



Confederation of European
Probation

Annual Report 2020

Table of content

Preface	1
About CEP	2
Building networks in probation and criminal justice	3
Continuous professionalisation of probation in Europe	6
Raising the profile of probation at a national and European level	15
Internal organisation	17
Finances	19



Preface



Dear Colleagues,

2020 has been an unusual and challenging year for all of us in our personal and professional lives. With the Covid-19 pandemic spreading everywhere, we have had to learn to live with restrictions and protective regulations at home and at work. For CEP and our members, we have had to change our ways of working much more radically and quickly than ever before. Many of us are now working remotely, have developed new skills, and are completing many of our key tasks using digital technology.

Probation officers everywhere have shown agility and creativity in maintaining their professional relationships with their colleagues, with criminal justice partners and with people subject to our supervision. There have been many excellent examples of resilience, innovation and mutual support in the shared experiences featured on the CEP website and in digital meetings. I want to take this opportunity to applaud and acknowledge probation officers, probation organisations and criminal justice colleagues everywhere, for the fortitude and commitment displayed this year in delivering supervision, interventions and services, in the best possible ways.

CEP has had to restructure and move its planned 2020 expert meetings, seminars, summer school, and other events online. CEP hosted two additional special meetings of Directors and Senior Managers of Probation Service in Europe to support their work, strengthen communication links and share the knowledge and mutual support of the CEP network. Other events, such as the Electronic Monitoring Conference and the Restorative Justice Conference, have had to be deferred.

2020 has also been marked by the sad passing in June, of Sue Hall, former CEP Vice-President and indefatigable champion of probation in England and Wales and across Europe. As John Stafford wrote in his tribute at the time, Sue has been one of the most outstanding probation figures of her generation, simultaneously leading West Yorkshire Probation Trust, chairing the E&W Probation Chiefs Association and acting as CEP Vice President. Sue's wisdom, advice and support were invaluable to all of us who knew, and worked with her. She leaves a rich legacy in her achievements and will be much missed. May she rest in peace.

During 2020, CEP and its members have had to be creative and flexible in coping with the changes in lifestyle and work that the Covid-19 pandemic has forced upon us. We have been resilient and have met the new reality with commitment and mutual support that has been invaluable in maintaining high standards and quality in our work. I am fully confident that CEP, and its members, will continue to adapt to the challenges ahead.

As we mark the end of this eventful year, 2020, I want to thank all of you for your important and valuable work. While there is still a considerable way to go, we can look forward together to the passing of this crisis and working together to progress our shared CEP vision and objectives.

Gerry McNally
CEP President

About CEP



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 2020. The report is structured in accordance with the CEP Annual Plan 2020 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 professionalization, to strengthen its profile), followed by a description of the developments in the internal organisation.

Strategic objective 1

Building networks in probation and criminal justice

CEP was established 40 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.

Normally CEP through conferences, seminars, workshops, expert groups, meetings and visits directly reaches many probation professionals all over Europe. And through its digital communications, social media and publications CEP reaches even more professionals in every European jurisdiction and internationally. However, due to Covid-19 everything changed and CEP needed to adapt to the new circumstances. During 2020 CEP showed to be flexible and responded positively to Covid-19 crisis. CEP was able to offer its members almost the same number of activities on the same topics but in an online format.

Despite Covid-19 the CEP's membership is still growing. As CEP has been doing in previous years, it concentrated its efforts of 2020 in unifying and strengthening the sector of probation in Europe and planned visiting new member organisations as well as established members.

With this in mind, CEP planned to do 11 visits to the Ministries of Justice and/or relevant representatives of the probation organisations but only the following three could take place: Montenegro (Podgorica) and Germany (Bremen) received a physical visit, and with France (Paris) and online meeting was organized.

Acquiring new members

In 2020, CEP welcomed **3 new Associate members:**

- The Association for the Development of Probation in Eastern Europe (VEBO-Switzerland).
- The Institute of Criminology, University of Cambridge (England and Wales).
- The Probation Institute (England and Wales).

Three **new individual members** from England and Wales, three from The Netherlands and one from Bulgaria.

Criminal Justice Platform Europe Conferences and activities

Being aware that probation can only be used to its full potential when its work is aligned with other sectors in criminal justice, CEP works closely with other European professional network organisations. The three organisations - CEP, EFRJ and EuroPris - 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.

Due to the Covid-19 pandemic situation the CJPE could not organize the fourth edition of the **International Criminal Justice Summer Course in Barcelona** on the topic of Sex offenders with the title “Responses to sexual abuse”. The aim of the Summer Course was to examine key practice issues, inspire new thinking and promote cross fertilization and build new networks to improve services and practice in probation, prisons and restorative justice.

One of the three workshops that was planned to be led by CEP was titled “**Better understanding of sexual abuse to create effective policy and practice**” and was focused on the research and practice evidence base related to people who commit sexual offences and allow participants to consider the causes, consequences and responses to sexual abuse in a rounded, multi-disciplinary fashion.

However instead of holding the Summer Course, this year 2020, the CJPE organized **a series of free webinars** with key-experts on the topic of Sex offenders.

- The first webinar was on “**Ethics in management and treatment of individuals sentenced for a sexual offense**”.
- The second webinar was on “**Better understanding of sexual abuse to create effective policy and practice**”.
- And the third webinar was on “**Restorative justice responses to sexual violence – how to enable safe and sensitive practice**”.

The three webinars were very well received by our members.

In 2021 the fourth edition of the Summer Course is planned to be organized in Barcelona, at the Centre for Legal Studies and Judicial Training on the same topic and with the same expert professionals.

Affiliation agreement with EuroPris

EuroPris and CEP in their affiliation agreement decided to organize at least one joint event per year.

For 2020 there were three events jointly planned but due to Covid-19 only one could take place:

- **CEP/EuroPris Expert Group meeting on Domestic Violence** organized as planned in February, in Hasselt, Belgium.
- **CEP/EuroPris Expert Network meeting on Foreign Nationals** changed into two online meetings.
- **CEP/EuroPris workshop on Juveniles and Young adult offenders** changed to an online webinar.

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 fifth World Congress on Probation will be held in Canada in 2021.

During 2020 CEP participated in the different organising meetings with colleagues in the world network of probation bodies in developing the Congress plan, themes and possible programme for the World Congress.

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 2020 the Covid-19 pandemic situation made CEP re-think the way of working and putting in place more online and virtual activities. This had a direct impact in the number of bursaries that CEP issued.

CEP had one approved request for a bursary from the Ministry of Justice of Turkey. The bursary was requested to attend the Criminal Justice Summer Course but as this activity did not take place the bursary was not issued.

Strategic objective 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 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.

With the Covid-19 outbreak CEP also realized the importance of using online collaborative tools to ensure exchange of information and knowledge in order to reach a wider audience when travel and face-to-face meetings are restricted. Although as an international organization CEP has already been promoting virtual activities long before the pandemic, the situation generated by Covid-19 has accelerated this trend.

In 2019 CEP incorporated the **organization of webinars** as part of its annual activities and in 2020 continued organizing online meetings and webinars (live and streaming).

This innovation was very well received by our network. Online activities through virtual collaborative tools open up international exchanges to a wider audience, as there are no time constraints, no time clashes due to travelling, and no expenses on flights and hotels, and also international relations become more democratic. Two direct consequences of this new way of relating are, on the one hand, the possibility of being more productive, such as being able to attend two or more international activities of a different nature in one same day. And on the other hand, there is the possibility to access any missed activity through streaming.

In 2020 the CEP activities to professionalise the probation sector in Europe have been mainly virtual (online) activities, the maintenance and further development of its website, communications and social media.

Alternatives to Detention

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

CEP is committed to enhance the profile and practice of probation and to improve professionalism in promoting alternatives to detention, at a national and a European level.

CEP promotes pan-European co-operation 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 2020 CEP has explicitly addressed alternatives to detention by organising the following events and activities:

- **Expert Group meeting on Violent Extremism.** Due to Covid-19 the face-to-face expert group meeting could not take place and changed to an online **international Webinar on Violent Extremism**. Recorded an available on the CEP website and YouTube channel.
- **Expert Group meeting on Sex offender management** (Tirana, Austria). Due to Covid-19 the face-to-face expert group meeting could not take place and changed to an online expert group meeting.
- **Expert Group meeting on Technology in Probation**, supporting probation measures and community sanctions as alternatives to detention (Baden-Württemberg, Germany). Due to Covid-19 this expert group meeting was changed to an online meeting.
- **Expert Group meeting on Mental Health** (Utrecht, Netherlands). Due to Covid-19 the face-to-face expert group meeting could not take place and changed to an online expert group meeting.
- **Expert Group meeting on Research** (Dublin, Ireland). Due to Covid-19 this expert group meeting was postponed to 2021.
- **Webinar and Expert Workshop to support the implementation of the EU Framework Decisions 2008/947/JHA & 2009/829/JHA** (Brussels, Belgium). Due to Covid-19 the webinar and face-to-face expert workshop were merged in one single online expert workshop.
- **Joint CEP/EuroPris expert group meeting on Foreign Nationals** (The Hague, Netherlands). Due to Covid-19 the face-to-face expert group meeting could not take place and changed into a two online expert group meetings.
- **Joint CEP/EuroPris expert group meeting on Domestic Violence** (Hasselt, Belgium). This expert group meeting could take place as planned.
- **Joint CEP/EuroPris workshop Juveniles and Young adult offenders** (The Hague, Netherlands). Due to Covid-19 the face-to-face workshop could not take place and changed to an online workshop.
- **Conference on “Restorative Justice”** (Prague, Czech Republic). Due to Covid-19 this Conference was postponed to 2021.
- **Organize 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 (Barcelona, Catalonia-Spain). Due to Covid-19 the face-to-face expert network meeting could not take place and changed to an online expert network meeting.
- **Organise CJPE/CEP Summer Course.** Together with the partners of the Criminal Justice Platform Europe, CEP planned to organise the fourth edition of the Criminal Justice Summer Course in Barcelona at the Centre for Legal Studies and Judicial training on the topic of Sex offenders with the title “Responses to sexual abuse”. The aim of the Summer Course was to examine key practice issues, inspire new thinking and promote cross fertilization and build new networks to improve services and practice in probation, prisons and restorative justice. Due to Covid-19 the fourth edition of this Summer Course was postponed to 2021. This year 2020, the CJPE organized a **series of free webinars** with key-experts on the topic of Sex offenders.
- **Publish and update Probation in Europe**, the authoritative source book of probation in Europe. During 2020 the chapters of The Netherlands, Finland and Scotland were published on the CEP website.

- Participate in/contribute to **trans-national projects**, where appropriate, for the development and dissemination of new initiatives in community sanction measures.
- Participate to **Electronic Monitoring online preparatory meetings** for the Conference that was planned to be organized in 2020 in Helsinki, Finland but due to Covid-19 postponed to 2021.
- Contribute to the planning for the organisation of the **5th World Congress in Probation**.
- Together with the Criminal Justice Platform Europe members explore **further development of the network with relevant partners**.
- **Meetings with European Union and its agencies**: 2 meetings with different staff members of the European Commission and other EU agencies to contribute to EU law/policies, to discuss (the progress in) their implementation, coordinate activities and develop shared objectives.
- Liaison with the **Council for Penological Co-Operation (PC-CP) of the Council of Europe**.
- Participation in the **European Society of Criminology working group meeting** (Vilnius, Lithuania) and the **19th Annual Conference of the European Society of Criminology** (Bucharest, Romania). Due to Covid-19 postponed to 2021.

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 2020 CEP has continued to implement the findings of the 2016 Programme audit which reviewed CEP's engagement with research and the research community.

An expert group meeting on research was planned to be held in Dublin, Ireland but due to Covid-19 it was postponed to 2021.

For this 2020 CEP also planned to conduct a research on Mental Health in Probation in up to five probation organisations in separate EU Member States. The circumstances caused by Covid-19 made it impossible to conduct this comparative Mental Health research study and it was deferred until next year 2021.

Surveys and member requests

This year 2020 up on request of members CEP sent out several surveys on the following different subjects:

- The use and numbers of transferred sentences under Framework Decisions 2008/947/JHA and 2009-/829/JHA.
- The use of Alternatives to pre-trial detention.
- The use of risk assessment tools in European Probation Systems.
- The use of Electronic monitoring in large and inhabited jurisdictions .

For more information, please, contact CEP Secretariat.

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% compared to 2019, and that one out of five women suffered from gender-based violence. During 2020 CEP also received many signals from different European MS Probation services which indicated that Domestic

Violence became one of the main priority of the service what confirms that this subject had (and will have in the coming years) important implications for European Probation services.

In regard to this, in 2020, CEP:

- Organized an **expert group meeting** in Hasselt, Belgium, together with EuroPris.
- Created a **new section on Domestic Violence** in the knowledgebase of its website containing several articles on this topic.
- Dedicated a **special edition of its newsletter** on Domestic Violence.

Alternatives to pre-trial detention

In 2020 the world has been 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 working group 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 centres 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, the latter particularly through the reduction of reoffending.

- This year 2020 CEP wished to explore the extent to which alternatives to pre-trial detention are used in the different EU Member States, what was/is the **impact of Covid-19 in the use of these alternatives**, and what CEP or the EU could do to **promote a more frequent use of these alternative measures to pre-trial detention**. For that CEP sent out a **questionnaire** to different EU Member States. The **summary of the answers** can be found on the CEP website.
- In 2020 CEP created a **knowledgebase section** on its website which includes different articles from experts on this topic.
- CEP also published a **special edition newsletter on Alternatives to pre-trial detention**.

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 2020 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 explicitly addressed violent extremism by organising and participating in the following meetings:

- **Co-operated with European bodies and international organisations** active in Counter-Terrorism,

- Organized a **CEP webinar on Far-Right Extremism**. The aim of the webinar was to assess needs and analyse issues in dealing with far-right extremism and disengagement in probation in the different EU Member States. Share experiences and disseminate good practices.
- **Participated in RAN and other events** focused on the theme of radicalisation, violent extremism and disengagement,
- Ensured 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.

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

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 ended 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 2020 CEP collaborated in the HELP Radicalisation Prevention I by organizing an online cross border event. Its main goal was to gather participants from different EU countries in the HELP tutored course on Radicalisation Prevention. The event combined 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 on-going 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 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, is seeking their implementation in Europe. National judicial and correctional systems are however not yet familiar with the Framework Decisions, and CEP has a **pivotal role in the dissemination of knowledge and support for their implementation in practice.**

Activities for promoting the use of the Framework Decisions

CEP continued updating:

- the **existing digital information** that supports the implementation of the Framework Decisions on the CEP website;
- the descriptions of probation systems of EU Member States (**Probation in Europe**).

CEP organized an **online expert workshop** on FD 2008/947/JHA and 2009/829/JHA for practitioners and/or competent authorities with a strong focus on information, dissemination and the impact of Covid-19 in practice development among the participants during 2020.

In 2020, three representatives of the European Commission joined the online workshop to discuss the state of play regarding FD 2008/JHA/947 and FD 2009/JHA/829. The expert workshop was organized to support and promote the implementation of the FDs throughout Europe, make recommendations/actions on how to enhance that implementation and share concrete transfer issues/cases arising in practice also related to Covid-19 between issuing and receiving countries.

During 2020, CEP was also **collecting data on the FD 2008/JHA/947 and FD 2009/JHA/829** in order to set up a European network database.

CEP published **the results of the Framework Decision online expert workshop** on its website.

CEP was planning to attend an ERA seminar on the FD 2008/JHA/947 and FD 2009/JHA/829. It was planned to be held in Bucharest but due to Covid-19 this seminar was deferred to 2021.

During 2020 CEP continued raising awareness on the promotion of the principle of mutual trust among its members and expert and probation professionals by:

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

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 organize conferences and workshops.

- CEP **consulted and co-operated with DG Justice Judicial Training on the development of a Probation Training Network**. For 2020 CEP planned to organize 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. Due to Covid-19 the face-to-face expert group meeting could not take place and changed to an online expert group meeting.
- CEP was planning to attend the **EFRJ International conference in Sassari**, Italy but due to Covid-19 this conference was deferred to 2021.

For all the events CEP published the results on the CEP website and shared through its social media (LinkedIn, Twitter and Facebook). By doing this the results are available for members, experts and probation professionals.

Another core principle of CEP is to **promote the cooperation between members**. In order to encourage and exchange knowledge among professionals from different jurisdictions CEP organizes study visits to other jurisdictions. Due to Covid-19 CEP could not organize any study visit but its planning to re-schedule study visits for 2021.

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 2020, CEP continued to work hard on improving their communication channels with 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 upon, sharing 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.

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.

Activities in 2020

The travel restriction and the necessity of home working, without meeting people face-to-face, made CEP re-think the activities which led to cancelling and postponing some activities and shifting some other get-together activities to an online format, such as webinars (live and streaming) and online meetings. During this period CEP also realized about the importance of its website into keeping international probation professionals up to date. Since the Covid-19 pandemic situation started CEP has been working on making its website an active element of the probation network and to promote more and more the social media (LinkedIn, Twitter and Facebook). As an international organization CEP has already been promoting its website long before the pandemic, however, the situation generated by Covid-19 accelerated this trend.

In the same way, despite the travel restriction, professionals of the criminal justice field continued to be interested in international exchanges, and were eager to become acquainted with what was happening in other countries and how other jurisdictions were facing the Covid-19 situation and for that CEP's website became a crucial element.

Some examples of this are:

The number of **Twitter viewers** for top 5 Tweets went from 1000 viewers before the Covid-19 pandemic situation to **3000 viewers in April 2020**. CEP website news items have been more visited than ever. The first day that the CEP webpage "**Covid-10: Measures and Protocols on European Probation Systems**" was published it received nearly 4000 visitors, while during the same period last year, April 2019, the general website had 2559 visitors. This means an **increase of 60% of visitors**. The articles published on Probation work during the pandemic had also a high rate of readers; for example, an article on the Probation work during the Covid-19 pandemic was read 15000 times in four days.

During 2020 CEP published **six digital issues of the CEP Newsletter** which were distributed directly to 1380 email addresses (December 2020) and on other digital sites and platforms, including special editions on **How Probation Services all over Europe dealt with the COVID-19 Outbreak, Domestic Violence and Alternatives to Pre-trial Detention.**

CEP continued with the maintenance and updating of the CEP website.

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

Probation in Europe

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.**

In 2020 CEP published **three updated chapters of the book Probation in Europe.** The updated chapters were from **The Netherlands, Finland and Scotland.**

European Projects

In 2008 CEP identified the European funding programmes as an important opportunity and resource to support co-operation 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 2020, CEP was involved as an associate partner in four Action Grant projects:

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 February 2021.

Integrated Exit Programme for Prisons and Probation – WayOut

EU-CoE HELP Course on Radicalisation Prevention I and II

Enhancing Cross-border Mutual Legal Assistance and Recognition of Decisions within the Context of Detention. This project, led by the Europäische Rechts Akademie (ERA) and co-financed by the Justice Programme 2014-2020 of the European Union, consists of five seminars, two of which were planned to take place in Bucharest and Strasbourg in 2020, but due to Covid-19 these meetings were postponed. And three other meetings in Bucharest and Brussels in 2021.

Each seminar focuses on a **different aspect of enhancing cross-border mutual legal assistance and recognition of decisions within the context of detention**, with the aim to provide **practical training for judges, prosecutors and lawyers** in private practice, as well as **prison and probation staff**, in the field of detention.

Strategic objective 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 and 2020 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 people who have offended and a cost effective alternative for prison. CEP has always supported its member organisations in these efforts wherever possible.

In 2020 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 Council for Penological Co-operation is the body that prepares the Recommendations of the Council of Europe in the domain of probation. The Secretary General of CEP attended **4 PC-CP meetings** in 2020.

Due to Covid-19 only two meetings could take place physically and 2 other were organized online. CEP also contributed with **expert advice on documents and proposals for Recommendations** and participated and contributed to the **annual CoE Conference of Directors of Prison and Probation Services (CDPPS)**. This Conference was planned to be organized in Dublin, Ireland, but due to Covid-19 the CDPPS Conference was organized online in November 2020. It was attended by the CEP President and Secretary General. One of CEP Board member, Marta Ferrer, Deputy Director of Restoration and Probation in Catalonia-Spain, gave a presentation on How Covid-19 influenced the Catalan Probation Service.

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

In 2020 CEP contributed to:

- The **draft Recommendation regarding the "assessment, management and reintegration of persons accused or convicted of a sexual offence"**.
- The **document on "COVID-19 related statement by the CoE Council for Penological Co-operation working group"** available on the CEP website.

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 2020 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**. Also this year 2020 due to Covid-19 not many jurisdictions could make use of these Framework Decisions. This was reflected at the online expert workshop that CEP organized in September 2020.

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. As mentioned above, CEP organized an online expert workshop to disseminate knowledge, support members during the Covid-19 pandemic situation on the implementation and awareness of the Framework Decisions, both 2008/947/JHA and 2009-/829/JHA.

In 2020, CEP continued to 'mainstream' the promotion of and support for the implementation of the both Framework Decisions. CEP has also continued to update existing digital information that supports the implementation of the Framework Decisions as well as the descriptions of probation systems of EU Member States (Probation in Europe).

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 2020 CEP has taken the lead and 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)**;

- continued 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.

Although in 2020 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, due to the situation generated by Covid-19 only **2 ad-hoc visits** could take place as planned. One visit to Zagreb, Croatia and another one visit to Rome, Italy with the aim of presenting an overview of European Probation Systems to a 350 new Italian probation officers.

With regard to the 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 planned **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: Due to Covid-19 only three visits could take place France (online), Germany and Montenegro.

Internal organisation

In 2020 CEP convened **two Board meetings and two Presidium meetings**. Apart from the first Presidium meeting in February 2020 that could take place face-to-face in Brussels (Belgium) the two Board meetings and one Presidium meeting were held online.

This 2020 CEP also engaged a consultant to evaluate **CEP's response to the Covid-19 pandemic** and make **recommendations for future crisis management and service delivery**. The audit examined CEP's actions to maintain service, events and member engagement, identifying strengths, weaknesses and opportunities for positive development.

In 2020 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 and 2019 Audit results (membership engagement and services and work methods and products) and prioritized the topics that were addressed at CEP conferences, workshops, expert groups and others.

For the coming year 2021 CEP will continue following the recommendations for improvement from the previous of Audits.

CEP staff

For supporting and making possible all the actions included in this Report the staff of CEP was composed of the following people:

Job Title	fte	Days per week	Responsibilities
Secretary General	1	4,5	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	3,5	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.
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.

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

CEP staff

Liaison & Policy Officer	1	4,5	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.
Communication Officer	1	4,5 <i>(as of May 2020)</i>	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

Finances

CONFEDERATION OF EUROPEAN PROBATION - CEP							
Annual account 2020							
Expenses		2020		Receipts		2020	
Salary		402.317		Operating Grant		244.586	
Travel costs		25.142		Subscriptions		314.847	
Bursaries		0		Interest		0	
Depreciation Hardware/Software		2.363		Other Income		15.797	
General Administration costs		23.564		EU-projects		0	
Other Direct costs/subcontracting		89.678		Workshops and Seminars		0	
Other costs beyond the OG		2.065					
Surplus		30.101		Deficit		-	
Total		575.230		Total		575.230	

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.

www.cep-probation.org



@cepprobation



CEP Probation



@CEPprobation



CEP Probation

