

ANNUAL REPORT

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March 2021

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

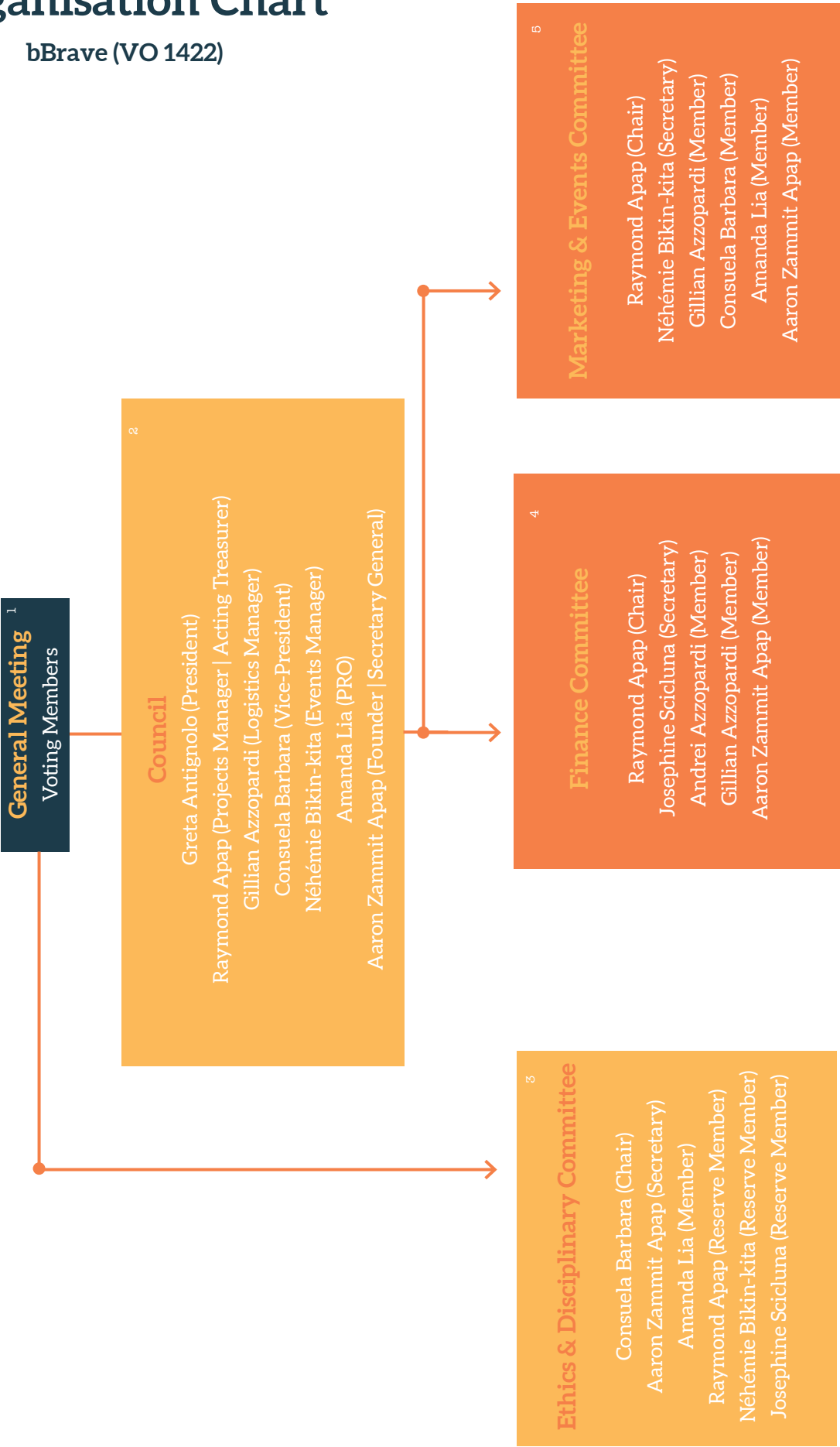
Sabiex titqajjem kuxjenza dwar forom differenti ta' bulliżmu, sabiex tiġi ffaċilitata l-għajjnuna għal dawk li jsofru l-bulliżmu u għar-riforma ta' min jadotta mġieba ta' bulliżmu f'Malta.

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Organisation Chart

bBrave (VO 1422)





President's Statement to Members

Greta
Antignolo



This has been a milestone year for bBrave. With all the difficulties that arose during such a troubling year due to COVID-19, all Council members have worked together to ensure another successful and fruitful year.

Keeping the Mission Statement in mind, we finally reached our ultimate goal to start offering free counselling support to bullying-related cases. This has been one big stepping-stone and a dream come true for our organisation.

This year we delivered a number of presentations to businesses, schools and also parents. All sessions have been adapted to being online and I feel that this has made us more accessible. Just like previous years, we have increased our appearances on TV stations and also radio stations.

Our biggest accomplishment this year has to be our annual Anti-Bullying Week with the slogan 'United Against Bullying'. This was a huge success as we have reached a wider audience through social media, newspaper articles, school competitions and more. Funds were also raised for this annual event.

During this week we were also pleased to launch our very first online mobile application thanks to students from the Faculty of ICT within the University of Malta who have dedicated their time to create this application.

With great pride I would also like to mention our collaboration with MFA, The Malta Football Association. We shall be working together for the coming years. We are also in the process of securing funds to study bullying at the workplace in Malta.

bBrave has also formed a bBrave youths' section for the very first time. After a successful internship with a number of youths dedicating a number of hours volunteering and helping out the council members, we have decided to create a council made up of youths. This will instill new and fresh ideas and also help support youths to start volunteering at such a young age.

We are super grateful for all the help and support we have received this year. bBrave has managed to accomplish and reach out to a number of people who are suffering. I would also like to take this opportunity to thank each and every one of my fellow bBrave members who have dedicated countless hours to help out and make our dream a reality. Without you all this would not have been possible. Thanks to all our sponsors who have also supported us throughout, and a final thank you to God who has been by our side to do our best and keep helping us to make a difference.

For all of you out there, please remember to be kind, be safe and bBrave!



Ms. Greta Antignolo
President



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.

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

MEMBERSHIP

Ms. Greta Antignolo
President
(appointed 6th February 2018)

Ms. Néhémie Bikin-kita
Events Manager
(appointed 7th March 2019)

Mr. Raymond Apap
Projects Manager / Acting Treasurer
(appointed 6th February 2018)

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

Dr. Aaron Zammit Apap
Founder | Secretary General
(Appointed 22nd February 2017)

Mr. Andrei Azzopardi
President
(appointed 3rd November 2017;
resigned 6th March 2020)

Ms. Gillian Azzopardi
Logistics Manager
(appointed 7th March 2019)

Mr. Mark Anthony Callus
Vice-President
(appointed 6th March 2020;
resigned 7th September 2020)

Ms. Consuela Barbara
Vice-President
(appointed 7th September 2020)

Ing. Norman Zammit
Member
(appointed 9th June 2017;
resigned 27th April 2020)

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

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, Reserve Member

Ms. Consuela Barbara, Chairperson

Ms. Néhémie Bikin-kita, Reserve Member

Ms. Amanda Lia, Member

Ms. Josephine Scicluna, Reserve Member

Dr. Aaron Zammit Apap, Secretary

Mr. Andrei Azzopardi, Member (resigned)

Mr. Mark Anthony Callus, Chairperson (resigned)

Ing. Norman Zammit, Reserve Member (resigned)

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



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. Consuela Barbara, Member
Ms. Néhémie Bikin-kita, Secretary
Ms. Amanda Lia, Member
Dr. Aaron Zammit Apap, Member
Mr. Mark Anthony Callus, Member (resigned)

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

FINANCE COMMITTEE

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. Raymond Apap, Chairperson
Mr. Andrei Azzopardi, Member
Ms. Gillian Azzopardi, Member
Ms. Josephine Scicluna, Secretary
Dr. Aaron Zammit Apap, Member

During the year the team continued to ensure all financial commitments can be met in a timely manner, as well as support projects from the financial aspect.

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

A stylized, light blue hand graphic is positioned in the top right corner of the page, with fingers spread.

GENERAL MEETINGS

bBrave's last General Meeting was its Annual General Meeting held on the 6th March 2020.

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.

MEMBERSHIP

The membership of the Organisation as at the end of December 2020 stood as follows:

Adults - 27

Minors - 6

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 Malta Business Registry (LPA-118) (the functions of the Registrar for Legal Persons were taken over by the Malta Business Registry over 2020).

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 and the Malta Business Registry.

Upon approval of this Annual Report, bBrave shall proceed to submit its Annual Return with the Commissioner for Voluntary Organisations, in terms of applicable regulatory requirements.

PARTNERSHIPS & AFFILIATIONS

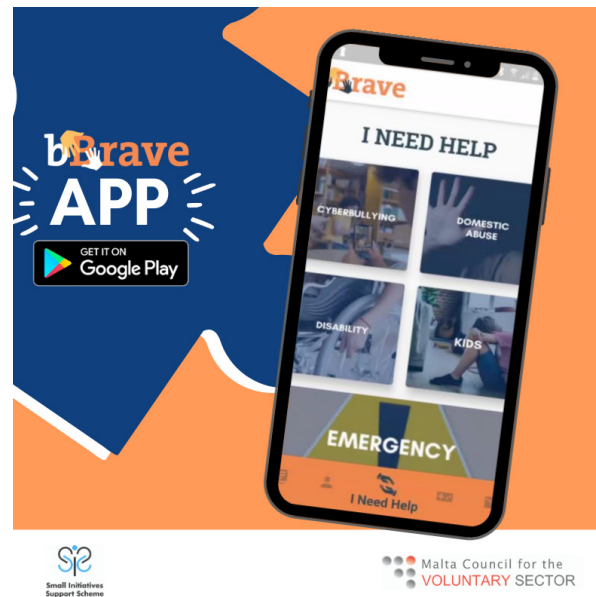
The Organisation is registered as a youth organisation with Aġenzija Żgħirgħ (AZ252/2017).

bBrave is a Core Member of the Anti-Bullying Alliance, 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.

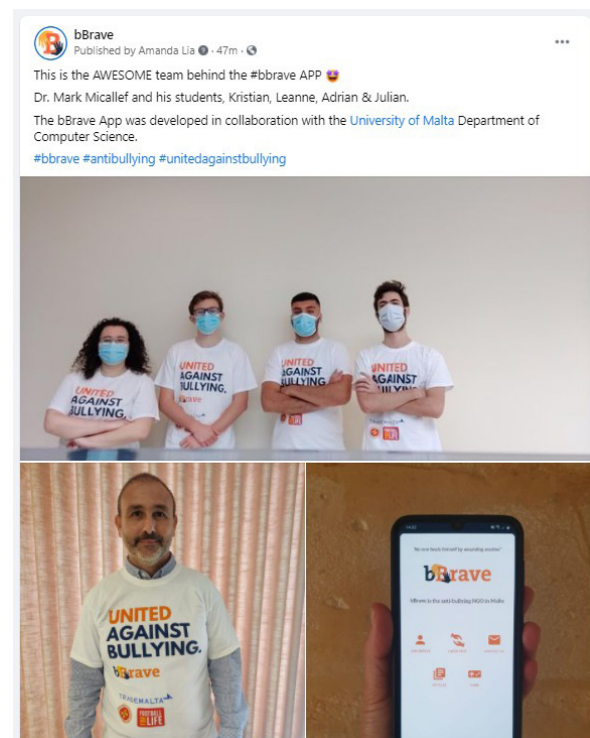
During 2020, amongst several other stakeholders bBrave collaborated with, there were:

- Malta Football Association, with whom we signed our first Memorandum of Understanding of its kind – a four-year plan to provide anti-bullying workshops for Malta's football community; the MFA also participated strongly in Anti-Bullying Week 2020;
- Department of Computer Science, Faculty of ICT (University of Malta), and their amazing students who helped develop and launch bBrave's first-ever app;



Small Initiatives
Support Scheme

Malta Council for the
VOLUNTARY SECTOR



- Department of Counselling, Faculty for Social Wellbeing (University of Malta), and their trainee counsellors, who are enabling bBrave to offer free counselling services to persons suffering from bullying;
- Fabio Agius, Artist & Co-Founder of the Malta Comic Con, who drew bBrave's first comic *Together We Are Stronger!*, launched during Anti-Bullying Week 2020;
- Whiz Team Adventure, a fun and dedicated group of people who took the initiative to organise a car treasure hunt with all proceeds going to bBrave;
- The Meeting Place, for the use of their state of the art premises in Marsa – we were only sorry that COVID-19 impeded us from going there more often.
- Ronald McDonald House Charities Malta, who continuously provide their premises and hospitality at the RMHC Malta Learning Centre in St. Paul's Bay; this year, we held the press conference launching Anti-Bullying Week 2020 from here.



MEDIA PRESENCE

bBrave has strengthened its facebook presence, with its facebook page now surpassing 4000 likes. Due to the COVID-19 pandemic, bBrave focused many of its efforts online throughout the year, as evidenced by the multiple posts and thousands of views and interactions by the public. Throughout 2020, bBrave started making increased use of its Instagram page, and it intends exploiting its facebook group and LinkedIn page more over the coming period.

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

FUNDING

During 2020 bBrave carried out projects supported by the following:

DONATIONS

Throughout the year, bBrave received the following total sum by way of donations: c.€4,000.

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 30-31.



EVENTS AND ACTIVITIES

Over 2020, in spite of the stumbling blocks brought about by COVID-19, bBrave remained active. Below are a few of the initiatives we have taken over the year:

Activities

- We were thrilled to receive a positive reply to our application for Erasmus+ funds to carry out the *BAM! (Brave Ambassadors!)* project. This entailed an exchange visit with youths identified by BulliesOut, our Welsh counterpart, and our own youths hailing from local schools and youth organisations. Although much of the preparatory work was in place, this had to be shelved due to COVID-19. Thankfully, we were advised that the funding was extended for 2021, though it remains to be seen whether this will be feasible;
- The bKind bBrave campaign was built around videos of very young children put together by volunteer Claire Borg. The concept was based on our President Greta Antignolo's book *L-Għajnuna hi Prezzjuża*, where the children conveyed the message of all the positive things one could do with the use of their bodies. All videos, published between May and July, received encouraging feedback on social media;
- Over June, we ran the *Think Before You Type* online campaign. With more people online due to COVID-19, cyberbullying and hate speech was rampant, so bBrave pushed out this message on social media for people to think twice before posting negative messages;





- Over summer, bBrave supported the international One World movement, conveying a message of global unity. Shout-out videos were posted by bBrave Council Members in anticipation of the release of the song One World – Catching Fire, published by international producer Geo Slam and sung by Iness Voca. The producers’ visit to Malta had to be cancelled due to COVID-19;
- Among several other appearances on a variety of media, bBrave is, since October 2020, participating in Campus FM’s breakfast show on a monthly basis, discussing a different topic each time, which is serving to create more awareness about bullying;
- In November, we launched our very first mobile app. In addition to articles and information about support, the app contains two games targeting the younger generation. A memory game and jigsaw puzzles are built around our President Greta Antignolo’s book L-Għajnuna hi Prezzjuża, so while one is playing, an anti-bullying message is conveyed. This was only possible with the support of the Faculty of ICT at the University of Malta, whose students developed the app as part of their studies at no cost for bBrave;
- In previous years, we felt somewhat unable to reach our audience better due to lack of resources. Thanks to Agenzija Żgħażaġh’s A4U Scheme – Assistance for You, we now have a set of devices and accessories (including laptops and tablets) for the use of our volunteers for our outreach to the younger generations (events, workshops, etc);

- The concept of a bBrave Youths section was given birth, and we shall continue to develop this over 2021, with an aim to put the energy and enthusiasm that our youths bring to the organisation to its best use possible, affording youths a greater degree of independence whilst shadowing their more experienced peers;
- In November we launched free counselling services delivered by trainee counsellors following their studies at the Department of Counselling within the University of Malta. We are also thankful to the Ronald McDonald House Charities Malta who continue to offer us the use of their premises for such purposes at zero cost;
- Throughout the year we held a number of presentations (mainly online) on various topics, but this year we also focused on bullying at the workplace;
- A Memorandum of Understanding was signed with the Malta Football Association for the years to come, with a view to deliver training and workshops to the local football community, including employees, players, clubs, nurseries and parents. The intention is to deliver a message of fun in sport without the need of making others feel bad, to know how to identify bullying and how to tackle it.



ANTI-BULLYING WEEK

- In September, bBrave's President Greta Antignolo presented the bBrave trophy to the winning school for Anti-Bullying-Week 2019: Our Lady Immaculate School in Hamrun. A COVID-friendly award ceremony was held with representatives of the school's staff and students.



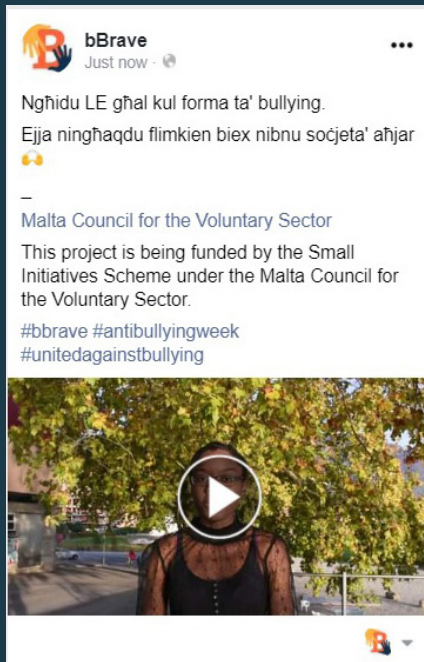
- In 2020, Anti-Bullying Week was held between the 16th – 20th November with the theme *United Against Bullying*. The week was launched at a Press Conference held at the RMHC Malta Learning Centre in St. Paul's Bay;
- Thanks to the Small Initiatives Support Scheme managed by the Malta Council for the Voluntary Sector, bBrave was able to reach many people with its theme *United Against Bullying*. We focused our efforts more online this year, and the response was astounding;
- The Council Members, together with some volunteers, filmed online messages which were sent to schools and youth organizations and published online (these videos were shared hundreds of times and viewed by scores of thousands);

This project has been funded by the Small Initiatives Support Scheme (SIS) managed by the Malta Council for the Voluntary Sector (MCVS). 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.



Small Initiatives
Support Scheme





- A number of event T-Shirts were printed, which were worn by various local personalities who posted their messages online, as well as by a number of prominent football players who were filmed delivering their anti-bullying messages. During that week, many football games commenced with the players from both sides wearing bBrave's T-Shirts for the line-up and carrying the banner with the theme United Against Bullying;





OUR FIRST **COMIC** IS OUT!



- We managed to launch our very first comic, not least thanks to the artistic qualities of Fabio Agius, Artist and Company-founder of Malta Comic Con. This comic was directed to school children, designed to support the week's theme, titled *Together We Are Stronger!*;

BBRAVE'S FIRST COMIC!

bBrave
ISSUE: 1

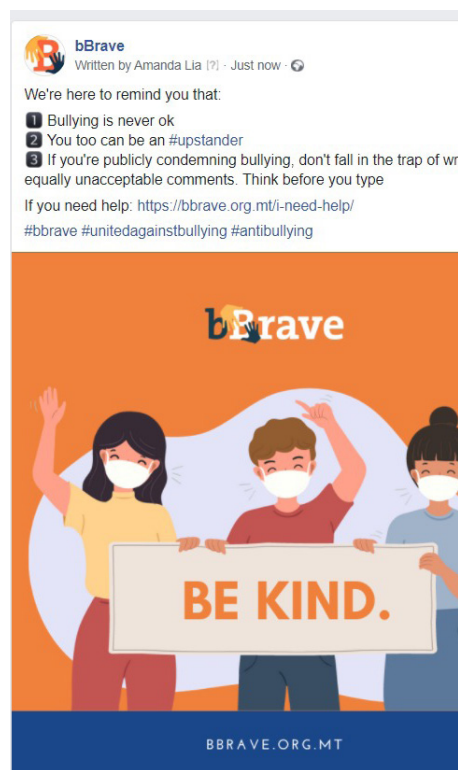
#ANTIBULLYING

TOGETHER WE ARE STRONGER!

COMIC ARTIST: FABIO AGIUS
STORY BY: AARON ZAMMIT APAP

NOVEMBER 2020

- We were particularly struck by the resounding success, with enthusiastic participation and with a show of support through some donations to bBrave from a number of schools, in spite of COVID-19;
- During the Week, a car treasure hunt was organised by Whiz Team Adventure who donated all proceeds from this activity to bBrave.



OUTLOOK



2020 was a year of mixed emotions. COVID-19 disrupted the whole world, not least voluntary organisations that tend to work closely with people. We were confused as to how we could carry out our mission in this environment, but we quickly decided that rather than sit it out, we would continue our work with an increased focus **online**. This proved to be tactful, as the pandemic persisted (and still persists) far longer than anyone expected.

Our second Anti-Bullying Week was ironically far more successful, and we were thankful that so many organisations participated, in spite of the administrative difficulties they must have faced this year. We acknowledged that several people wanted to talk about bullying, its effects and possible solutions. Our online fora gave them that space to **speak up**.

2020 was also a year of **collaboration**. We worked with other entities and individuals to publish bBrave's app, offer free counselling, issue our first comic...and these are merely some highlights from the many initiatives we undertook over the past year. Each of the aforementioned was an exciting journey; a cross between hard work but also satisfaction in seeing something big created from so few resources.

We have seen a dream come true in the form of a collaboration sealed with the Malta Football Association for years to come. The world of football brings so many people together, and it is of the utmost importance that all those involved experience this sport positively. Bullying (including exclusion) may ruin a team in so many **sports**, and we are geared towards delivering anti-bullying workshops with the local football community holistically, and then eventually move on to other sports and disciplines.

Although we may not have met our expectations in terms of donations, something which most voluntary organisations complained about in 2020, we continue managing our **financing** closely. We strive to make every cent count, deriving from it the maximum possible usage. We seek to strike the right balance between donations, government funding and support by the business community, depending on the ventures we take up. We strongly believe that involving the community is a key to the success of our projects.

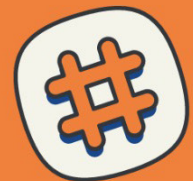
Dr. Aaron Zammit Apap

Founder | Secretary General

The continued growth of bBrave depends largely on our capability of carrying out our commitment successfully. We take pride in our **governance**, approach and work ethic. As more people learn about bBrave, we insist on applying the highest standards in the voluntary sector.

I sincerely wholeheartedly thank our **volunteers**. My fellow Council Members work countless hours to make the bBrave mission accomplishable, and in 2020, we were re-energised by a small but effective team of youths that decided to contribute to the work of our humble organisation. Their effort has not gone unnoticed.

I look forward to the coming year, as we continue to unravel the exciting and significant potential that is bBrave.



**UNITED
AGAINST
BULLYING**



BBRAVE.ORG.MT

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 2020

	€	€
Income		
Donations received	4,183.75	
Membership fees	242.00	
Erasmus Plus Project	35,310.40	
SIS project 2020	2,100.00	
A4U project	1,500.00	
Total income		43,336.15
Expenditure		
Advertising	1,316.02	
Annual registration fees	20.00	
Bank charges	20.74	
Postages	16.00	
Subscriptions	378.55	
Website expenses	383.50	
Other expenses	59.20	
Fundraising dinner - expenses	80.00	
Erasmus Plus Project - expenses - General	65.83	
SIS project 2020 - expenses	3,031.31	
A4U - expenses	1,543.95	
Erasmus Plus Project - expenses - APV	125.07	
Total expenditure		7,040.17
Excess of Income over Expenditure		36,295.98

Funds Movement

	At the beginning of the year	Movements for year	At end of year
	€	€	€
Cash in hand/petty cash	576.66	-434.35	142.31
Current accounts	983.6	40377.49	41361.09
Savings accounts	48.57	0.26	48.83
	1608.83	39943.4	41552.23

The accounts have been approved by the members at the Annual General Meeting held on: 8th March 2021



Mr. Greta Antignolo
President



Dr. Aaron Zammit Apap
Founder | Secretary General

Sponsors

Platinum

AMANDA LIA
WRITER | SOCIAL MEDIA MANAGER | CONSULTANT



Gold



Silver



Bronze



Blue





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