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Preface

Since it was established, CEP has worked to enhance professional exchange and develop the probation identity and contribution in criminal justice across Europe and beyond. CEP has become a complex and professional organisation with relationships with national and European bodies. CEP is now the strong voice for community measures and probation and leads many actions and activities across many jurisdictions to promote and strengthen the work of its members.

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. The European Commission Operating Grant, funded through Directorate-General Justice and Consumers, is an important part of the annual CEP budget and funds a large proportion of CEP network activities including expert meetings, working groups, visits to members and conferences.

On the world stage, CEP has been a key partner in the bi-annual World Congress on Probation since its inception and contributed to and participated in the World Congress on Prohibition in Sydney, Australia in 2019. CEP has worked closely with partner organisations and bodies in exchanging experience and sharing practice in dealing with radicalisation throughout the year and has included radicalisation and violent extremism as a key topic in all major events and conferences.

In 2019, CEP had its General Assembly in Dublin where the new CEP Board for the coming three years was elected. Following the General Assembly, a Directors General in Probation Conference was held 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.

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. CEP’s expert groups, workshops and conferences. Multi-agency and cross-discipline working, information sharing and co-ordination are key practice elements for probation services and professionals.

The central purpose and objective of CEP remains is visible in its commitment to mutual support, continued learning and development and the strengthening of the CEP network. The activities and achievements of CEP and its members during the year are key to that continued development and co-operation.

Please read this Annual Report to find out more of the activities of CEP during the 2019. We welcome your suggestions and new ideas for developing and improving our work on behalf of our members and the wider community.

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.
Activities

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 provides an overview of the activities of CEP in 2019. The report is structured in accordance with the CEP Annual Plan 2019, which gave a description of its planned actions in the three fields of the main objectives of CEP (to unite the sector of probation in Europe, to enhance its professionalisation, to strengthen its profile), followed by a description of the developments in the internal organisation.
Building networks in probation and criminal justice

Strategic Objective

CEP was established 38 years ago by a group of probation organisations from 14 European countries to enhance professional exchange. Over the years, CEP steadily expanded its network, not only including organisations that provide probation services, but also organisations 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 organisations as the European Organisation of Prison and Correctional Services (EuroPris), the European Forum for Restorative Justice (EFRJ) (united with CEP in the Criminal Justice Platform Europe), the European Forum for Urban Security (EFUS), Victim Support Europe, Radicalisation Awareness Network, Academy of European Law, European Judicial Network, Fair Trials and other partners, the impact of the work of CEP engaged an increased audience in the European criminal justice sector. Through conferences, seminars, workshops, expert groups, meetings and visits, CEP directly reached many probation professionals all over Europe. Through its digital communications, social media and publications, CEP reached even more professionals in every European jurisdiction and internationally.

CEP membership is still growing. As CEP has been doing in previous years, it concentrated its efforts of 2019 in unifying and strengthening the sector of probation in Europe by visiting new member organisations as well as established members. With this in mind, CEP organised 9 visits with the Ministries of Justice and/or relevant representatives of the probation organisations of the following European Countries: Czech Republic, Spain (Barcelona and Madrid), Portugal, UK (CRC Kent) and Scotland, Bulgaria, Prague and Belgium.

In 2019 CEP organised its activities as planned, aimed to enhance the professionalisation of the probation sector and to raise the profile of probation at a national and a European level.

Acquiring new members

In 2019, CEP welcomed two new full members from Germany (Federal State of Bremen) and Ukraine. Two new associate members from England & Wales and Scotland. Five new individual members from Poland, England & Wales and Cyprus. All new members mentioned above were accepted at the 13th CEP General Assembly held in Dublin, Ireland.

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; the Confederation of European Probation (CEP), the European Organisation of Prison and Correctional Services (EuroPris) 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.
The CJPE organised, the third edition of the International Criminal Justice Summer Course in Barcelona on the topic of violent extremist offenders with the title “Criminal Justice in a Polarisied Society”. The aim of the Summer Course was to examine key practice issues, inspire new thinking and promote cross fertilisation and build new networks to improve services and practice in probation, prisons and restorative justice. The course offered a unique opportunity for criminal justice colleagues from different jurisdictions to reflect on what impact polarisation is having upon crime. By sharing ideas and considering the very latest research and programmes, participants were stimulated to engage with the debate on polarisation and to make positive contribution back home.

One of the three workshops lead by CEP was titled “Doing social inclusion in a polarised society” and was focused on deepening the understanding and to develop skills around post prison inclusion of former terrorists.

In 2020, a fourth edition of the Summer Course will be organised on the theme “Responses to sexual violence”.

Affiliation agreements with other network organisations

EuroPris and CEP in their affiliation agreement have decided to organise at least one joint event per year. For 2019, three events were jointly organised:

- A CEP/EuroPris Expert Group meeting on Domestic Violence (Vilnius, Lithuania)
- A CEP/EuroPris Expert Group meeting on Foreign National Offenders in Prison and Probation (The Hague, Netherlands)
- A CEP/EuroPris Workshop on Interagency Cooperation with Municipalities (Barcelona, Spain)

International Links and Networks

CEP has in place a series of agreements and memorandum of understanding with probation and community sanctions bodies in jurisdictions outside the membership of CEP and across the world.

CEP has been a key partner in the bi-annual World Congress on Probation since its inception in 2013. The fourth World Congress on Probation was held in Sydney, Australia, 2019. CEP took part in the organising committee and worked throughout 2019 with colleagues in the world network of probation bodies in developing the Congress plan, themes and programme for the World Congress.

In 2019, CEP also hosted a meeting, in Barcelona, with the preparatory committee for the World Congress on Justice with Children that will take place in Mexico, 2021. CEP engaged with the international organisations Terre des Hommes International Federation, Penal Reform International and International Association of Youth and Family Judges and Prosecutors. Through affiliation agreements and memorandum 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.

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 2019, CEP has issued 13 bursaries to probation professionals from CEP member countries 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, Armenia, Spain/Catalonia(2), Malta, Turkey(2), Latvia, Czech Republic, Bulgaria(2) and Montenegro(2).
Continuous professionalisation of probation in Europe

Strategic Objective

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. All this to improve 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 2019, CEP launched its new website and newsletter and worked on implementing the recommendations from the 2017 audit on communication to use more diverse types of media to share knowledge on probation topics.

In 2019, the CEP 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.
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 consiliation.

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.

By leading events, making reports available, publishing its digital newsletter, and sharing news articles on its website, CEP stimulates the exchange of ideas and knowledge and leads development in probation practice.

Additionally, CEP makes an important contribution to alternatives to detention by promoting and supporting skills and development of community based probation measures, and community sanctions as alternative to custody.

In 2019, CEP has explicitly addressed alternatives to detention by organising the following events and activities:

• An Expert Group Meeting on Violent Extremism (Stockholm, Sweden)
• An Expert Group Meeting on Sex Offender Management (Sofia, Bulgaria)
• An Expert Group Meeting on Technology in Probation, supporting probation measures and community sanctions as alternatives to detention (Vienna, Austria)
• An Expert Group Meeting on Mental Health (Valletta, Malta)
• An Expert Group Meeting on Research (Prague, Czech Republic)
• A Webinar and Expert Workshop to support the implementation of the EU Framework Decisions 2008/947/JHA & 2009/829/JHA (Brussels, Belgium)
• Joint CEP/EuroPris Expert Group Meeting on Foreign Nationals (The Hague, Netherlands)
• Joint CEP/EuroPris Expert Group Meeting on Domestic Violence (Vilnius, Lithuania)
• Joint CEP/EuroPris Workshop on Interagency Cooperation with Municipalities (Barcelona, Spain)
• Organise a Conference on “Alternatives to Detention in EurAsia” (Tbilisi, Georgia)
• Organise the first Education and Training in Probation Expert Network Meeting in order to establish a network in probation training and starting a common curriculum for criminal justice social work (Ljubljana, Slovenia)
• The 8th Conference for Directors General of Probation, after the 13th General Assembly, on “The Purpose of Probation” (Dublin, Ireland)
• Organise CJPE/CEP Summer Course. Together with the partners of the Criminal Justice Platform Europe, CEP organised the third edition of the Criminal Justice Summer Course with focus on its core principle - promoting alternatives to detention “The role of Criminal Justice in a polarising society focussing on Alternatives to Detention”. The summer course was a combination of workshops, plenary sessions and field visits (Barcelona, Spain)
• Organise two CJPE/CEP coordination meetings for planning and evaluation (Utrecht, Netherlands and Barcelona, Spain)
• Publish information on developments and best practices relating to probation, community sanctions and resettlement of offenders in Europe in media managed by CEP, e.g. the CEP Newsletter, website and social media channels (LinkedIn, Twitter, YouTube and Facebook)
• Publish and update Probation in Europe, the authoritative source book of probation in Europe. During 2019, several countries worked on the update of their chapter. They will be finalised and published in 2020
• Participate in/contribute to trans-national projects, where appropriate, for the development and dissemination of new initiatives in community sanction measures (See Action Grant projects page 13)
• Participate in Electronic Monitoring preparatory meetings for the conference that will be organised in 2020 (Helsinki, Finland)
• Commission and fund up the Hogeschool Utrecht University of Applied Sciences, Utrecht to conduct a survey on pre-employment training and in-career continuous training for probation and community supervision practitioners at a European level
• Contribute to the planning for the organisation of the 4th World Congress in Probation
• Together with the Criminal Justice Platform Europe members explore further development of the network with relevant partners
• Participation/contribution in a so called ‘COPEN’ working party meeting in Brussels on the first week of September (Finnish Presidency of the EU)
• Participation in/contribution to trans-national projects, where appropriate, for the development and dissemination of new initiatives in community sanction measures
• Participation in the European Society of Criminology working group meeting (Cambridge, UK) and the 19th Annual Conference of the European Society of Criminology (Ghent, Brussels)

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 the 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 2019, CEP has continued to implemented the findings of the 2016 programme audit which reviewed CEP’s engagement with research and the research community. CEP continued a research that started in 2018 on a trans-national study on the state of play regarding probation training. The Utrecht University of Applied Sciences was the organisation chosen to develop the research by conducting a survey on pre-employment training and in-career continuous training for probation and community supervision practitioners at a European level.

An expert group meeting on research was held in Prague, Czech Republic. One of the aims of the expert meeting was to identify research topics in the field of probation. The outcome of that meeting was that the research topic will be Mental Health and Probation. CEP will conduct research on this topic starting in 2020.

Radicalisation, violent extremism and disengagement

Radicalisation and the dangers caused by violent extremism in European countries are paramount concerns of the criminal justice system and of probation and community sanctions bodies around Europe. During 2019, CEP has participated in different activities on the topic of violent extremism, (de)radicalisation and disengagement.

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 Group of the Radicalisation Awareness Network (RAN) of the Directorate-General (DG) Migration and 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, social media and events.

CEP has actively pursued co-operation with other international organisations active in counter terrorism, including The International Centre for Counter-Terrorism (ICCT) in The Hague and the European Forum for Urban Security (EFUS). ICCT is an independent think tank and knowledge hub focusing on information creation, collaboration and dissemination pertaining the preventative and international legal aspects of counter-terrorism. EFUS is the only European network of local and regional authorities dedicated to urban security. It aims to promote a balanced vision of urban security by combining prevention, sanctions and social cohesion.
CEP explicitly addressed violent extremism by organising and participating in the following meetings:

- Organise an Expert Group Meeting on Violent Extremism to assess needs and analyse issues in dealing with violent extremism and disengagement in probation and propose recommendations for actions
- Organise, together with the CJPE partners, a Summer Course on Violent Extremism
- Cooperate with European bodies and international organisations active in Counter-Terrorism
- Participate in RAN and other events focused on the theme of radicalisation, violent extremism and disengagement
- Ensure that the topic of violent extremism is appropriate and consistently included in the programme of CEP events, including conferences, seminars, workshops and expert meetings, and publications for the communication and dissemination of information, skills and knowledge
- Participate at the transnational seminar “Different approaches to prevent counter radicalisation and violent extremism in prison and probation services – challenges and perspectives” in Plovdiv, Bulgaria.

CEP has been associated partner in the following EU-projects on violent extremism and radicalisation:

**Preventing radicalisation through probation and release (PREPARE),** led by the European Forum for Urban Security (EFUS), a project that started in October 2017 and ended this 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 advised on themes related to probation and community sanctions and disseminated project’s outcomes and results. The project started in 2017 and ended in 2019.

**Integrated Exit Programme for Prisons and Probation – WayOut.** The project is led by IPS, the Innovative Prison Services organisation. The project is aimed at building a common framework to evaluate exit programmes along with the development of an innovative and integrated programme based on proven effectiveness approaches. Ultimately the project will improve and facilitate the implementation of Exit Programmes across the criminal justice system, namely in prison and probation settings. Hence, this project responds to one of the European Union’s security concerns: the problem of radicalisation leading to violent extremism. The project started December 2018 and will end in December 2020.

**EU-CoE HELP Course on Radicalisation Prevention I and II.** HELP I and HELP II are led by the Council of Europe. The European Programme on Human Rights Education for Legal Professional (HELP) of the Council of Europe has widened its scope developing courses as a response to societal challenges, including the surge in extremist violence that Europe faces. The aims of the programme are to improve the criminal justice response in the EU to prevent radicalisation leading to terrorism and violent extremism and to increase capacities and mutual trust of primarily justice practitioners dealing with radicalisation prevention (RP) through training, inter-agency and cross-border cooperation. In 2019, CEP collaborated in the HELP Radicalisation Prevention I by organising a cross border launch event. Its main goal was to gather participants from different EU countries in the HELP tutored course on Radicalisation Prevention. It was a day and a half event combining presentations and exchanges on content with an introduction to the HELP platform on which participants followed the course with the assistance of a national tutor. The cross-border launch event was held on 2 and 3 May 2019 in Chania, Greece. The HELP Course on Radicalisation Prevention I started in 2019 and, as an ongoing eLearning platform, will continue the coming years through the HELP Course on Radicalisation Prevention II until the year 2021.
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 however not yet familiar with the Framework Decisions. CEP has a pivotal role in the dissemination of knowledge and support for the implementation in practice. The Framework Decisions was one of the key priorities for CEP in 2019. To realise this aim CEP conducted the following actions.

Activities for promoting the use of the Framework decisions

Continue updating the existing digital information that supports the implementation of the Framework Decisions on the main CEP website, as well as the descriptions of probation systems of EU Member States (Probation in Europe).

CEP organised an 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 during 2019.

In 2019, 33 professionals from 18 EU member States and 1 representative of the European Commission met in Leuven to discuss the state of play regarding FD 2008/JHA/947 and FD 2009/JHA/829. The expert meeting was organised 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.

CEP produced template promotional materials for FD 947 and FD 829 for dissemination in jurisdictions among European professionals and service users. The materials included a guideline for probation professionals and a leaflet for offenders. CEP also produced a short animated movie that explains the FD 2008/JHA/947 in a very user-friendly way. The information materials can be found on the CEP website.

CEP also collected data on the FD 2008/JHA/947 and FD 2009/JHA/829 during 2019 in order to set up a European network database. The data was presented at the expert meeting.

The expert meeting included a presentation of an expert on FD 2009/JHA/829 from the University of Utrecht, and a presentation from the EU Action Grant project PONT on the training of probation professionals regarding FD 2008/JHA/947 and FD 2009/JHA/829.

CEP has published the results of the Framework Decision events on its website.

During 2019, CEP continued raising awareness on the promotion of the principle of mutual trust among its members, experts and probation professionals by:

Contributing to a Regional Policy Meeting on the use of FD 820 “Effective Legal Assistance in Pre-Trial Detention Decision-Making” organised by Fair Trials in Brussels, Belgium.

Publishing information and knowledge about best practices via a special Framework Decisions section on its website which has 3100 unique visitors monthly.

Publishing a special edition of its newsletter in October 2019 on FDs 947 and 829, distributed directly to 1335 email addresses in Europe 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 to participate in or organise conferences and workshops.

In 2019, CEP consulted and cooperated with DG Justice Judicial Training on the development of a Probation Training Network. CEP organised or participated in the following activities and expert meetings on the topic of education and training of probation professionals:

- Organise the first Education and Training in probation Expert Network Meeting in order to establish a network of probation training and starting a common curriculum for criminal justice social work
- Contribute to the Council of Europe guidelines regarding recruitment, selection, education, training and professional development of prison and probation staff
- Contribute to the Council of Europe (draft) Recommendation Assessment, management and integration back into the community of individuals accused or convicted of sexual offences

CEP also participated in a conference of the EU-funded project RESCALED. The project started in 2019 and it aims to promote restorative justice practices in the different stages of the criminal justice system and to thoroughly reform detention as a form of punishment in Europe.

CEP published the results of all these events on its 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 organises study visits to other jurisdictions.

In April 2019, CEP organised a study visit for the CEP Board to the Danish Prison and Probation Service. The study visit took place at a probation office in Copenhagen. The visit focused on the structure and rehabilitation interventions carried out from the Probation Service with focus on the cooperation with the municipalities and other external partners. Safety issues, the way of working with radicalised offenders and the work done by the Youth Prison and Probation Service was also presented.
Website, newsletter and social media

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.

In 2017, the company Liquid conducted an operational audit on CEP's communications. They had a close look at the CEP website and social media 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. In 2019, CEP continued to work hard on improving their communication channels based on the recommendations of Liquid.

The main tool for measuring the use of the website is the web statistics programme, Google Analytics. This tool helps CEP to determine realistic SMART goals and measures such as an increase in unique visitors, their interests and the duration of their visits.

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

Social media give CEP 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 2018, 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 2019:
In January 2019, the completely renewed CEP website and newsletter were launched with more space for the use of diverse types of content. CEP also started to produce more video content, like webinars, animation and recordings of presentations.

Publication of six digital issues of the CEP Newsletter which were distributed directly to 1380 email addresses (December 2019) and on other digital sites and platforms, including special editions on Violent Extremism and Framework Decisions 829 and 947.

Maintenance and updating of the CEP websites. CEP also reviewed all the content that is published in the past and deleted irrelevant and outdated content.

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 (2000) 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 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. CEP continued during 2019 to work on the online publication of Probation in Europe chapters. During the period several countries worked on the update of the chapter. They will be finalised and published in 2020.
European Projects

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 2019, CEP was involved as an associate partner in four Action Grant projects:

Preventing radicalisation through probation and release – PREPARE (mentioned on page 13)

Probation Observatory Network and Training (PONT). In order to enhance the use of the Council of Europe Framework Decision 2008/947/JHA and Framework Decision 2009/829/JHA (FDs, in short), the European Commission through DG Justice Grants decided to fund the project “Probation Observatory. Network and Training” (PONT), initiated by the University of Bucharest, in partnership with University Loyola Andalucía, University of Latvia, Ministry of Justice Bremen and the Confederation of European Probation (CEP). The objectives of the project are to offer training to the competent authorities on the two FDs and to create a sustainable network of experts in this field. The project started in September 2018 and will end in September 2020.

Integrated Exit Programme for Prisons and Probation – WayOut (mentioned on page 13).

EU-CoE HELP Course on Radicalisation Prevention I and II (mentioned on page 13).
Raising the profile of probation at a national and a European level

Strategic Objective

For decades, ‘safety’ is a topic that is high on the political agenda all over Europe and 2019 is no exception. 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 well enough 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 2019, CEP continued, on behalf of its members, to play a constructive role as ‘the voice of the sector of probation’ 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 and President of CEP attended 4 PC-CP meeting in 2019. CEP also contributed with expert advice on several documents and proposals for Recommendations and participated and contributed to the annual CoE Conference of Directors of Prison and Probation Services (CDPPS) in Aya Napia, Cyprus. The CDPPS Conference was attended by the President, Secretary General and the Policy Officer.

CEP supported and promoted the CoE SPACE II data gathering on probation and community sanctions.

CEP has contributed to:
- The Draft Recommendation of the Committee of Ministers to member states on the European Prison Rules
- The Draft recommendation regarding the assessment, management and integration back into the community of individuals accused or convicted of sexual offences
- The Guidelines regarding recruitment, selection, education, training and professional development of prison and probation staff

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 2019 is that all Member States have transposed the Framework Decision (2008/947/JHA) and most (2009/829/JHA) 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). 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 2019, 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 also has 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 (Probation in Europe).

CEP also promoted the implementation of the Framework Decisions by organising its first webinar. Two presentations from the CEP Expert Meeting on the Framework Decisions were also recorded and published on the CEP website and YouTube channel.

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 2019, CEP has participated in the following activities:

• Maintained regular contact with officers of the European Commission, members of the Cabinet of the Commissioner for the Directorate General for Justice and Consumers of the European Commission (DG JUST);
• Being a partner of the core group of “Prison and Probation” of the Radicalisation Awareness Network (RAN) of the Directorate-General (DG) Migration and Home Affairs.

Although there isn’t a formal partnership agreement between CEP and RAN, during 2019 CEP was invited to all RAN meetings providing input on radicalisation matters related with probation measures and community sanctions.

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 2019, CEP reserved a budget for seven ad-hoc visits to EU member states probation organisations in order to strengthen the position of probation on a national level and the three visits took place as planned. The President together with the Secretary General visited relevant representatives in Bulgaria, Prague and Belgium to address issues related to Probation.

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 made six visits to EU Member States to strengthen the position of probation on a national level, strengthen contacts, coordinate the network and/or discuss membership: Czech Republic, Spain (Barcelona and Madrid), Portugal, England and Wales, Kent, Surrey and Sussex Community Rehabilitation Company KSS CRC and Scotland.
Internal Organisation

In 2019, CEP organised its 13th General Assembly that took place in Dublin, Ireland at the Richmond Education and Event Centre. The General Assembly, as a triennial meeting of all CEP members, was organised with the purpose of establishing the CEP’s internal strategy, give direction to the development of the organisation and to review the work done during the period 2017-2019. At this meeting a slightly updated version of the CEP Statute and Internal Regulations was presented by the Board and adopted by the General Assembly. The new term of the new CEP Board started after the 13th General Assembly.

CEP convened two Board meetings and two Presidium meetings. In 2019, CEP also engaged a consultant to evaluate the CEP current and potential methods, approaches and actions, including conferences, expert groups, expert networks, workshops, media etc. The 2019 Audit also identified new approaches, media and other innovations that would be used to improve member participation, engagement and benefits to deliver better results and outcomes.

In 2019, CEP completed outstanding actions in the audit report 2016 (research) and continued implementing actions based on recommendations in the audit report 2017 (communication). CEP also took note of the 2018 Audit results (membership engagement and services) and prioritised the topics that were addressed at CEP conferences, workshops, expert groups and others. For the coming year 2020, CEP will continue following the recommendations for improvement from the previous of audits.

CEP Staff in 2019

For supporting and making possible all the actions included in this Report the staff of CEP was composed of the following people:
<table>
<thead>
<tr>
<th>Job title</th>
<th>fte</th>
<th>Days per week (1)</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;</td>
</tr>
<tr>
<td>Liaison &amp; Policy Officer</td>
<td>1</td>
<td>4 1/2</td>
<td>Analysing developments in European probation and related fields; providing strategic advice to the Secretary General how to respond to these; Preparing policy papers, reports and presentations related to Mental Health and other relevant topics to Probation; managing EU-OG and EU Framework Partnership Agreements (submission and reporting); facilitating EU-funded projects; Preparing Presidium and Board Meetings; management notes and other relevant documents</td>
</tr>
<tr>
<td>Interim Liaison &amp; Policy Officer</td>
<td>1</td>
<td>4 1/2</td>
<td>Analysing developments in European probation and related fields; managing the implementation of the FDs 829 and 947; Preparing policy papers, reports and presentations related to Violent extremist Offenders, Domestic Violence and Education and training for Probation professionals; providing strategic advice to the Secretary General how to respond to these subjects; facilitating EU funded projects;</td>
</tr>
<tr>
<td>Communication Officer</td>
<td>1</td>
<td>4 1/2</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>

¹ – a working day equals 8 hours; a full working week equals 4½ days, or 36 hours
### Finances

**Annual account 2019**

<table>
<thead>
<tr>
<th>Expenses</th>
<th>2019</th>
<th>Receipts</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>414,233</td>
<td>Operating Grant</td>
<td>284,840</td>
</tr>
<tr>
<td>Travel costs</td>
<td>91,310</td>
<td>Subscriptions</td>
<td>310,127</td>
</tr>
<tr>
<td>Bursaries</td>
<td>6,091</td>
<td>Interest</td>
<td>185</td>
</tr>
<tr>
<td>Depreciation Hardware/Software</td>
<td>1,024</td>
<td>Other Income</td>
<td>0</td>
</tr>
<tr>
<td>General Administration costs</td>
<td>25,182</td>
<td>EU-projects</td>
<td>0</td>
</tr>
<tr>
<td>Other Direct costs/subcontracting</td>
<td>59,493</td>
<td>Workshops and Seminars</td>
<td>19,258</td>
</tr>
<tr>
<td>Other costs beyond the OG</td>
<td>3,623</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Surplus</td>
<td>13,404</td>
<td>Deficit</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>614,410</strong></td>
<td><strong>Total</strong></td>
<td><strong>614,410</strong></td>
</tr>
</tbody>
</table>