

ANNUAL REPORT

2022



March 2023

VO 1422

bBrave

bullying: awareness & support

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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

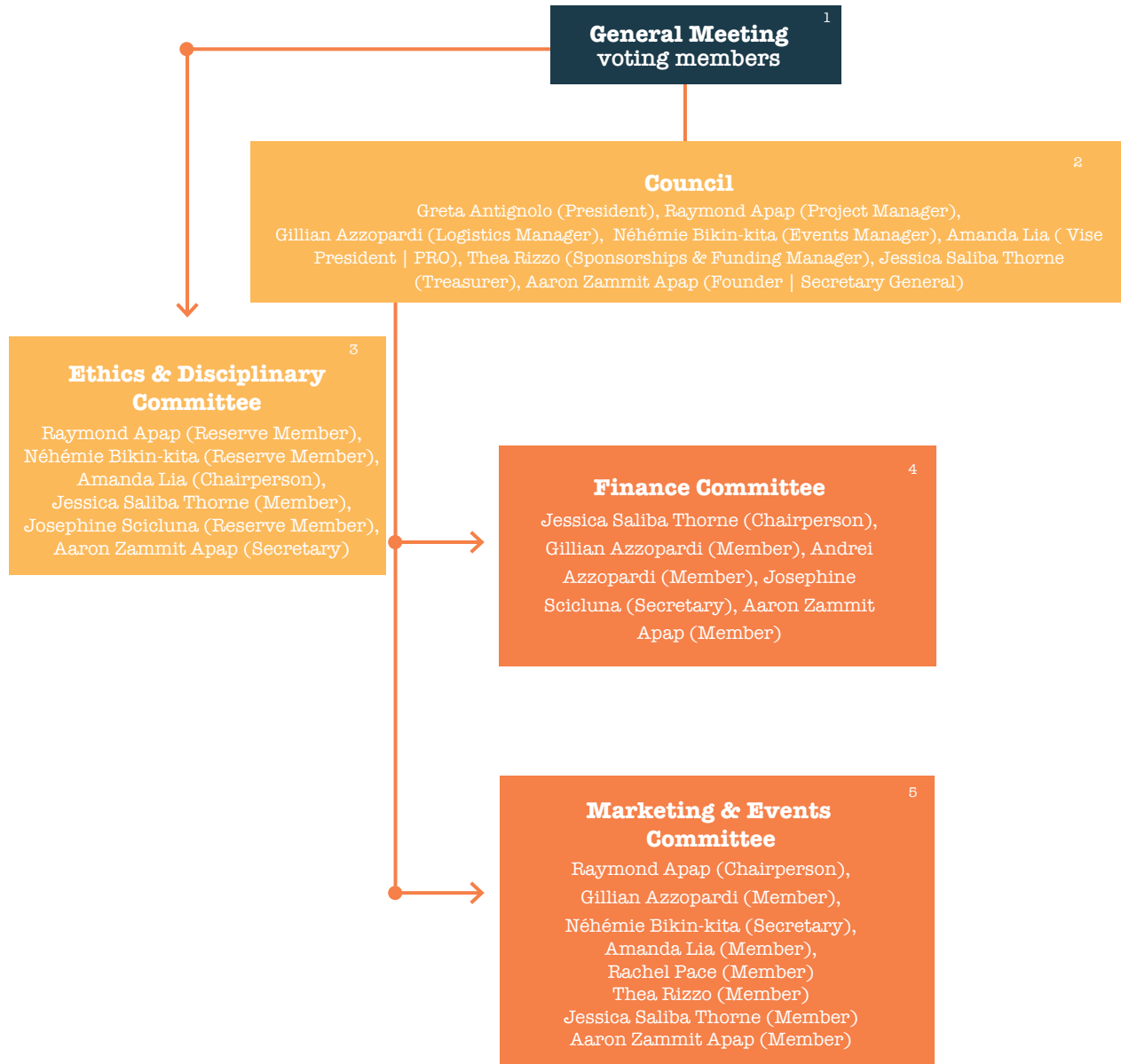
Sabiex titqajjem kuxjenza dwar forom differenti
ta' bulliżmu, sabiex tiġi ffaċilitata l-ghajnuna għal
dawk li jsofru l-bulliżmu u għar-riforma ta' min
jadotta mġieba ta' bulliżmu f'Malta.

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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 & Disciplinary Committee, inter alia, monitors the ethical behaviour of the Council, ensures compliance with the *Code of Ethics & Discipline*, 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 & Discipline*, 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 finance of the Organisation, as well as seeking funding opportunities.

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

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

**Greta
Antignolo**



Another year has gone by and what a year it has been. We have finally managed to reach our biggest target yet, that of offering support to those suffering the hardship of bullying.

With our free counselling services we have been helping a number of people going through bullying. We have done so much through-out this year and just like every year our annual anti-bullying week was a great hit. The theme 'Reach Out' helped us pass on the message of encouraging those in need of help to be unafraid of reaching out, as well as encouraging upstanders to reach out and help other whenever they can. Through this we hope to have helped and raised more awareness nationally.

With great pride and honour I am pleased to say that this year we have officially started our national study of bullying and ostracism at the workplace, the first ever of this kind.

This was something we have always dreamt of and we can now say we are managing to accomplish. Together with PwC and Prof. Anna Borg (and the EU and local funding made available thanks to PPCD and the MCVS) we are currently receiving responses for us to gather the findings. We are ever so grateful for all the timeless hours everyone has spent for this study to become a reality.

Which brings me to close off by thanking each and every single member of bBrave for their countless hours and invaluable skills which you chose to dedicate to this cause. Without you all, bBrave would not be the NGO it is today. A well-deserved thank you goes to all our families and loved ones who support us as without them we would not be able to carry out this work. Last, but not least, I would like to thank Dr. Aaron Zammit Apap for his constant dedication and support. Like I always say, without his dedication much of our achievements would not be possible.

May God keep blessing us to keep promoting and helping out this cause, may we continue making this world a better place.

Thank You!

Antignolo

Ms. Greta Antignolo

President





REVIEW OF ACTIVITIES

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 five (5) 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)

Mr. Raymond Apap

Projects Manager

(appointed 6th February 2018)

Ms. Gillian Azzopardi

Logistics Manager

(appointed 7th March 2019)

Ms. Néhémie Bikin-kita

Events Manager

(appointed 7th March 2019)

Ms. Amanda Lia

Vice-President | Public Relations Officer

(appointed 1st December 2018)

Ms. Thea Rizzo

Sponsorships & Funding Manager

(appointed 7th March 2022)

Ms. Jessica Saliba Thorne

Treasurer

(appointed 7th March 2022)

Dr. Aaron Zammit Apap

Founder | Secretary General

(appointed 22nd February 2017)

** 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 & Discipline*, 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 & Discipline*, 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. Néhémie Bikin-kita, Reserve Member
Ms. Amanda Lia, Chairperson
Ms. Jessica Saliba Thorne, Member
Ms. Josephine Scicluna, Reserve Member
Dr. Aaron Zammit Apap, Secretary



** The roles carried out by each Council 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:

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

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

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.

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:



Ms. Gillian Azzopardi, Member
Ms. Néhémie Bikin-kita, Secretary
Ms. Amanda Lia, Member
Ms. Rachel Pace, Member
Ms. Thea Rizzo, Member
Ms. Jessica Saliba Thorne, Member
Dr. Aaron Zammit Apap, Member

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



MEMBERSHIP

The membership of the Organisation as at the end of December 2022 stood as follows:

Adults - 32

Minors - 4

GENERAL MEETINGS

bBrave's last General Meeting was its Annual General Meeting held on the 7th March 2022.

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.

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).

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, 2020 (LN 317 of 2020), and the Second Schedule to the Civil Code, 1868 (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

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

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

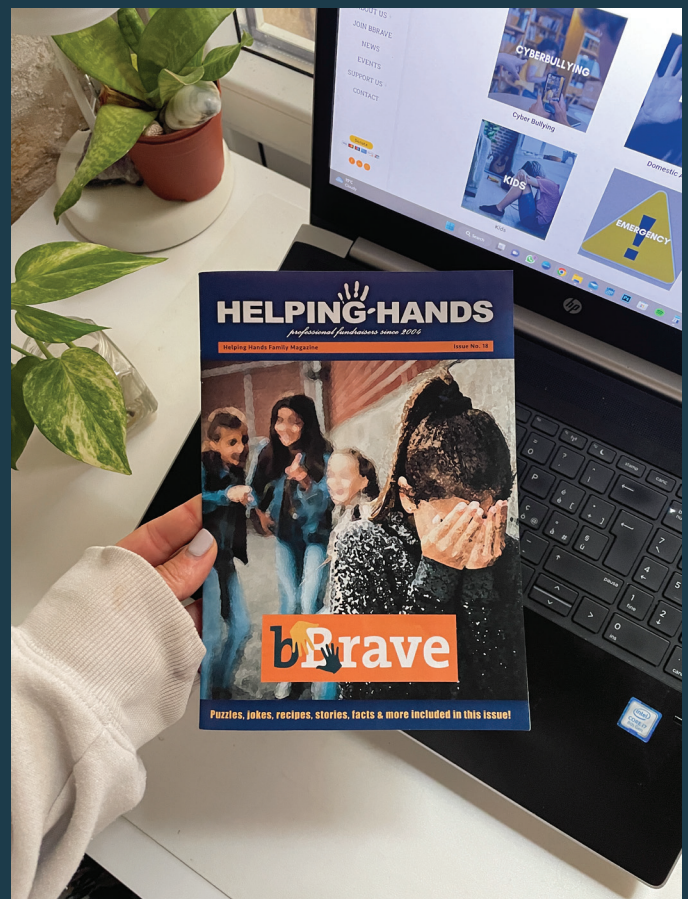
The Organisation's ethos is to collaborate with other persons and entities, with a view to pursue its mission. bBrave believes that much can be achieved by partnering with others having similar or related interests, making the best use of scarce resources.

During 2022, there were several other stakeholders bBrave which collaborated with, amongst them:

- *Commission on Gender Based Violence & Domestic Violence and Men Against Violence*, who invited bBrave to participate in their panel during their conference Engaging Men in Violence Prevention Conference in March;
- *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; the beneficiaries of this service have expressed that this service has helped them overcome much of the negativity brought about by the bullying experienced;



- *Helping Hands*, a long-standing magazine that showcases various charities in Malta – they invited bBrave to feature on one of its editions, with a generous portion from the sales to go to bBrave;
- *Malta Comiccon*, who invited bBrave to hold a discussion panel on the topics of *Do I need to wear a mask to be a hero?* during its popular Expo in October;
- *Ronald McDonald House Charities Malta*, who provide their premises with a professional disposition at the RMHC Malta Learning Centre in St. Paul's Bay;
- *Victim Support Agency*, with whom we executed a Declaration of Intent in April, enabling bBrave to refer victims of crime related to bullying to this agency for both legal and emotional support; and
- *The Meeting Place*, for their warm welcome and use of their premises in Marsa.



MEDIA PRESENCE

bBrave continues believing in the importance of reaching out to the community through various media. Our media impact is evidenced by the spike we observe in people reaching out to us after media appearances.

bBrave Members participated in various programmes and initiatives over the year, including television and radio. The organisation has secured a monthly slot on TVM's breakfast show TVAM as from October 2022.

Social media remains active throughout the year, with various themes, as this medium remains popular with various members of the community.





FUNDING

During 2022 bBrave carried out projects supported by the following:

DONATIONS

Throughout the year, bBrave received the following total sum by way of donations:
c.€12,094.

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 – their support helps us achieve our goals, without whom our impact on society would not have been so pronounced.

A list of these sponsors may be found on pages 30 - 31

EVENTS AND ACTIVITIES

Below are a few of the initiatives we would like to highlight from 2022:

- In February, bBrave celebrated its 5th Anniversary with posts on social media highlighting 5 major events that took place during the five years from its inception, together with messages from its Council members.
- In May, we participated in a webinar organised by the Victim Support Agency on victims of hate crime and hate speech;
- In June, the Betsson group invited bBrave to set-up a stand during its Diversity & Inclusion Conference to promote anti-bullying;
- In July, Mr. Joe Aquilina held a charity run for the second consecutive year, benefiting a number of charities close to his heart. We were thrilled to be selected a second time as one of the beneficiaries as he believes in our good cause to combat bullying.
- In August, the first bBrave Volunteering Day was held at the RMHC Centre in Qawra. The intention is to make this an annual event when members and volunteers can meet informally to exchange ideas and find out how they can support the organisation.



- Significant effort was placed on the largest bBrave project yet – that of bullying and ostracism at the workplace in Malta. Whilst the project was launched in November 2021, a Consultative Committee was formed with representatives hailing from a cross section of national stakeholders, including workers' unions, employers' bodies, entities concerned with equality, diversity, disabilities and mental health and other stakeholders. This Committee is consulted at each key juncture of the project. A tender for the holding of a national study was issued and awarded to PwC Malta, and the study is underway.
- Our Erasmus+ BAM! (Brave Ambassadors!) project, sadly, had to be cancelled. Having had all the preparations in place, this project could not be brought to conclusion firstly due to COVID-19 travel restrictions. Extensions were applied for and granted, however, the prolonged restrictions on social distancing and logistical difficulties that ensued proved impossible for us to bring this project to fruition. We continue to believe in the concept and we truly hope that we will be able to implement it some other time in the future.
- bBrave secured funding for audio-visual equipment under the Quality of Life Scheme 2022 operated by the Ministry for Inclusion, Voluntary Organisations and Consumer Rights. The increase of workshops and meetings with youths prompted us to seek the right tools and mediums to deliver and animate these meetings in an effective manner.



ANTI-BULLYING WEEK

- Anti-Bullying Week is now a fixed annual activity on the bBrave calendar which is planned to coincide with the Anti-Bullying Week celebrated by the international Anti-Bullying Alliance;
- Each year, schools, workplaces and other organisations are actively involved in promoting an anti-bullying theme different media;



- The theme for Anti-Bullying-Week 2022 was Reach Out, focused on the need for people needing help to be unafraid of reaching out, and also encouraging upstanders to lend a hand to their peers and reach out to help them as their kind action could make a huge difference.



National Anti-Bullying Week 2022

**REACH
OUT**

theme

14 - 18 November 2022

ANTI-BULLYING WEEK LET'S PUT A STOP BULLYING

Don't forget to tag us!
@bbravemalta

**REACH
OUT**



OUTLOOK



It has now been six years since bBrave was birthed. If there is one lesson we have learnt, it's that we need to do much more to battle this ongoing scar on society. In a way, I must say that I am observing a trend whereby people are calling out bullying behaviour for what it is. Recognising bullying and naming it as such is not something that should be taken for granted.

During 2022, bBrave focused mainly on kicking off with the national study on bullying and ostracism at the workplace. The study results will be used as a basis for developing an HR toolkit that is easily implementable by employers nationwide. This would include an antibullying policy and training materials. We are also planning a series of workshops to invite employers and employees to experience the training materials prepared. Finally, an awareness campaign would capture highlights from the findings of the study. We are pleased to have a remarkable list of national stakeholders involved in this project. It is expected that this project will also be one of the main activities for 2023.

We are proud that in 2022 we continued offering free counselling services to those suffering from bullying. One cannot ignore the fact that many of those experiencing bullying are invariably impacted by mental health issues. The availability of our counsellors means that they find someone who is ready to listen to them, help them look at their life from different angles and possibly take better life decisions. This year we presented a larger team, with ten counsellors available, meaning that we were able to help more people. The theme for Anti-Bullying Week 2022, REACH OUT, was therefore quite apt.

The organisation must evidently place more pressure on its strategy to strengthen its core structure by securing its own premises and also have its own full-time members of staff. bBrave's volunteers have delivered excellent results, but so much more can be done if there is a fixed element working on the organisation's mission full-time.

My desire is for bBrave to become ever more an organisation by and for the community. It should be one where people are comfortable volunteering, and one where beneficiaries know they can reliably approach for support. We continue to work on strengthening this element.



An appeal for anyone reading this message – if you can contribute in any way to the work of our organisation, be it in cash, kind or time (the most valuable asset of all), please reach out to us. We strive to reply to all messages received, and it is always a pleasure to get to know more like-minded individuals who have anti-bullying at heart.

Be brave, be kind.

Dr. Aaron Zammit Apap

Founder | 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 2022

	€	€
Income		
Donations received	12,094.00	
Membership fees	259.00	
NCF - 2021	7,500.00	
ESF - 2021	4,708.20	
Quality of Life Scheme	353.50	
Total income		24,914.70
Expenditure		
Advertising	1,867.27	
Annual registration fees	10.00	
Bank charges	3.34	
Postages	29.60	
Stationery and printing	11.39	
Subscriptions	205.17	
Website expenses	383.50	
Other expenses	254.58	
European Social Fund - expenses - ESF	8,105.02	
Total expenditure		10,869.87
Excess of Income over Expenditure		14,044.83

Funds Movement

	At the beginning of the year	Movements for year	At end of year
	€	€	€
Cash in hand/petty cash	142.31	0.00	142.31
Current accounts	60,083.50	17,946.04	78,029.54
Savings accounts	1,030.25	116.66	1,146.91
	61,256.06	18,062.70	79,318.76

The accounts have been approved by the members at the Annual General Meeting held on: 15th March 2023



Ms. Greta Antignolo
President



Dr. Aaron Zammit Apap
Founder | Secretary General

Sponsors

Platinum



Keeping families close™

AMANDA LIA

WRITER | SOCIAL MEDIA MANAGER | CONSULTANT



betsson group

Gold



Silver

Bronze

Blue



