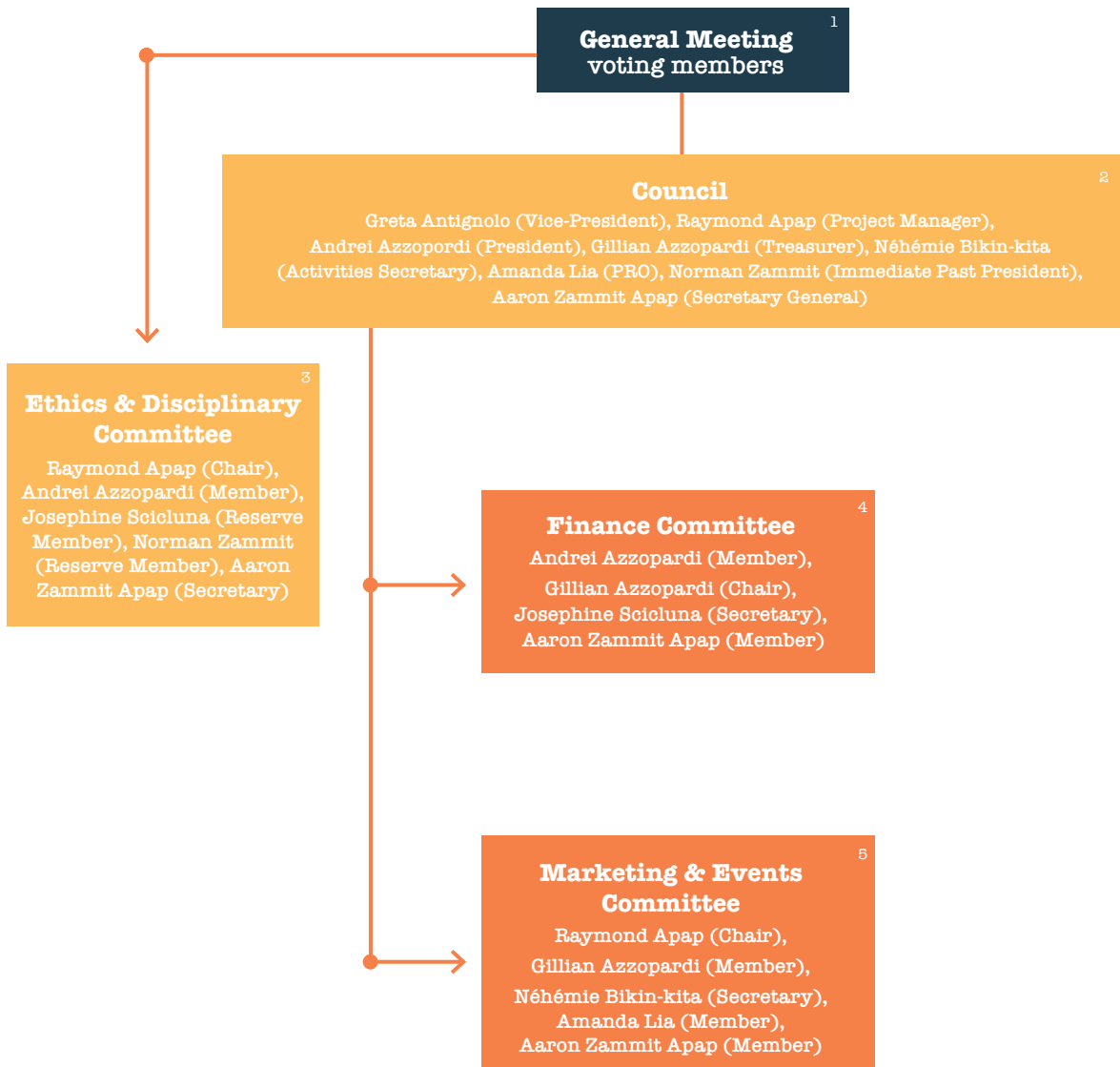
Sabiex titqajjem kuxjenza dwar forom differenti ta' bulliżmu, sabiex tiġi ffaċilitata l-ghajnuna għal dawk li jsofru l-bulliżmu u għar-riforma ta' min jadotta mgieba ta' bulliżmu f'Malta.

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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 & Disciplinary Committee, inter alia, monitors the ethical behaviour of the Council, ensures compliance with the Code of Ethics, and advises on ethical dilemmas. It is also 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.

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

**5** 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.

## President's Statement to Members

**Andrei  
Azzopardi**



2019 was a very strong year for bBrave. The Council and members have worked hard to fulfil both key mission statements of bBrave, awareness and support.

Primarily the team commenced the year by organising and participating

in an event with Chiswick House School and 2 boards & a passion (2baap), a UK drama troupe, whereby 2baap performed an interactive play which was created for the sole purpose of teaching children what bullying is in a general spectrum. This was the first event of its nature prepared by bBrave, which set the basics towards the development of similar activities which other schools showed interest in implementing.

Following this successful event, bBrave moved forward towards raising awareness through multiple events including attendance on radio and T.V. programmes, manning a stand at the Social Impact Fair, the Malta Blockchain events and at the Swieqi Fest.

In addition to this, bBrave managed to secure two new locations where meetings, training sessions and one-on-one sessions can be performed. The locations are being provided free-of-charge to bBrave and are based in Marsa, at The Meeting Place, and in Bugibba, at the Ronald McDonald House Charities Malta Learning



Centre, which provide versatility in reaching out all individuals throughout the island.

Whilst handling all the above activities, the bBrave team also worked tirelessly to focus on launching Malta's first ever Anti-Bullying Week which was held from the 11th to the 15th November 2019. This was a big step for bBrave as it finally made a big impact at schools by spreading the message on bullying and its effects. During this week, schools performed multiple activities ranging from games, arts and sports to drama and sessions focusing on the theme of bullying. At the same time, the bBrave team endeavoured to attend several assemblies and activities held by the schools in order to address the students.

Furthermore, during the anti-bullying week itself, bBrave

organised its first ever fund raising dinner which was a terrific success. The dinner was only possible thanks to the great support from the sponsor One80 Kitchen & Lounge as they provided the venue exclusively for the use of bBrave and also handled the catering requirements for the dinner, extending all profits to the organisation.

bBrave is growing with each passing day, and as a team we are managing to reach out to further increase awareness. bBrave is closer to moving towards the next milestone of its strategy, offering support.

Be strong. Be kind. Be brave.



**Mr. Andrei Azzopardi**  
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. Amanda Lia,**  
*Public Relations Officer*  
(appointed 1st December 2018)

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

**Ms. Néhémie Bikin-kita,**  
*Activities Secretary*  
(appointed 7th March 2019)

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

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

**Ms. Gillian Azzopardi,**  
*Treasurer*  
(appointed 7th March 2019)

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

*\* The roles carried out by each Council Member may have changed over time.*



## 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.

# ETHICS & DISCIPLINARY COMMITTEE

The Ethics & Disciplinary Committee, inter alia, monitors the ethical behaviour of the Council, ensures compliance with the Code of Ethics, and advises on ethical dilemmas. It is also 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, Chairperson***

***Mr. Andrei Azzopardi, Member***

***Ms. Josephine Scicluna, Reserve Member***

***Ing. Norman Zammit, Reserve Member***

***Dr. Aaron Zammit Apap, Secretary***

*The Organisation's Code of Ethics was published throughout the reporting year.*





## MARKETING & EVENTS COMMITTEE

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, Chairperson**

**Ms. Gillian Azzopardi, Member**

**Ms. Néhémie Bikin-kita, Secretary**

**Ms. Amanda Lia, Member**

**Dr. Aaron Zammit Apap, Member**

# 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

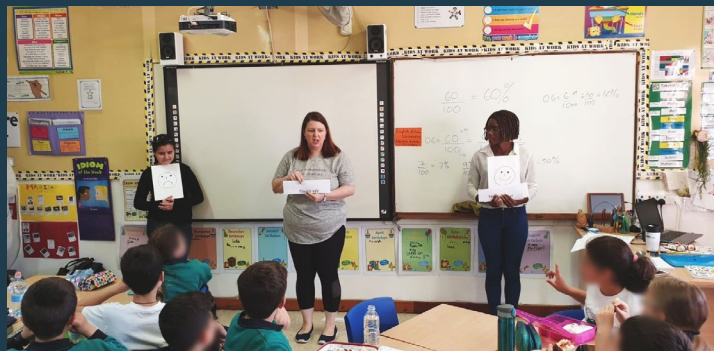
The Organisation is registered as a youth organisation with Aġenzija Żgħażaġh (AZ 252/2017).

bBrave is a Core Member of the Anti-Bullying Alliance (ABA), an international coalition of organisations and individuals that are united against bullying.

The Organisation constantly explores the possibility of partnering with other organisations, who although may not have their main remit on anti-bullying, their work impinges upon such cases.

During 2019, amongst several other stakeholders bBrave collaborated with:

- Sedqa, in delivering workshops on bullying to bBrave Members;
- 2 Boards & A Passion from the UK, who delivered a drama production Sticks & Stones on verbal bullying in local schools, followed by workshops in individual classes;
- SOS Malta, who led the #STOPHATE project, in which b participated due to the cyberbullying aspect;
- Ronald McDonald House Charities Malta, in setting up a relationship for the use of the RMHC Malta Learning Centre in Bugibba; and
- The Meeting Place, for the use of the premises in Marsa.







## MEDIA PRESENCE

bBrave has strengthened its facebook presence, with its facebook page now surpassing 2000 likes. It was very active on social media in 2019, including its facebook group, Instagram and LinkedIn page, but the facebook page remains its prominent social media presence to date.

Council Members participated in various media over the year, including television, radio and printed newspapers.

## FUNDING

During 2019 bBrave carried out projects supported by the following:

## 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 26.

## DONATIONS

Throughout the year, bBrave received the following total sum by way of donations: c.€5,000.



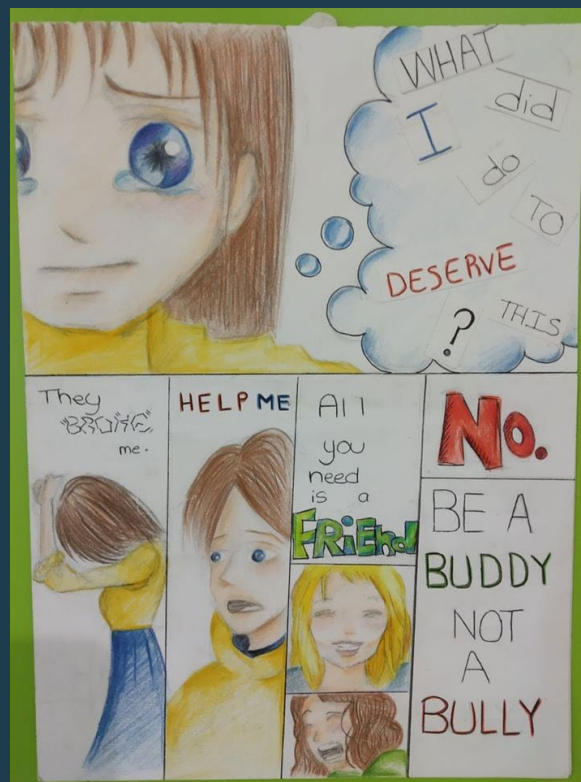
## EVENTS AND ACTIVITIES

Over 2019, bBrave was active in the following:

### Activities

- On the 29th April, bBrave organised the visit of a British drama group 2 Boards & A Passion who delivered a drama performance (Sticks and Stones) related to verbal bullying, followed by workshops in individual classes, at Chiswick House School & St. Martin's College;
- On the 23rd and 24th of May, as well as on the 7th-8th November, bBrave manned a stand at the Malta AI & Blockchain Summit to raise awareness on bullying at the workplace and build bridges with the business community;
- Sedqa delivered workshops to our members: on Workplace Bullying on the 20th June, and on Bullying in general on the 29th August;
- We participated in Swieqi Fest on the 8th September, spreading our mission with the families attending;
- The Hon. Dr. Clifton Grima, Parliamentary Secretary for Youth, Sport & Voluntary Organisations, paid us a visit on the 6th November; the visit was covered by Xarabank and aired on TVM;
- bBrave manned a stand at the Malta Social Impact Fair on the 9th of November;
- bBrave launched Malta's first ever national Anti-Bullying Week, held between the 11th and the 15th November; we addressed a number of assemblies, and many schools and youth organisations held a variety of anti-bullying initiatives, ranging from odd socks / crazy hair / dress down days, art and drama activities and fund raising; the most creative school was awarded a trophy by bBrave;





- A successful fund-raising dinner was held on the 13th November thanks to a very good number of sponsors, particularly one80 kitchen & lounge in Mellieha, which hosted the dinner and donated all profits to the organisation; a number of local influencers participated;
- Throughout the year, various bBrave representatives participated in media programmes, mainly radio and TV, and also contributed to printed articles and interviews.









## **MEMBERSHIP**

The membership of the Organisation as at the end of December 2019 stood as follows:

Adults - 36

Minors - 5

## **GENERAL MEETINGS**

bBrave's last General Meeting was its Annual General Meeting held on the 7th March 2019.

# COMPLIANCE

The Organisation is a registered voluntary organisation with the Commissioner for Voluntary Organisations (VO 1422).

The Organisation is a registered legal person with the Registrar for Legal Persons (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 relevant authorities, in terms of applicable regulatory requirements.



# OUTLOOK



Our third year was a year of results. All the work carried out to date started giving fruit. People started recognising bBrave's name, visited our website, and interacted with our social media pages. Our priority in 2020 must be to build on this **momentum** to ensure that no energy goes wasted.

bBrave will aim to **focus** on its strengths and develop further those areas in which it is succeeding.

We will not neglect developing our **support** function. It has been a real struggle saying no at times, not for lack of will, but for lack of professional resources, and we would not bring ourselves to give our stakeholders second best. It is instrumental that we continue bolstering the support function, as we want bBrave to be the first port of call for people going through bullying hardships.

None of our bigger dreams can be achieved without the appropriate **funding**. We shall continue refining our appetite for funding schemes, targeting the ones making most sense for our needs. We shall continue building more relationships of trust with both government and private stakeholders, as we convince them that our work is worth investing in.

The success of our first **Anti-Bullying Week** only serves to prove that it should be an annual event, and although talking about bullying within schools may sound cliché, it is no less important.

The sad continuous abuse of social media platforms means that we must continue stressing the responsible use of such media. **Cyber bullying** has long lasting and even fatal effects.

We would be nothing without our **volunteers**. I draw my energy from the selfless contribution given by our team on a daily basis. Our only setback is that we do not have enough hands on deck to do more. If you are passionate about antibullying, reach out to us. We have a multitude of tasks that you can help with, be it admin or on-the-ground work.

May 2020 bring us measured growth and favourable results.



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.



# SURPLUS OR DEFICIT

Name of voluntary organisation:  
VO number:  
Year ended:

bBrave  
1422  
31 December 2019

	€	€
<b>Income</b>		
Donations received	4,973.53	
Interest on fixed deposit accounts	-	
Interest on savings accounts	-	
Interest/dividends on investments	-	
Membership fees	317.00	
Proceeds from sale of fixed assets	-	
Rent receivable	-	
Sponsorships received	-	
SIS project - income	900.00	
Raffle donations	310.00	
Fund raising dinner - One80	3,000.00	
Other income	-	
<b>Total income</b>		<b>9,500.53</b>
<b>Expenditure</b>		
Advertising	1,101.81	
Annual registration fees	-	
Bank charges	38.89	
Cleaning and consumables	-	
Conferences and training	-	
Insurance - motor vehicle	-	
Insurance - other	-	
Internet	-	
Licences	25.00	
Mobile expenses	-	
Postages	2.80	
Professional fees (accountants, lawyers, etc)	-	
Rent	-	
Repairs and maintenance - equipment	-	
Repairs and maintenance - motor vehicle	-	
Repairs and maintenance - office/buildings	-	
Salaries	-	
Stationery and printing	245.80	
Subscriptions	406.85	
Telephone	-	
Travelling - Foreign	-	
Travelling - Local	-	
Wages	-	
Water and electricity	-	
Website expenses	401.50	
Other expenses	82.85	
SIS project - expenses	634.93	
Fundraising dinner - expenses	1,487.95	
Erasmus Plus Project - expenses	3.00	
<b>Total expenditure</b>		<b>4,431.38</b>
<b>Excess of Income over Expenditure</b>		<b>5,069.15</b>



**Mr. Andrei Azzopardi**  
President



**Dr. Aaron Zammit Apap**  
Secretary General

# Sponsors

## Platinum

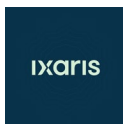
AMANDA LIA  
WRITER | SOCIAL MEDIA MANAGER | CONSULTANT



## Gold



## Silver



## Bronze



## Blue



Branding and design by UNGL Studio

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