Confederation of European Probation

ANNUAL PLAN 2021

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1 PREFACE

2020 was a most challenging and disrupted year not only for CEP, and for its members, in delivering services and planned actions, but also for entire communities and the general public. I don't believe any of us had fully anticipated beforehand, the scale of the impact of the Covid-19 (Coronavirus) pandemic across Europe and across the world. The CEP Annual Plan 2020 had to be completely revised during the year. Almost all in-person events were cancelled. Some have been deferred until this CEP Annual Plan 2021. Many others became online events as technology came to the rescue and facilitated at least some level of engagement and interaction in remote conferences, workshops, training events and meetings. CEP has had to be flexible, agile and innovative in responding to the changed circumstances and has done so successfully.

2021 will be an equally challenging year with limited expectation that the Covid-19 (Coronavirus) pandemic will easily diminish or respond quickly to interventions and controls. There will, in any case, be a period of cautious recovery that will need to be taken into account. So, as in 2020, this CEP Annual Plan 2021 is largely indicative, flexible and subject to change as 2021 progresses. It reflects the adaptability and agility of CEP in adopting online communication tools to facilitate engagement, sharing of knowledge and mutual support. CEP does appreciate the limitations of the media but is, nevertheless, fully committed to ensure the best possible service delivery and support for members. The strength of CEP lies in the network and shared commitment of its members. CEP welcomes new ideas and suggestions to improve what we do and to help us do it better.

In the CEP Annual Plan 2021 most events are outlined as in-person. It is likely that some or all may need, depending on the circumstances at the time, to be reconfigured as hybrid (some in person attendance with some online participation) or fully online. Such reconfiguration will require training, equipment and expertise to ensure efficient and effective implementation. That may require reallocation of budget resources from travel, for example, to provide for additional equipment, upskilling and additional other tools. CEP will be innovative and creative in ensuring the best possible outputs and outcomes for our members and stakeholders.
CEP will revise the Annual Plan 2021 as necessary through the year and advise members of changes, postponements and cancellations as early as possible. CEP will maintain expert groups and knowledge exchange in place. CEP will maximise the content and benefits of the CEP website. The website (cep-probation.org) has been a major success and valuable point-of-contact and reference amid the Covid-19 (Coronavirus) pandemic. It has facilitated sharing experiences, sharing learning and bringing people together. The sharing of experience and learning by members has been particularly appreciated and is encouraged again in 2021. CEP will continue to develop communication channels and explore alternative social media to add value and connectivity.

2021 will be another memorable year significantly impacted by the Covid-19 (Coronavirus) pandemic and, hopefully, will bring an adjustment to a new and safe normal. We have learned much in 2020 and been brought closer together, despite social distancing, in coping with pandemic challenges in our work and communities. 2021 will be an important opportunity for us in CEP to continue to work together, be flexible and agile, and support each other to maintain and develop services and to achieve best possible outcomes for all.

Best wishes to all and do keep safe and healthy.

Gerry McNally
President, Confederation of European Probation (CEP)
December 2020

2 CONTEXT

The Confederation of European Probation (CEP) was established in 1981 as a network of probation organisations to share knowledge, exchange expertise and support developments in the field of community sanctions in Europe. CEP has grown and developed over the last 40 years and is the now the established European organisation for probation. It is the voice and leader for probation in Europe working with the key European institutions, national authorities, members and partner bodies to promote the rehabilitation and social inclusion of probationers through sanctions and measures implemented in the community.

CEP champions respect for human rights, compliance with ethical standards in all probation practice and actions and fairness for all in criminal justice.

CEP recognises the importance of legitimacy and support in creating public value and confidence in the work of probation organisations and community based sanctions.

CEP is committed to collaboration in facilitating cross-sectoral and inter-disciplinary working in achieving innovation, change and results.

CEP 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, academia 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 and implementation of probation and community sanctions at national and European levels.

To achieve this, CEP hosts conferences, seminars, workshops, expert group meetings, trainings and publishes media content to support and develop practice and use of community sanctions. It advises and informs decision and policy makers and works with criminal justice bodies and other interests to support and promote the increased use of community sanctions and reduced use of custody.

3 CEP'S VISION, MISSION, AIMS AND PRIORITIES

The Vision, Mission, Aims, Priorities and Financial Strategy as outlined by the Board were adopted at the XIII General Assembly by the CEP members without further amendments.

3.1 CEP's Vision for Probation in Europe

To contribute to safer communities by rehabilitating and reintegrating people who have offended and providing the best possible interventions to reduce re-offending and the impact of crime.

3.2 CEP's Mission

CEP is the European Organisation for Probation. It promotes the rehabilitation and social inclusion of people who have offended through sanctions and measures implemented in the community. It enhances the profile of probation and works to develop the staff and leadership of probation to improve the quality of services on a national and European level. It builds a probation network to enable exchange of knowledge, policy and practice in order to create a strong evidence base for probation. It represents probation in Europe and develops international relationships with governments, victims and academic and criminal justice organisations. It aims to promote human rights and citizenship through all its activities.

3.3 CEP's Aims

- Creating an excellent international member organisation that
- is transparent, efficient and innovative;
- Appreciating diversity and difference;
- Demonstrating leadership and modelling effectiveness;
- Making probation understandable and accessible;
- Advocating probation at an international level;
- Promoting the ethical and proper use of community sanctions;
- Focusing on dissemination of probation policy, knowledge and expertise;
- Participating in projects relating to probation and communicating outcomes;
- Bringing together the knowledge base, research and practice to improve learning and outcomes
- Building effective partnerships across the criminal justice sector in Europe;
- Representing the probation sector to European institutions;
- Reaching out to other jurisdictions.

3.4 Priorities for 2021

- Enhancing members' networking and sharing of expertise, best practice and innovation across Europe;
- Increasing professionalization and expertise of probation staff and those active in probation related fields of work;
- Increasing mutual understanding, co-operation and co-ordination of probation practice among CEP members and across Europe;
- Strengthening probation bodies and services in Europe and CEP members, in particular through knowledge sharing, expert meetings, publications and events;
- Promoting research and knowledge development on probation and community sanctions;
- CEP leading or participating in well developed and managed trans-national projects on relevant probation related

issues producing value-for-money and practical results;
- Strengthening and secure CEP as an effective network organisation for the probation sector in Europe;
- Developing understanding of probation related issues and actions among policy and decision makers in European bodies and national authorities through advice, information and support;
- Increasing awareness, implementation and active use of FDs 947 & 829 in as many jurisdictions as possible with better knowledge and expertise to enable timely and appropriate application;
- Supporting improved informed decision making by national authorities and European Institutions in the domain of probation and EC legislation.

3.5 CEP Financial Strategy – 5 pillars to secure the future

1) Membership fees – to hold membership fees at a level that avoids increasing the pressures on members; to seek to widen the membership and increase the number of organisations in CEP;
2) Operating Grant – continue to work with the European Commission in the context of the Operating Grant Framework Agreement to support the core business of CEP and deliver excellent services;
3) Action Grants - to be an active participant in EC funded projects, where appropriate, using our pan-European links and services; to take the lead in an EC funded project, where feasible, and deliver project management.
4) Generating income – identify new ways of generating income in line with CEP's values and objectives to add value to the work of CEP and its objectives;
5) Developing partnerships – expand sponsorship for specific events, develop further linkages and contacts for shared projects, initiatives and events.

4 STRATEGIC OBJECTIVES

4.1 Building networks in probation and criminal justice

CEP was established in 1981 by probation services representing ten European countries with the aim of building a network of professionals in probation in Europe and enhancing mutual learning and cooperation between its members.

Over the years, CEP steadily expanded its network, which now includes not only organisations and persons providing probation services but also bodies and experts that support the development of probation, such as universities, training centres, research networks, researchers, policy-makers and expert individuals. In addition, CEP liaises and co-operates 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 Organization 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), Academy of European Law (ERA), International Centre for Counter-terrorism (ICCT), Radicalisation Awareness Network (RAN), Victim Support Europe, European Judicial Network, Fair Trials, and other partners, the impact of the work of CEP engages an wide audience of shared interests in the criminal justice sector in Europe and more widely. CEP has led the development of the highly successful bi-annual World Congress on Probation which is now established as the worldwide forum for probation and community sanctions.

Through conferences, seminars, workshops, expert groups, meetings and visits CEP reaches many probation professionals and others working in the Criminal Justice field all over Europe. Through its digital communications, social media and publications CEP reaches many more in every European jurisdiction and internationally.

CEP membership is still growing. As in previous years, CEP will concentrate efforts in unifying and strengthening the sector of probation in Europe by visiting new member organisations as well as established members.

During 2021 CEP:

- will **visit three CEP members** in order to strengthen the position of Probation: Luxemburg, France and Romania.
- will **visit the Ministries of Justice** of Cyprus, Lithuania and 1 other EU member state CEP potential member (to be confirmed) to discuss membership and other related issues.

4.1.1 Criminal justice platform Europe (CJPE)

CEP, being aware that probation and community sanctions can only achieve their full potential when work is aligned with other sectors in criminal justice, works closely with other European professional criminal justice network organisations. With three of these organisations, EuroPris (representing the European prison sector), the EFRJ (representing the Restorative Justice sector) and Victim

Support Europe[1] (representing the victims), CEP established the Criminal Justice Platform Europe, in October 2011 as a framework in which they could regularly meet to align and co-ordinate policy, identify opportunities for cooperation and exchange best practices.

Since its launch the Criminal Justice Platform Europe regularly organises expert workshops, advocacy presentations, public conferences and summer courses.

For 2021 the CJPE will organise the 4th edition of the **International Criminal Justice Summer Course** to be held in Barcelona. The Summer Course will examine vital practice issues, develop new thinking and propose innovations that are relevant to improving work practice. The Summer Course will be a combination of workshops, plenary sessions and study visits bringing together participants with a background in prison, probation and restorative justice from a variety of European countries. The general theme chosen for this edition of the Summer Course will be "Responses to sexual violence". And the theme for the specific CEP Workshop in the Summer Course will be "Better understanding of sexual abuse to create effective policy and practice".

As a part of CJPE activities and co-operation, the Platform partners will attend and participate in each other's annual conferences and activities during 2021, where possible.

4.1.2 CEP and EuroPris affiliation agreement

CEP and EuroPris have a long established affiliation agreement providing for mutual support and co-operation. CEP and EuroPris, as part of the agreement, organise at least one joint event per year.

In 2021 three events will be jointly organised:

- **CEP/EuroPris Expert Group meeting on Domestic Violence**
- **CEP/EuroPris Expert Network meeting on Foreign Nationals**
- **CEP/EuroPris workshop on Domestic Violence**

4.1.3 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. Apart from EuroPris and EFUS other CEP affiliate members are: American Probation and Parole Association (APPA), International Community Corrections Association (ICCA), International Corrections and Prisons Association (ICPA), National Association of Probation Executives (Nape), Probation and Community Corrections Officers Association (PACCOA) and the Texas Probation Association.

[1] - in 2014 Victim Support Europe withdrew from the Platform

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, shared objectives and common interests in the promotion and use of probation measures and community sanctions in criminal justice.

4.1.4 Bursaries

It is an established part of CEP financial planning and members' support that there is a reserved budget to support members or delegates of organisations active in probation that have insufficient financial means in attending conferences or other CEP events. CEP believes that bursary funding is important in developing the European probation community and supporting knowledge and information exchange.
In 2021, CEP has allocated a budget for 10 bursaries of up to €500 each.

4.2 CONTINUOUS PROFESSIONALISATION OF PROBATION IN EUROPE

Promoting professional exchange and enhancing the development of probation practice at a European level was one of the prime reasons in establishing CEP at the beginning of the 1980s. Ever since, the growing importance of probation measures and community sanctions in criminal justice systems and the rapid changes in societies in Europe have led to an ever growing need for knowledge exchange , for debate on issues, for learning from international benchmarks and for the sharing of experience, data and information among members to improve practice and find developing solutions for current problems.

CEP has met this need by organising pan-European, high-quality conferences, seminars, workshops and expert meetings on probation measures and community sanctions and related topics in close co-operation with host countries. These events continue to be the most popular and appreciated CEP-led activities.

CEP has strategically invested in developing its digital communications, social media and publications. These ways of communicating are relatively inexpensive to develop , maintain and update and are easily accessible. They are also particularly effective in reaching key audiences in this increasingly fast-moving world.

In 2021, CEP's actions to professionalise the sector of probation in Europe will include high-quality conferences, seminars, webinars, workshops and expert group meetings and the maintenance and a further development of its communications media.

Improving communications and to include e-participation tools and virtual communication tools in the way of working is also one of CEP's priorities. After Covid-19 CEP realized the importance of using online collaborative tools to ensure exchange of information and knowledge in order to reach a wider audience.

Although as an international organization CEP has already been promoting virtual activities long before the pandemic, the situation generated by Covid-19 has only accelerated this trend.

In 2019 CEP incorporated the organization of webinars as part of its annual activities and in 2020 continued organizing online webinars and meetings (streaming and recorded). This innovation was very well received. CEP also incorporated other innovations regarding communication, such as animated movies or interviews to practitioners from different member jurisdictions.

For this year 2021 CEP will keep on developing innovations on communications with its members (online platforms for meetings, webinars, conferences, and others).

CEP will invest in exploring how new initiatives can enhance knowledge exchange in rapidly developing issues in probation measures and community sanctions, such as radicalisation.

4.2.1 Alternatives to custody and community sanctions

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 improve professionalism in promoting alternatives to detention, on a national and a European level. CEP promotes pan-European co-operation, knowledge exchange and development 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, by publishing its digital newsletter and websites, CEP stimulates the exchange of ideas and knowledge and leads development in probation practice.

During 2021 CEP will:

- **Organise 2 Presidium and 2 Board meetings**
- **Maintain a sustainable funding structure for CEP**
- **Ensure good order and management in the governance of CEP**
- **Ensure that the actions and activities of CEP are in accord with the key objectives as stated**
- **Consult and engage with members as well as relevant bodies, authorities and institutions**
- **Ensure that CEP and its network is sufficiently flexible and alert to be able to respond to any overarching new development, priority need or crisis that may emerge during the period**
- **Continue implementing innovative ways of working which will enable to combine face-to-face with hybrid and online activities in order to achieve a wider audience and adapt to new situations**

The main activities will be:

- **Organize one Webinar and convene a CEP Expert Group meeting on Violent Extremism**
- **Convene a CEP Expert Group meeting on Sex offender management**
- **Convene a CEP Expert Group meeting on Technology in Probation**

- **Convene a CEP Expert Group meeting on Mental Health**
- **Convene a CEP meeting on Research**
- **Support the implementation of the EU Framework Decisions 2008/947/JHA & 2009/829/JHA through:**
  - Organizing an expert workshop for practitioners and competent authorities.
  - Exploring the development of an online European network data base with contact details of the competent authority of each MS
  - Monitoring the implementation of Framework Decisions 947 and 829 with EU Commission and other partners
  - To update and further disseminate the FD materials and short movie for practitioners and probationers developed in 2019
  - Participating as associate partners at the PONT project

- **Organize and lead a webinar on Domestic Violence**
- **Work with partners and experts to develop and support strategies to address prevention and disengagement in the realm of Violent Extremism in Probation practice**
- **Organise the CEP 20th Directors General Conference on Alternatives to Detention**
- **Organize a webinar on Electronic Monitoring**
- **Convene a joint CEP/EuroPris expert group meeting on Domestic Violence**
- **Convene a joint CEP/EuroPris expert network meeting on Foreign Nationals**
- **Convene an Expert Network meeting on Education and Training**
- **Organize a joint CEP/EuroPris workshop on Domestic Violence**
- **Organize a Conference on "Alternatives to Detention in Central and Eastern European countries"**
- **Commission and fund up a transnational research project on Mental Health in probation**
- **Organise CJPE/CEP Summer Course on "Responses to sexual violence"- focussing on Alternatives to Detention**
- **Organize two CJPE/CEP meetings for planning and evaluation**
- **Organize an online event on Alternatives to pre-trial detention**
- **Coordinate and attend a join Conference on Radicalisation together with the DG JUST - DG for Justice and Consumers and RAN.**
- **Publish information on developments and best practices relating to probation, community sanctions and resettlement of probationers in Europe in media managed by CEP, e.g. the CEP Newsletter, CEP website and social media (LinkedIn, Twitter and Facebook)**
- **Publish and update Probation in Europe, the authoritative source book of probation in Europe**
- **Participate in/contribute to trans-national projects, where appropriate, for the development and dissemination of new initiatives in community sanction measures**
- **CEP will consult with members about actions and directions to be undertaken by CEP in the coming period.**
- **Offer knowledge support for CEP members in the transition process to the "new normality" in probation due to the Covid-19 pandemic.**

- **Organize internal coordination meetings to prepare the European Commission Framework Partnership Agreement Preparation for the next period 2022-2025.**
- **With colleagues organisations and partners contribute to the planning for the organisation of the 5th World Congress in Probation.**
- **Commission an external evaluation of specific actions of the CEP working programme 2021.**
- **Meet regularly with officials of the European Union and its agencies to coordinate activities and develop shared objectives.**
- **Liaise with the Penological Council for Co-Operation (PC-CP) of the Council of Europe.**
- **Attend and participate to draft the programme of the Conference of Directors of Prison and Probation Services in order to represent the voice of probation, unite the probation sector in Europe and liaise with Directors and senior managers of probation and prison.**

4.2.2 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.

In 2021 CEP will **organize a meeting on Research to create a network of experts**, identify potential research topics, develop knowledge and facilitate transnational research on Mental Health in Probation.

CEP will also **commission, fund up and complete a cross-jurisdiction research project on Mental Health in Probation.**

CEP will also continue the implementation of the recommendations of the 2016 audit report on engagement with research and the research community.

4.2.3 Prevention of violent extremism and support of disengagement

Co-operation with European bodies and international organisations active in counter-terrorism

Violent extremism 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.

CEP contributes to the EU Counter-Terrorism Strategy and the EU Strategy for Combating Radicalisation and Recruitment to Terrorism aligning its programme with the priorities of the European Commission DG-Justice and the Council of Europe.

CEP has attended several European Commission DG-Justice and Council of Europe round table meetings on radicalisation and violent extremism.

CEP contributed to drafting of the "Guidelines for prison and probation services regarding radicalisation and violent extremism" (2015) and the "Handbook for the prison and probation services regarding radicalisation and violent extremism" (2016) of the Council for Penological Co-operation (Council of Europe).

In 2021 CEP will continue cooperation and collaboration with European Commission DG-Justice, DG-Migration and Home Affairs, the Council of Europe and others and actively participate in implementing their actions to addressing radicalisation.

CEP has actively co-operated with international organisations in Counter-Terrorism including the Radicalisation Awareness Network (RAN) of the European Commission DG-Migration and Home Affairs, the International Centre for Counter-Terrorism (ICCT), the Global Counter Terrorism Forum (GCTF) and European Forum for Urban Security (EFUS).

In 2021 CEP will continue disseminating good practices, relevant reports and researches on violent extremism and disengagement among its members via its website, newsletter and social media.

During 2021 CEP is committed to develop activities on the topic of violent extremism. In addition to the specific outline actions CEP will:

- Organize 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.
- Organize **one webinar** on violent extremism to share expertise and good practice.
- Coordinate and attend a join **Conference on Radicalisation** together with the DG JUST - DG for Justice and Consumers and RAN.
- **Co-operate 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.

4.2.3.1 CEP 2021 Communication and dissemination activities in relation to violent extremism:

CEP will continue raising awareness on issues regarding (de)radicalisation among its members and expert and probation professionals by:

- **Disseminating information and knowledge about best practices** via a special radicalisation section on the CEP website which has 2000 unique visitors monthly. http://cep-probation.org/knowledgebase/radicalisation/
- **Include violent extremism as an agenda topic** and theme at all relevant meetings, seminars. conferences and events, where possible.

4.2.3.2 European Commission Action Grant Projects on violent extremism:

In order to support the implementation of the EC priorities and to promote cooperation between EU member states CEP participates as a partner in one EC project on radicalisation leading to violent extremism.

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 organizing 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 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.

As an associate partner on this program in 2021 CEP will:

- Advise on speakers, other experts and programme(s)
- Participate in meetings and seminars
- Disseminate and promote the results of the project

4.2.4 Domestic Violence

In 2020 all countries worldwide faced the Covid-19 pandemic situation, what meant the limitation of people's movements in a more or less restrictive lock-down situation. The fact that the population was confined changed the tendency on the type of crimes.

The lockdown measures presented an unprecedented risk for victims of domestic abuse. Lockdown measures obliged the population to remain at home, which increased the risk of partner or family abuse towards the victim. In 2020, European-wide statistics indicated that women's calls to emergency services during confinement increased by 60% over 2019, and that one out of five women suffered from gender-based violence. It will be crucial for the different European countries, and worldwide, to establish systems and interventions to prevent such cases and to work with victims and

perpetrators. These will be the most relevant issues on the criminal justice agendas for the coming years. This has also interesting implications for European Probation services. With a rise in cases of domestic abuse and child sexual abuse it will be important to reflect on the type of probationers that Probation services might have in the coming months and years. Specific international level expert groups should be created to share knowledge and good practices to be implemented from one jurisdiction to another to work on safer societies and communities.

With this regards, in 2021, CEP will:

- Promote the exchange of knowledge and good practices within probation and prison
- Increase awareness on this topic and disseminate information on the Istanbul convention, the Council of Europe Convention on preventing and combating violence against women and domestic violence (CETS No.210).
- Organize and lead one webinar on Domestic Violence
- Convene one expert group meeting on Domestic Violence
- Organize a joint CEP/EuroPris workshop on Domestic Violence

4.2.5 Alternatives to pre-trial detention

The question of imprisonment is complex, as prison population continually rises both in the Council of Europe member States and globally. Prison overcrowding is therefore a very real and present issue. The overuse of imprisonment and its detrimental impact on criminal justice systems, individuals and societies, has led EU member states countries to implement alternative policies, alternatives to pre-trial detention, at the very early stages of the criminal justice process.

In 2020 the world was affected by the pandemic of Covid-19 which had a huge impact on the criminal justice systems, both prison and probation. As mentioned in the document of the PC-CP WG of the Council of Europe, “during Covid-19 pandemic times, a number of countries have introduced emergency measures aimed at decreasing prison numbers and reducing prison overcrowding like: reducing as much as possible the number of accused or sentenced persons sent to detention centers and prisons, releasing certain categories of prisoners (vulnerable prisoners due to their age or stage of health), juveniles, pregnant women or women with infant children, prisoners planned to be released in the near future or low risk offenders”. This criminal justice policy implemented in different countries might or could also be used for pre-trial detainees. Alternatives to pre-trial detention have been, explicitly or implicitly, on CEP’s and EU’s agenda for several years and in many contexts, but now with the impact of Covid-19 in all criminal justice systems, it has become a much more present and crucial issue to discuss and important to implement.

Alternative measures to detention promote social rehabilitation and reintegration of people who have offended, which is one of the key aims for using such measures. These alternative measures have also several other benefits, like contributing to reduce prisons overcrowding and promoting public security through the reduction of reoffending.

With this in mind, in 2021, CEP will organize an online event on alternatives to pre-trial detention.

4.2.6 Promotion of the principle of mutual trust among EU jurisdictions

Implementation of Framework Decisions 947/2008 and FD 829/2008

CEP has been, from the very beginning, promoting the use of legal instruments for enhancing the mutual trust and co-operation 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 seek their implementation in practice in all jurisdictions in Europe. National judicial and correctional systems, probation professionals and service users are not yet sufficiently familiar with the Framework Decisions and they are still severely under-utilised. CEP has a pivotal role in the dissemination of knowledge and support for implementation in practice of these Framework Decisions which are key priorities for CEP in 2021. CEP in 2021 will:

- Continue to develop and update the existing digital information to support the implementation of the Framework Decisions as well as the update of the descriptions of probation systems of EU Member States (Probation in Europe).

- Organize and lead an annual expert workshop for practitioners and competent authorities to support and promote the implementation of the **EU Framework Decisions 2008/947/JHA & 2009/829/JHA.**

- CEP will further promote the materials that CEP produced for FD 947 and FD 829 for dissemination in jurisdictions among European professionals and service users. The materials to be further promoted include:
  - An updated guide for European practitioners' to promote the transfers among jurisdictions
  - An updated version of the materials to inform people who committed an offence of possibilities regarding transfer of sentences
  - Further disseminate the short movie to promote the use of the FD 829 and 947 among EU MS.

All those materials are available at CEP website

The expert meeting will be hosted in Brussels and the European Commission will be invited to participate so that EC and CEP actions can be co-ordinated for maximum benefit.

CEP will disseminate the results of the Framework Decision activities and publish them on the CEP website.

In order to promote the principle of mutual trust among EU jurisdictions CEP will also participate as associate partner in **EC project PONT. Probation Observatory Networking and Training – PONT.** The project is led by the University of Bucharest. The aim of the project is to create a network of universities and institutions involved in the probation field in Europe. The structure of the PO (Probation Observatory) will capture the European trends and perspectives and also the local and regional initiatives on probation and community sanctions. Apart from creating the PO network, the project will also aim at providing evidence-based training to the competent authorities responsible for the implementation of the Framework Decisions (FDs) 947 and 829.

Furthermore, the project will create regional networks of the competent authorities that will enhance the regional cooperation and also collect up to date data regarding the practical implementation of these two FDs (monitoring the implementation). As an associate partner on this project CEP in 2021 will:

- Participate and contribute as part of the European network
- Disseminate information about the project in its newsletter and during the expert meetings organized on FD947 and 829
- Disseminate and promote the results of the PONT project

During 2021 CEP will continue raising awareness on the promotion of the principle of mutual trust among its members and expert and probation professionals by:

- **Disseminating information and knowledge about best practices** via a special Framework Decisions section on its website which has 2000 unique visitors monthly. http://www.cep-probation.org/knowledgebase/eu-framework-decision-on-probation/

4.2.7 European Commission Action Grant 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 2021 CEP will continue to contribute to the EC-projects in which it is involved as a partner.

In 2021, CEP will be involved as associate partner in two Action Grant projects:

On-going Action Grant Projects:

- **Probation Observatory Networking and Training – PONT.** The project is led by the University of Bucharest. The aim of the project is to create a network of universities and institutions involved in the probation field in Europe. The structure of the PONT will capture the European trends and perspectives and also the local and regional initiatives on probation and community sanctions. Apart from creating the PONT network, the project will also aim at providing evidence-based training to the competent authorities responsible for the implementation of the Framework Decisions 947 and 829. Furthermore, the project will create regional networks of the competent authorities that will enhance the regional cooperation and also collect up to date data regarding the practical implementation of these two FDs (monitoring the implementation). The project official deadline was September 2020 but due to the Covid-19 situation it was asked to the EU Commission to extend the deadline until 2021.

- **EU-CoE HELP Course on Radicalisation Prevention II.** The project is 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 project 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. The project started in 2019 and will end in 2021.

Action Grant Projects to be approved:

At the beginning of 2020 one project was submitted in which CEP would be involved as an associate partner, the project is still to be approved.

- **PROTECT Network. Building capacity in European criminal justice cyber security.** The project is led by Bremen Ministry of Justice and Constitution, Germany.

4.3 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. When it comes to the reaction to the actions perpetrated by people who have offended, an increasing percentage of the population in most European countries favour firm and severe action. Probation then often is seen as a result of lenient sentencing and as too soft to be effective. 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 people who have offended and a cost effective alternative for prison. CEP has always supported its member organisations in these efforts wherever possible.

In 2021 CEP will, on behalf of its members, continue 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.

4.3.1 Council of Europe

The Council of Europe has become an important player in criminal justice policy development in Europe. It contributes to shaping the practice of probation in Europe. The Council for Penological Co-operation (PC-CP) is the body that prepares the Recommendations of the Council of Europe in the domain of probation measures and community sanctions. CEP has observer status at meetings of the PC-CP. CEP contributes expert knowledge and information to meetings of PC-CP.

In 2021 CEP will:

- Attend the plenary meetings of the bodies where it holds the status of observer, the PC-CP and/or the European Committee on Crime Problems of the Council of Europe (CDPC) in Strasbourg.
- Contribute with expert advice and by proposing European specialist who can draft any documents and proposals for Recommendations.
- Participate and contribute to the annual COE Conference of Directors of Prison and Probation Services (CDPPS).
- Support and promote the COE SPACE II data gathering on probation and community sanctions.

4.3.2 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).
These Framework Decisions had to be transposed into national law by the end of 2011 and 2012 respectively and implemented by Member States.
Transfers of sentences under these two Framework Decisions that have taken place between the Member States that already have transposed have showed that various obstacles in the execution of the transfers exist.

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 2008/947/JHA. CEP has also initiated expert meetings to disseminate knowledge, support members in implementation and awareness of the Framework Decisions. In 2021, CEP will continue to 'mainstream' the promotion of and support for the implementation of the both Framework Decisions :

- By making the topic 'Implementation of the Framework Decisions' a fixed item in CEP website.
- Continuing of the updating of existing digital information that supports the implementation of the Framework Decisions as well as the descriptions and update of probation systems of EU Member States (Probation in Europe).
- Meeting with EC DG Justice on planning for the promotion and information development for FDs 947 and 829 and related strategies and actions.
- Consulting with EC DG Justice on strategic priorities related to probation and community sanctions.
- Organizing an expert workshop for practitioners and competent authorities to support and promote the use of the FD 829 and 947.
- Further promoting materials for FD 947 and FD 829 for dissemination in jurisdictions among European professionals and service users.

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 2021 CEP will :

- maintain 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 is a partner of the core group of "Prison and Probation" of the Radicalisation Awareness Network (RAN) of the Directorate General for Migration and Home Affairs. During 2021 CEP will continue to contribute to RAN through active participation in the meetings, plenary meetings and publishing and disseminating reports.

- In 2021 CEP will continue consulting and co-operating with DG Justice Judicial Training on the development of a possible joint project on education and training in Probation.

4.3.2.1 Operating Grant and Framework Partnership Agreement 2018-2021

CEP has an approved a Framework Partnership Agreement with DG Justice which provides for annual funding applications between 2018 and 2021. In 2021 CEP will:

- Provide an annual end of year report (technical report) on activities and achievement in relation to the Operating Grant expenditure and funded actions in 2020.
- Propose a new 4-year Framework Partnership Agreement 2022-2025 plan and actions for the European Commission DG-Justice and Consumers grant funding.
- In the context of the European Commission Framework Partnership Agreement 2022-2025, produce a 2022 plan and actions for the EC Operating Grant funding.

4.3.3 Communications

Website, newsletter and social media
The CEP website is 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. However, there is considerable work to be done in managing the information and making it more easily accessible and better packaged.

The evaluation of the digital communications has been primarily quantitative. The main tool for measuring the use of the website is the web statistics programme, Google analytics. This helps CEP to determine realistic SMART[2] goals and measures such as an increase in unique visitors, their interests and the duration of their visits.

Social media is the number one online daily activity among Europeans. CEP now uses Twitter, Facebook and LinkedIn, giving CEP more opportunities to engage and interact with those interested in probation and promotes its events and activities. Through the analytics tools of the social media platforms, CEP measures the number of followers, the number of views and the interaction.

[2] SMART refers to Specific, Measurable, Attainable, Realistic and Timely Goals

In 2021, CEP will continue to assess data, to plan and implement its new communication plan, approved by the Board during the term, following the new strategy on communications that identifies 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.

In 2021 CEP will plan for:

- **Publication of 6 digital issues of the CEP Newsletter** to be distributed directly to 1300+ email addresses and on other digital sites and platforms, including special editions on relevant topics for Probation and Criminal Justice.

- **Manage and improve the CEP website: www.cep-probation.org**

4.3.4 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. During 2021 CEP will continue publishing updated chapters of Probation in Europe on the CEP website: http://www.cep-probation.org/knowledgebase/probation-in-europe-update/

4.3.5 Promote probation on a 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 uses 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 be also 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.

- This year 2021 CEP reserved a budget for **six ad-hoc visits to EU member states probation organisations** in order to strengthen the position of probation on a national level.

4.3.6 Communications and representation guidance

CEP Officers, Board members and other representatives are increasingly invited and involved in conferences, meetings and events representing CEP.

In 2019 CEP made available a *Communications and Representation Guidance* document with the objective of providing resources, structure, key messages and guidance for consistency and clarity when Board members or other representatives are invited to represent CEP in any meeting or event.

5 INTERNAL ORGANISATION

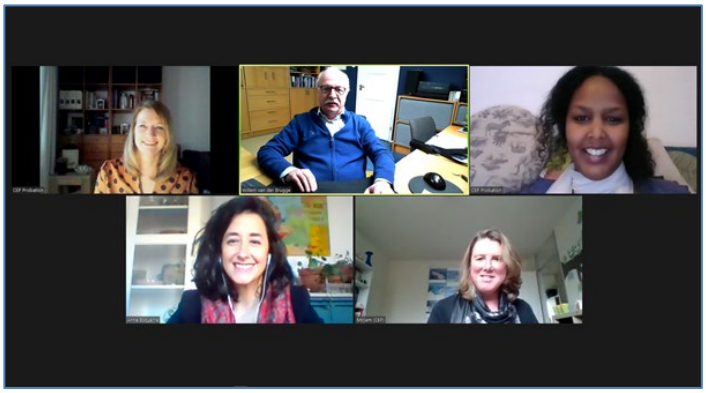
To manage the work of CEP and give direction to the development of the organisation, CEP has planned for 2021:

- to organise 2 CEP Presidium Meetings (one online and one in Brussels-Belgium).
- to organise 2 CEP Board Meetings (one online and one in Bucharest-Romania).
- to engage a consultant to evaluate (audit) an aspect of the CEP working programme in 2021 and deliver a report identifying key issues and areas for improvement.
- To complete implementation of the recommendations of the 2016 audit report (research), 2017 audit Report (communications), 2018 (member's engagement), 2019 (methodologies), 2020 (CEP's response to the Covid-19 pandemic with recommendations for future crisis management and service delivery).

5.1 CEP STAFF

The CEP staff responsible for supporting and making possible all the actions included in this plan.

During 2021 the CEP staff is planning to continue working mainly online organizing staff meetings at least twice a week.



From left to right:

Martine Herschel (Executive Officer), Willem van der Brugge (Secretary General), Muna Yusuf (Communications Officer), Anna Esquerrà Roqueta (Liaison & Policy Officer) and Mirjam van der Kooij (Operations & Policy Support Officer).

Description of responsibilities for each job position:

job title	fte	days per week	responsibilities
Secretary General	1	4½	Carrying out the organisation's strategic objectives and policies; meeting CEP's financial obligations; representing CEP abroad; contributing to management of EU projects
Executive Officer	0.78	3½	Advising and preparing the organisation of events; preparing budgets; subscription fees; financial reports; preparing the yearly financial audit by the accountant and the European Commission; organising and producing the working papers for the General Assembly; providing membership information; correspondence
Operations & Policy Support Officer	0.89	4	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
Liaison & Policy Officer	1	4½	Analysing developments in European probation and related fields; providing strategic advice to the Secretary General how to respond to these; facilitating EU-funded projects (FPA, OG, AG); Expert group meetings and conferences; Preparing Presidium, Board Meetings and General Assemblies; management notes and other documents
Second Policy Officer (vacancy)	1	4½	Analysing developments in European probation and related fields; managing the implementation of the FDs 829 and 947; providing strategic advice to the Secretary General how to respond to these; management notes and other documents
Communications Officer	1	4	Developing and executing the communications strategy for CEP; developing and managing websites; email Newsletter; social media; managing the production process of digital and printed publications; advice to members

5.2 CEP ORGANISATION AUDIT

CEP conducts an annual audit to evaluate and report on an area or theme of CEP performance.

In 2021 CEP will commission on a theme or area decided by the CEP Board and receive the report by the end of January 2022. In 2021 CEP will complete outstanding actions in the audit report 2016 (research) and continue with carrying out the recommendations in the audit report of 2017. During 2021 recommendations from the Audit reports 2018, 2019 and 2020 will also be implemented.