CEP was established over 36 years ago by representatives of probation organisations from European countries to enhance professional exchange and began with cautious ambitions and limited expectations. Over the years since, Europe has changed and grown. CEP has steadily expanded its network, and now includes not only organisations that provide probation services, but also those that support the development of probation, such as universities, training institutes and research institutes. CEP is still growing.

CEP is a more complex and professional organisation than it was in 1981. CEP's relationship with national and especially European bodies has intensified and its level of activity has increased significantly. Through collaboration with other network organisations as EuroPris, the European Forum for Restorative Justice (working with CEP in the Criminal Justice Platform Europe), the European Forum for Urban Security, and other partners, the impact of the work of CEP engages an ever-growing audience in the European criminal justice sector.

On the world stage, CEP has been a key partner in the bi-annual World Congress on Probation since its inception in London in 2013. In 2017 CEP contributed to and participated in the World Congress on Probation in Japan and is working with world-wide partners to plan future World Congresses.

The growing importance of probation in criminal justice, rapid changes in Europe and developments in probation practice have resulted in an ever-growing need for knowledge exchange in Europe, for research, learning and sharing knowledge and to find solutions for old and new problems. In keeping with the objective of enhancing links with research and supporting practice development CEP, during 2017, implemented the findings of the 2016 Programme Audit which reviewed CEP's engagement with research and the research community. CEP also hosted an expert meeting on research and evaluation of community measures in Dublin and is working to strengthen the network's partnership with researchers.

CEP continued in 2017 to strengthen and deepen its engagement and relationship with the European Commission and with the Council of Europe. The European Commission Operating Grant, funded through Directorate-General Justice and Consumers, is an important part of the annual CEP budget. CEP, in 2017, was awarded an Operating Framework Partnership Agreement for the period 2018-2021 by EC DG Justice. This agreement enables CEP to apply for an annual operating grant under that Framework Agreement. The annual DG Justice Operating Grant funds a large proportion of CEP network activities including expert meetings, working groups, visits to members and conferences.

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In 2017 operating grant funding supports specific CEP actions and events addressing objectives and priorities shared by CEP and the European Commission. CEP, through its network, for example, organised expert meetings to promote and support the implementation and use in practice of Framework Decision 2008/947 on the mutual recognition of judgments and probation decisions enabling supervision of probation measures and alternative sanctions across European jurisdictions and Framework Decision 2009/829 on the transfer of the European Supervision Order.

With observer status at Council of Europe PC-CP (Council for Penological Cooperation) meetings CEP made important contributions during 2017 to the deliberations of as an observer, providing expert knowledge on probation related issues including the new Recommendation CM/Rec (2017) 5 on the European Rules on community sanctions and measures. Through its work with the European Commission, COE and other European initiatives and projects CEP is well placed to play a strong role in informing the developments in probation and criminal justice policy and practice at a European level.

In 2017, CEP convened a Directors General in Probation Conference in Brussels on Managing Organisational Change and Quality Assurance addressing the challenges facing probation organisations and their management in a fast-changing world. It is an important part of CEP’s work to bring together, support and develop the leaders of probation as well as to provide a forum and network where they can share ideas, experience and knowledge.

Radicalisation and the dangers caused by violent extremists in Europe continues to be of paramount concern for probation services and CEP as well as for other criminal justice bodies. CEP has worked closely with partner organisations and bodies in exchanging experience and sharing practice in dealing with radicalisation throughout the year. CEP plays an active role in the Prison and Probation Working Group of the Radicalisation Awareness Network (RAN), ERA events addressing radicalisation and has included radicalisation and violent extremism as a key topic in all major events and conferences.

Multi-agency and cross-discipline working, information sharing and co-ordination are key practice elements for probation services and professionals in addressing radicalisation and violent extremism. CEP plays an important role, as a very active network, supporting and sharing knowledge and developing expertise among members and will continue to strengthen this work in the coming years.

CEP has evolved in its development since 1981 to meet the many new, and some old, challenges. Members have has learned from research and practice, shared knowledge and experiences and developed the efficacy of community supervision. Cooperation with colleagues across Europe is ever more important. Working with other criminal justice agencies and community services and developing mutual understanding and cooperation is essential. The cornerstone purpose of CEP remains its clear objectives, commitment to mutual support, learning and development and the strength of the CEP network. The work and achievements of CEP and its members during 2017 reflect that strength and the commitment for continued development and cooperation across its network. I do hope you will read this Annual Report and learn in more detail of the activities of CEP and to identify opportunities for further progress and development.

On behalf of the CEP Board, and the CEP secretariat I thank you, CEP members and friends, for your constant support, valuable contributions and commitment in our shared objective, the strengthening of probation and community-based supervision in Europe for the benefit of all.

Gerry McNally, CEP President

CEP is the European organisation for probation. It believes that a society built on the principles of social inclusion provides communities the best protection from the harm and distress caused by crime. Committed to unite organisations and individual persons all over Europe sharing these same principles, CEP aims to enhance the professionalisation of the probation sector and to raise the profile of probation at a national and a European level.

This Annual Report 2017 provides an overview of the activities of CEP in 2017. The report is structured in accordance with the CEP Annual Plan 2017 which gives a description of its planned actions in the fields of activities of CEP to unite the sector of probation in Europe, to enhance its professionalization, to strengthen its profile, followed by a description of the developments in the internal organisation.
STRATEGIC OBJECTIVE
Building networks in probation and criminal justice

CEP was established 35 years ago by a group of probation organizations from 14 European countries to enhance professional exchange. Over the years, CEP steadily expanded its network, in which not only included organizations that provide probation services, but also organizations that support the development of probation, such as universities, training institutes and research institutes. In addition, CEP liaised with European institutions that are active in developing policy in the field of probation, such as the European Union and the Council of Europe. Through collaboration with other network organizations as EuroPris, the European Forum for Restorative Justice (EFri) (united with CEP in the Criminal Justice Platform Europe), the European Forum for Urban Security (EFUS), and other partners, the impact of the work of CEP engages an increased audience in the European criminal justice sector. Through conferences, seminars, workshops, meetings and visits CEP directly reached many probation professionals all over Europe. Through its digital communications, social media and publications CEP reached many more in every European jurisdiction and internationally.

CEP membership is still growing. As CEP have been doing in previous years, CEP has concentrated its efforts in unifying and strengthening the sector of probation in Europe by visiting new member organizations as well as established members. With this in mind, CEP convened several visits with the Ministries of Justice of different European Countries: Spain, Estonia, Finland, Slovakia, Malta, Georgia and Sweden.

In 2017 CEP organised its activities as planned, aimed to enhance the professionalization of the probation sector and to raise the profile of probation at a national and a European level. Besides the planned activities, CEP also had to take into account the reality in which the probation sector in Europe operates. Radicalisation and extreme violence demanded the probation sector to re-prioritize. Cooperation with other sectors was more important than ever.

NEW MEMBERS

Individual

5 new members from:
Armenia, the Netherlands, Italy, Greece and Portugal
Criminal Justice Platform Europe Conferences and activities

Being aware that probation can only be used to its full potential when its work is aligned with other sectors in criminal justice, CEP works closely with other European professional network organisations. The three organisations; CEP, EuroPris (representing the European prison sector) and the European Forum for Restorative Justice (EFRJ) established in 2011 the Criminal Justice Platform Europe (CJPE). The CJPE forms a framework for the three organisations to regularly meet to align policy, identify opportunities for cooperation and exchange best practices.

In 2017 the Platform organised an expert seminar on the implementation of the Victims directive in Brussels. The focus was on training of professionals and cooperation in the framework of the Victims’ Directive (art.25 and art. 26) of the European Parliament and of the Council.

The CJPE also organised the first edition of the International Criminal Justice Summer Course in Barcelona on alternatives to detention, (de)radicalisation, and engaging offenders to change. The aim of the Summer Course was to ‘examine key practice issues, inspire new thinking and build new networks to improve services and practice in prisons, probation and restorative justice’. In 2018 a second edition of the Summer Course will be organised on the topic of Radicalisation & Violent Extremist Offenders.

Affiliation agreements with other network organisations

EuroPris and CEP in their affiliation agreement has decided to organise at least one joint event per year. For 2017, two events were jointly organised:

- Expert meeting on Foreign National Offenders focusing on Alternatives to detention in Brussels.
- Workshop on Alternatives to detention focused on offenders dealing with mental health problems in Dublin.

In 2017 CEP contributed to and participated in the World congress on Probation in Japan and will continue with partners to plan future congresses.

Through affiliation agreements and memoranda of understanding CEP will continue to develop links with international bodies and agencies with shared interests and objectives outside its membership to promote knowledge and use of probation measures and community sanctions in criminal justice.

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Bursaries

Traditionally CEP reserves a small part of its budget to support delegates from organisations active in probation that have insufficient financial means to attend CEP conferences. As especially these delegates and their organisations will benefit from European knowledge and information exchange, CEP considers it a duty to connect them to the European probation community.

In 2017 we have provided 14 bursaries to probation officers who could not have attended the meetings and conferences organised by CEP if they had to pay travel and subsistence themselves. The bursaries were used by delegates from: Croatia, Latvia, Estonia, Romania, Turkey, Moldova, Albania, Bulgaria, Georgia and Spain (Catalonia).
Promoting professional exchange and enhancing the development of probation practice at a European level was one of the prime reasons to establish CEP at the beginning of the 1980s. Ever since, the growing importance of probation in criminal justice systems and rapid changes in societies in Europe, resulted in an ever growing need for knowledge exchange in the field of probation in Europe, for debate on different perceptions of probation, for learning from international benchmarks and comparable data and for finding information from other European countries to improve its functioning and find fitting solutions for current problems.

Traditionally CEP has met this need by organising pan-European, high-quality conferences, workshops and expert meetings on probation topics in close cooperation with the host countries, which remains the most appreciated CEP led activity. Next to the conferences, CEP has strategically invested in developing its digital communications, as these ways of communicating are relatively inexpensive to develop and to maintain, permanently accessible and easy to update.

In 2017 our activities to professionalise the sector of Europe continued to be a mixture of high-quality conference programs and the maintenance and further development of its communications media.

Research, quality assurance and evaluation
Research, quality assurance and evaluation are key elements in the development of better practice, better and more effective service provision and improved outcomes for all stakeholders. Over recent years CEP has begun to develop engagement with researchers, research institutions and projects.

During the term of the previous CEP Board membership by third level institutions was promoted and a representative was co-opted to the CEP.

During 2017 CEP has implemented the findings of the 2016 Programme audit which reviewed CEP’s engagement with research and the research community. Among other things CEP established a research budget to commission one trans-national study on the state of play regarding Probation training. CEP has also organised an expert meeting on research and evaluation of community measures as an alternative to detention in Dublin.

Radicalisation and disengagement
Radicalisation and the dangers caused by violent extremism in European countries are paramount concerns of the criminal justice system all around Europe. CEP contributes to the EU Counter-Terrorism Strategy and the EU Strategy for Combating Radicalisation and Recruitment to Terrorism by playing an active role in the “Prison & Probation” Working Groups of the Radicalisation Awareness Network (RAN) of the EU Directorate-General Home Affairs, and by raising awareness on these issues among its members by organising meetings and events and by disseminating information and knowledge about best practices via its website, newsletters and events.

During 2017 CEP has participated in different activities on the topic of (de)radicalisation.

In June CEP organised an Expert Meeting on radicalisation in Germany. CEP has also co-organised a conference together with RAN (Radicalisation Awareness Network) on Radicalisation in Probation in Dublin.
CEP has been full or associated partner on the following EU-projects on radicalisation:

- Catalan Ministry of Justice and participated in five European LIAISE II seminars and project meetings. The Project ended in 2017 with positive outcomes and results.
- The project Counter Radicalisation through the rule of law (DERAD), led by the Italian Ministry of Justice/Department of Prerity Administration. The aim of the project is to produce, test and validate a toolkit composed of blended e-learning contents, an on-line infrastructure for delivery. CEP has during 2017 advised on seminar content and speakers. CEP has also been using its network for contacting experts on the subject.
- Preventing radicalisation through probation and release (PREPARE). This project is led by the European Forum for Urban Security (Efus). The summer course was a combination of workshops, plenary sessions and field visits. One of the workshops theme was “desistance” and where looking at how and why people stop offending, what factors or predictors are involved in desistance, implications for practice/interventions and criminal justice processes.
- Alternatives to Detention CEP in keeping with its core principles, aims to promote alternatives to detention through community sanctions and measures such as probation, community service, mediation and conciliation.
- CEP/EuroPris organised a joint workshop on alternatives to detention focused on offenders dealing with mental health problems.
- International Criminal Justice Summer Course. Together with the partners of the Criminal Justice Platform Europe CEP organised the Summer Course with focus on its core principle, promoting alternatives to detention. The summer course was a combination of workshops, plenary sessions and field visits. One of the workshops theme was “developing capacity to prevent and deal with violent radicalisation”.

In the project Enhancing Cross-border Mutual Legal Assistance and outcomes and results.

In 2017 CEP has explicitly addressed alternatives to detention by promoting and supporting skills and knowledge and leads development in probation practice.

By leading events, making reports available, by publishing its digital newsletter, Eurovista and websites, CEP stimulates the exchange of ideas and knowledge and leads development in probation practice.

Additionally, CEP makes an important contribution to alternatives to detention through co-operation by organising events and disseminating information on community based probation measures and community sanctions as alternatives to custody.

In 2017 CEP has explicitly addressed alternatives to detention by organising conferences and events:

- Expert meeting on research and evaluation of community measures as alternatives to detention in May in Dublin.
- Expert meeting on technology supporting probation measures and rehabilitation programmes in release and probation, notably through multi-agency partnerships that include local authorities. CEP, as an associate partner, during the duration of the project will advise on themes related to probation and community sanctions and disseminate project’s outcomes and results.
- CEP Directors General Conference on ‘Alternatives to Detention’ in Stockholm.
- CEP/EuroPris organised a joint workshop on alternatives to detention focused on offenders dealing with mental health problems.
- International Criminal Justice Summer Course. Together with the partners of the Criminal Justice Platform Europe CEP organised the Summer Course with focus on its core principle, promoting alternatives to detention. The summer course was a combination of workshops, plenary sessions and field visits. One of the workshops theme was “developing capacity to prevent and deal with violent radicalisation”.

Promotion of the principle of Mutual Trust among EU jurisdictions

CEP has, from the very beginning, promoted the use of legal instruments for enhancing the mutual trust and cooperation among jurisdictions throughout Europe. In this regard, the enactment of Framework Decisions 947/2008 and FD 829/2008 and their transposition into national legislations are paramount achievements for advancing in this goal.

The European Commission, having enacted the Framework Decisions, is seeking their implementation in Europe. National judicial and correctional systems are not yet familiar with the Framework Decisions. CEP has a pivotal role in the dissemination of knowledge and support for implementation in practice of these Framework Decisions which where key priorities for CEP in 2017.

Alternatives to Detention

CEP, in keeping with its core principles, aims to promote alternatives to detention through community sanctions and measures such as probation, community service, mediation and conciliation.

CEP is committed to enhance the profile and practice of probation and to improve professionalism in promoting alternatives to detention, on a national and a European level. CEP promotes pan-European cooperation by organising events and disseminating information on community sanctions, alternatives to custody, resettlement after custody issues and related issues in probation practice.

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- CEP Directors General Conference on ‘Alternatives to Detention’ in Brussels. This conference addressed probation management and practice issues and EU Commission DG - Justice priorities as well as promoted and disseminated the latest research and best practices on probation measures and community sanctions and other alternatives to detention.
- Conference on Alternatives to Detention on Juveniles and Young Adult Offenders (16-24) in Barcelona as a follow-up of the Conference organised in Liéberville in 2016.
Activities for promoting the use of the Framework decisions

Continue updating the existing digital information that supports the implementation of the Framework Decisions, from the websites www.probation-transfers.eu and www.domice.org on the main CEP website, as well as the descriptions of probation systems of EU Member States (Probation in Europe).

Expert meeting on FD 2008/947/JHA and 2009/829/JHA for practitioners and/or competent authorities with a strong focus on networking, information, dissemination and practice development among the participants.

Practitioners and competent authorities from EU member States were invited to discuss the state of play regarding FD 2008/JHA/947 and FD 2009/JHA/829 to support and promote the implementation of the Framework Decisions throughout Europe, make recommendations/actions on how to enhance that implementation and share concrete transfer issues/cases arising in practice between issuing and receiving countries. EU member States with regular transfer traffic were engaged in sharing experience and networking processes.

The expert meeting included a presentation of an expert of the European Union Agency for Fundamental Rights on FD 2009/829/JHA and the impact on reducing Pre-trial detention (PTD).

The expert meeting was organised in Brussels and European Commission was invited to participate so that European Commission and CEP actions were co-ordinated for maximum benefit. CEP has published the results of these Framework Decision events on the CEP website.

During 2017 CEP continued raising awareness on the promotion of the principle of mutual trust among its members and expert and probation professionals by published information and knowledge about best practices via a special Framework Decisions section on its website which has 2000 unique visitors monthly. CEP published a special edition of its newsletter on FDs 947 and 829 to be distributed directly to 1260 email addresses in Europe (December 2017) and shared on the CEP social media platforms.

Activities on other relevant topics

Being established as a ‘for-the-members-by-the members’ organisation, CEP has always relied on cooperation with its members, affiliate members or partners in EU-funded projects to organise conferences and workshops.

In close collaboration with partners, CEP organised following conferences and expert meetings in 2017:

- The annual CEP-EuroPris expert meeting on Foreign National Offenders.
- Two Expert meetings of the CEP Expert Group on Sex Offender Management, one in Riga and one in Dublin.
- Conference on Technology in Corrections in Prague in co-operation with EuroPris and ICPA. The conference was the second on the subject.

For all the events CEP published the results on the CEP website. By doing this the results are available for members, experts and probation professionals.

Another core principle of CEP is to promote the cooperation between members. In order to encourage and exchange knowledge among professionals from different jurisdictions CEP organizes study visits to other jurisdictions.

In September 2017 one study visit was organized to two unique Dutch concepts ‘ZSM’ and ‘Safety House’ in Utrecht, The Netherlands. The study visit was attended by 9 people from Germany, Luxembourg, Turkey, Moldova, Jersey and Russia.
STRATEGIC OBJECTIVE
Raising the profile of probation at a national and a European level

For decades, ‘safety’ is a topic that is high on the political agenda all over Europe. 2017 is no exception and the issue was on the agenda in every European country. Surveys from different European countries show that people, including opinion formers and decision makers, are generally not enough well informed about what probation work entails. These surveys also show that raising the awareness of the role that probation plays in the criminal justice system leads to more positive opinions.

Therefore an important part of the external relations of probation services anywhere in Europe is to promote probation in their own country as an effective method of punishment, a humane way of dealing with offenders and a cost effective alternative for prison. CEP has always supported its member organisations in these efforts wherever possible.

In 2017 CEP continued, on behalf of its members, to play a constructive role as ‘the voice of the sector’ by regularly informing European institutions about the relevant developments in probation in Europe, and by providing necessary information for the development of European policy in the realm of probation.

Council of Europe
The Council of Europe has become a major player in shaping the practice of probation in Europe. The Penological Council is the body that prepares the Recommendations of the Council of Europe in the domain of probation. The Secretary General attended 4 PC-CP meeting in 2017.

European Union – the European Commission
In the field of probation, the European Commission has enacted: the Framework Decision on the transfer of probation sanctions (2008/947/JHA) and the Framework Decision on the transfer of alternatives to pre-trial detention (2009/829/JHA) which must be transposed into national legislation and implemented by Member States. These Framework Decisions had to be transposed into national law by the end of 2011 and 2012 respectively. However, the situation at the end of 2017 is that most Member States have transposed the Framework Decision into their legislation but there are still obstacles with lack of knowledge and the practical use of the legislation. CEP has led initiatives to support implementation of the Framework Decisions and to develop and maintain an accessible and comprehensive source of country specific information with regard to probation systems (Probation in Europe), a website facilitating the transfer of probation transfers under Framework Decision. CEP has also initiated expert meetings to disseminate knowledge, support members in implementation and awareness of the Framework Decisions, both 2008/947/JHA and 2009/829/JHA.

In 2017, CEP continued to `mainstream’ the promotion of and support for the implementation of the both Framework Decisions. Since 2017, the topic ‘Implementation of the Framework Decisions’ is a fixed item in CEP communications, e.g. by giving the implementation of the Framework Decisions a regular and fixed place in the CEP Newsletter. CEP has also continued to update existing digital information that supports the implementation of the Framework Decisions as well as the descriptions of probation systems of EU Member States. CEP has also initiated expert meetings to disseminate knowledge, support members in implementation and awareness of the Framework Decisions, both 2008/947/JHA and 2009/829/JHA.

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In order to inform the European Commission on the latest developments in probation measures and community sanctions in Europe and to have an active feedback and communication with the EC in 2017 CEP has participated in the following activities:

• CEP had maintained regular contact with officers of the European Commission Directorate General Justice, members of the Cabinet of the Commissioner for Justice and other Directorates as appropriate.
• CEP was a partner of the core group of “Prison and Probation” of the Radicalisation Awareness Network (RAN) of the Directorate General for Migration and Home.

Although there isn’t a formal partnership agreement between CEP and RAN, during 2017 CEP was invited to all RAN meetings providing input on radicalisation matters related with probation measures and community sanctions.

• Organised in partnership with RAN Prison&Probation a Conference on Radicalisation in the probation context. The Conference was held in Dublin in May.

In order to explore how CEP could best enhance the implementation and application of Framework Decision FD 2008/947/JHA & 2009/829/JHA CEP organised an expert meeting in Brussels. A total of 33 participants from 22 different jurisdictions attended the expert meeting. Probation practitioners, researchers, prosecutors, judges and other criminal justice experts discussed the implementation of the FD 947&829 in daily practice: “What works, what doesn’t work and what has to be improved.” Two representatives from the European Commission, Directorate-General for Justice and Consumers attended the meeting.

In June 2017 CEP organised an Expert meeting on Radicalisation in Probation. The meeting was held in Germany.

National level

Regarding advocacy and support for probation measures and community sanctions on a national level, CEP regularly receives invitations and requests from national probation services, Ministries of Justice or others to take part in governmental meetings, speak at conferences or other events in which the importance of probation can be advocated. CEP seeks to use these opportunities as well as its own programme of visits to promote probation.

In many cases, the travel costs for CEP staff can be covered by the inviting organisations. In order to also be able to accept invitations or to make use of opportunities for which travel and subsistence costs cannot be covered by the hosting organisation, CEP reserves a flexible travel budget for ad-hoc visits. In 2017 CEP reserved a budget for four ad-hoc visits to EU member states probation organisations in order to strengthen the position of probation on a national level. In practice that became travels to five EU member states plus one to a non-EU member state.

The Secretary General visited the Prison and Probation service in Sweden in February, the Ministry of Justice in Estonia and in Finland in February, the Ministry of Justice in Slovakia and the Ministry of Justice in Malta in June. The Secretary General and the President visited the Ministry of Justice in Georgia in July.

With regard to CEP’s goal to unite the sector of probation in Europe, CEP concentrated on intensifying contacts with member organisations and other national bodies who provide probation activities in Europe. The Secretary General and the President visited Spain on February. A CEP ambassador went to an international conference in Poland and liaised with colleagues from the Polish Ministry of Justice on April.
The CEP website has become by far the largest repository of information on probation measures and community sanctions in Europe. It has proven to be very effective in providing information to members and other visitors.

Before 2017, the evaluation of CEP’s digital communications was primarily quantitative. In 2017, the company Liquid conducted an operational audit on CEP’s communications. They had a close look at the CEP website and interviewed members, board members and staff members. The main outcome of the report was that the CEP website should employ a more contemporary design approach and use more different sorts of media, for example pictures, video’s, animations and infographics.

Since the beginning of 2015, CEP measures the impact of the CEP newsletter. The mailing system CreateSend can monitor the impact of each article by identifying readership, clicks upon, sharing etc. CEP uses this information to improve content and meet the needs and interests of subscribers.

Social media is the number one online daily activity among Europeans, topping time spent on email and Google. CEP now uses Twitter, LinkedIn and Facebook (CEP started using Facebook in September 2017), giving CEP new opportunities to engage and interact with those interested in probation and promote its events and activities. Through the analytics tools designed by these social media platforms, CEP measures the number of followers, the number of views and the interaction.

In 2017 CEP continued to assess data, planned and implemented its communication plan, approved by the Board during the term, followed the strategy on communications that identified the new social and professional platforms as key targets for improving the presence of our members in the professional debates generated by our current activities.

Activities in 2017:
- Publication of 6 digital issues of the CEP Newsletter which was distributed directly to 1260 email addresses (December 2017) and on other digital sites and platforms, including special editions on Radicalisation and Framework Decisions 829 and 947.
- Maintenance and updating of the websites that CEP manages (cep-probation.org; euro-vista.org; somers-project.eu; stream-probation.eu; circles4.eu). CEP transferred all the websites named above to a WordPress CMS to make it easier to update the information on those websites.
- Reviewed and updated the communications infrastructure and systems for efficient use of resources and for more effective communications.

**EuroVista**

EuroVista is a journal that aims to provide an accessible, scholarly and relevant source of information on probation research and practice development in Europe for both academics and practitioners. Eurovista was started in 2009 with the Institute of Local Government Studies of the University of Birmingham. In 2013, CEP took over the full production of EuroVista, publishing it as an online only journal at www.euro-vista.org. Maintenance of the EuroVista website is managed by CEP under the budget for CEP websites.

In addition it decided that with every update an attempt will be made to include descriptions of probation systems in countries that have not been included in Probation in Europe before. During 2017, CEP continued publishing updated chapters of Probation in Europe on the CEP website.

**Probation in Europe**

Probation in Europe is the most comprehensive survey of probation systems and probation services in Europe today. Commissioned by CEP and published in 2008, it describes extensively the probation systems of 32 European jurisdictions. The book was sold out within one year, which reflects the interest in Europe for increasing cooperation between probation professionals from all over Europe. With this CEP built on earlier publications in a similar format, Probation and Probation Services, A European Perspective (2008) and Probation and Probation Services in the EU accession countries (2003).

In order to keep the information on probation systems and probation services in Europe up-to-date, CEP has planned regular updates, as probation systems all over Europe are in constant development. CEP has chosen to publish revised versions of Probation in Europe on its website only.

In 2017, CEP continued publishing updated chapters of Probation in Europe on the CEP website.
In 2008 CEP identified the European funding programmes as an important opportunity and resource to support cooperation and knowledge exchange between probation organisations in Europe, and to enhance the development of probation practice at a European scale. Therefore CEP actively encourages member organisations to make use of these funding opportunities.

CEP has regularly been asked to join project bids as a project partner, where the role of CEP is to contribute to the project direction, networking, knowledge development and dissemination of the project results.

In 2017, CEP was involved in the following projects:

- **Local Institutions Against Violent Extremism II (LIAISE II).** The project is led by the European Forum for Urban Security (EFUS). The project seeks to strengthen the capacities of local and regional European authorities to prevent and tackle the issue of radicalisation leading to violent extremism. LIAISE II gathers European cities and regions and develops cooperation throughout Europe within a dedicated network. This approach is in line with the alliance of European cities against violent extremism that was initiated jointly by EFUS and the Congress of Local and Regional Authorities of the Council of Europe. The project ended in 2017 with positive outcomes and results.

- **Preventing radicalisation through probation and release – PREPARE.** This project is led by the European Forum for Urban Security (EFUS), started in October 2017 and will end in 2019. PREPARE’s general objective is to contribute to prevent radicalisation through disengagement and rehabilitation programmes in release and probation, notably through multi-agency partnerships that include local authorities. CEP, as an associate partner, during the duration of the project will advise on themes related to probation and community sanctions and disseminate project’s outcomes and results.

- **Enhancing Cross-border Mutual Legal Assistance and Recognition of Decisions in Countering Terrorism and Preventing Radicalisation in Detention.** The project is led by the Academy of European Law (ERA). The main objective of this project proposal is to offer training events that will promote the understanding and learning of various aspects of countering terrorism and radicalisation, with a particular focus on mutual legal assistance between EU Member States.

- **Counter radicalisation through the Rule of Law (DERAD).** The project is led by the Italian Ministry of Justice/Department of Penitentiary Administration. The aim of the project is to produce, test and validate a toolkit composed of blended e-learning contents, an on-line infrastructure for delivery.
Internal organisation

In 2017 CEP organised a Directors General Conference in Brussel. The major topics of the meeting were: “Theories and Models of Organisational Change”, “Creating Public Value”, ”Leading Change in Organisations: Focus on Quality Assurance, Managing Organizational Change and Innovation”, and ”Coping with the inevitable barrage of changes that confront DG’s daily in attempting to keep probation organisations viable and current."

In order to establish the CEP’s internal strategy, giving direction to the development of the organization and reviewing the work, CEP convened two Board meetings and two Presidium meetings. CEP also engaged a consultant to evaluate the communications in order to secure effective and clear communication.

<table>
<thead>
<tr>
<th>Job title</th>
<th>FTE</th>
<th>days per week</th>
<th>responsibilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Secretary General</td>
<td>1</td>
<td>4 1/2</td>
<td>Carrying out the organisation's strategic objectives and policies; meeting CEP's financial obligations; representing CEP abroad; contributing to management of EU projects</td>
</tr>
<tr>
<td>Executive Officer</td>
<td>0.78</td>
<td>3 1/2</td>
<td>Advising and preparing the organisation of events; preparing budgets; subscription fees; financial reports; preparing and executing the yearly financial audit by the accountant, EU and Audit committee; organising and producing the working papers for the General Assembly; providing membership information</td>
</tr>
<tr>
<td>Operations &amp; Policy Support Officer</td>
<td>0.89</td>
<td>4</td>
<td>Assisting in the preparation of meetings and events; correspondence; bookkeeping; maintaining the databases of business relations; administration management; assisting CEP Board Members, staff or others in the policy development of CEP</td>
</tr>
<tr>
<td>Liaison &amp; Policy Officer **</td>
<td>1</td>
<td>4 1/2</td>
<td>Analyzing developments in European probation and related fields; providing strategic advice to the Secretary General how to respond to these; facilitating EU-funded projects; Preparing Presidium and Board Meetings; management notes and other relevant documents</td>
</tr>
<tr>
<td>Communications Officer</td>
<td>1</td>
<td>5</td>
<td>Developing and executing the communications strategy for CEP; developing and managing websites; email Newsletter; engaging in social media; managing the production process of digital and printed publications; advice to members</td>
</tr>
</tbody>
</table>

* – a working day equals 8 hours; a full working week equals 4½ days, or 36 hours

** – as of October 2017, the Liaison & Policy Officer went on maternity leave.
## CONFEDERATION OF EUROPEAN PROBATION (CEP)

### Annual account 2017

<table>
<thead>
<tr>
<th>Expenses</th>
<th>2017</th>
<th>Receipts</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>322,246</td>
<td>Operating grant</td>
<td>227,905</td>
</tr>
<tr>
<td>Travel costs</td>
<td>87,804</td>
<td>Subscriptions</td>
<td>273,969</td>
</tr>
<tr>
<td>Bursaries</td>
<td>5,565</td>
<td>Interest</td>
<td>1,165</td>
</tr>
<tr>
<td>Depreciation hardware/software</td>
<td>1,337</td>
<td>Other income</td>
<td>6,000</td>
</tr>
<tr>
<td>General administration costs</td>
<td>24,092</td>
<td>EU projects</td>
<td>10,322</td>
</tr>
<tr>
<td>Other direct costs/ subcontracting</td>
<td>113,273</td>
<td>Workshops and seminars</td>
<td>91,020</td>
</tr>
<tr>
<td>Other costs beyond the OG</td>
<td>6,019</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Surplus</strong></td>
<td>52,236</td>
<td>Deficit</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>612,572</td>
<td>Total</td>
<td>612,572</td>
</tr>
</tbody>
</table>

- **Surplus** 52,236
- **Deficit**
- **Total Expenses** 612,572
- **Total Receipts** 612,572