



Confederation of European
Probation

ANNUAL REPORT 2022



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Preface

2022 was an extremely active year for CEP. Unfortunately the deterioration of the geopolitical situation, with the war on European territory and all its consequences, the increased awareness of climate issues, the worsening of the living conditions of the citizens due to high inflation and the establishment of a new normality in the wake of Covid-19 are real structural changes.

Within our organisation we have also seen great changes. The 14th General Assembly in October 2022 in Dubrovnik elected a new Board, two new Vice-Presidents and a President, while a new Secretary-General took office on September 1st. I would like to take this opportunity to thank Gerry McNally, who has been the CEP President for 6 years, and Willem van der Brugge, who has been the efficient Secretary-General for the last 10 years. Thanks to their work, and the work done with the team in Utrecht, Prague and Barcelona, the organisation is in a very healthy situation, fulfilling its role and being a respected interlocutor at European level. Thanks to all this work, which is a collective effort, CEP is truly the voice of probation in Europe.

At a time when our environment is shaken by many uncertainties, it is time to go back to the basics where we are, where our practices can make a difference. Our responsibility is also to prevent harm and to be a credible alternative to prison by improving our practices, such as the work carried out on dealing with domestic violence, gender violence, restorative justice practices, etc.

In this document you will find detailed feedback on the activities that have been organised, either in-person, remotely or both with colleagues from other organisations (EuroPris, EFRJ), or at CEP-level only, as well as at international level (UNODC, World Congress on Probation). Through seminars, webinars, courses, contributions, papers, CEP has made a lot of content available and has varied its means of communication.

The theme 'Human Rights and Ethics in Probation', which was the main theme of the Dubrovnik conference, reminds us that it is our responsibility to take care of what we consider fundamental. Human rights and ethics are regularly challenged, especially in the field of probation. Vulnerable groups are of course concerned and we need to share our knowledge and practices to support them in the best possible way. In this respect, the theme of public safety continues to mobilise us to raise awareness of alternatives to exclusion via prison.



CEP Annual Report 2022

Our Annual Report 2022 is a source of information on our achievements, but also the place where we report on what has been accomplished thanks to each and every one of you.

I hope you enjoy reading it.

Annie Devos

President of the Confederation of European Probation (CEP)



Activities

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

The Annual Report provides an overview of the CEP activities in 2022. The report is structured in accordance with the CEP Annual Plan 2022 which gave a description of its planned actions in the four fields of the main objectives of CEP:

1. to unite professionals, build and maintain networks in probation and criminal justice in Europe;
2. to continue the professionalization in probation and criminal justice;
3. to raise the profile of probation at a national and European levels;
4. to strengthen the internal governance, managerial and executing structure of CEP.



1. Strategic objective: To unite professionals, build and maintain networks in probation and criminal justice in Europe

CEP was established more than 40 years ago by a group of probation organisations from 14 European countries to enhance professional exchange. Over the years, CEP has steadily expanded its network which currently includes organisations and individuals providing probation services and supporting the development of probation, such as universities, training and research institutes, researchers and academics. In addition, CEP liaised with European institutions which 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)¹, the European Forum for Urban Security (EFUS), Victim Support Europe, Radicalisation Awareness Network, Academy of European Law, European Judicial Network, Fair Trials, Work with Perpetrators EN, Penal Reform International, UNAFEI and other partners, the impact of the work of CEP engaged an increased audience in the European criminal justice sector.

Through conferences, seminars, workshops, expert groups, meetings, webinars and visits CEP directly reaches many probation professionals all over Europe. Digital communication, website, social media including the YouTube channel serve to reach even more professionals in every European jurisdiction and internationally. CEP continued using innovative communication tools and delivered some activities online or in a hybrid format. In 2022 CEP was able to offer its members a wide programme of activities both online and face to face.

CEP membership has been steadily growing. As in the previous years, CEP has concentrated its efforts on 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 perform 6 visits to the Ministries of Justice and/or relevant representatives of the probation organisations: Luxembourg, Romania, Slovakia, Lithuania,



Cyprus and Poland. Visits to Slovakia and Romania took place as planned in 2022.

Acquiring new members

In 2022, CEP welcomed new individual members from the United Kingdom, Serbia, Iceland, Ireland and USA.

The 14th General Assembly held in Dubrovnik, Croatia, adopted updates within the [Statute](#) and [Internal Regulations](#). The amendment allows for broader membership and cooperation with persons and institutions from across the world which cannot be listed under any other membership category (Statute IV, par. 3). Furthermore, it allows that there is no restriction on the CEP Board in making a decision in exceptional circumstances to award Honorary Membership for a temporary period to probation bodies (Statute IV, par. 4).

Criminal Justice Platform Europe Conferences and activities

Probation is not a standalone field of criminal justice. For probation and its staff to deliver and provide effective services to probationers it is important to closely cooperate with other sections represented in the criminal justice chain. CEP has, for more than 10 years, been united together with the two professional network organisations working in the field of prison and restorative justice – European Organisation of Prison and Correctional Services (EuroPris) and European Forum for Restorative Justice (EFRJ) - in the Criminal Justice Platform Europe. The Platform was established in 2011 and it forms a framework for the three organisations to regularly meet to align policy, identify opportunities for cooperation and exchange best practices.

The CJPE has organized a set of events dealing with the topics of joint interest. Since 2017 the joint event – International Criminal Justice Summer Course – has taken place in July in Barcelona. The 4th edition of the Summer Course dealt with 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 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.

In March 2022 the CJPE organized a webinar on "Victims' Rights in Prison and Probation. What's our role?". The webinar took place on the occasion of the 10th anniversary of the adoption of the EU Victims' Rights Directive and of the evaluation process promoted by the European Commission concerning its implementation in Europe. The aim of the webinar was to explore the role of prison and probation services in ensuring victim's rights.

Affiliation agreement with EuroPris

EuroPris and CEP in their affiliation agreement decided to organize at least one joint event per year. For 2022 the three events jointly planned were:

- CEP/EuroPris Expert Network meeting on Foreign Nationals on 20 January online and 10 May in The Hague, The Netherlands;
- CEP/EuroPris Expert Group meeting on Domestic Violence in Prison and Probation on 7-8 September in Bratislava, Slovakia;
- CEP/EuroPris Workshop on Interagency Cooperation in Prison and Probation on 23-24 November in Bucharest, Romania.

International Links and Networks

CEP has, since its very beginning, been working on establishing and developing links with international bodies, agencies and individuals with shared interests and objectives outside its membership to promote knowledge and use of probation measures and community sanctions in criminal justice. For this purposes, CEP has in place a series of agreements and memorandums 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 biannual World Congress on Probation since its inception in 2013. It has supported its members to contribute and share its experience and knowledge.

The representatives of the CEP Board and CEP Secretary General participated in the 5th World Congress on Probation and Parole held in Canada. The upcoming 6th World Congress on Probation is to take place in 2024 in The Netherlands commemorating the 100th anniversary of probation.



In September 2022 CEP and United Nations Asia and Far East Institute for the Prevention of Crime and the Treatment of Offenders (UNAFEI) signed an affiliation agreement as a new step in future cooperation between the international partners.

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. Being aware that these delegates and their organisations benefit from European knowledge and information exchange, CEP considers it a duty to connect them to the European probation community.

In 2022 CEP had 8 bursaries approved for colleagues from Romania, Latvia, Ukraine, Bulgaria, Kosovo, Albania and Portugal to attend the General Assembly and Conference on Human Rights and Ethics in Probation as well as the Workshop on Gender Based Violence.



2. Strategic objective: To continue professionalisation in probation and criminal justice

Promoting professional exchange and enhancing the development of probation practice at a European level was one of the primary 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, seminars, trainings and expert meetings on probation topics in close cooperation with the host countries. These activities remain the most appreciated CEP led activity.

Next to the conferences, CEP has strategically invested in developing its digital communications. CEP incorporated the organization of webinars² and online meetings as part of its annual activities.

Online activities through virtual collaborative tools opened up new international exchanges to a wider audience having saved time and expenses. Also international relations became more democratic.

CEP produced a series of vodcasts on the topic of Radicalisation and Violent Extremism as well as a series of interviews with experts on the electronic monitoring and technology in probation.

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.

To enhance the profile and practice of probation and improve professionalism in promoting alternatives to detention – both on a national and European level – is one of the CEP's primary activities. CEP promotes pan-European cooperation by organising and leading events,

² Uploaded to the CEP YouTube channel



disseminating information on community sanctions, alternatives to custody, resettlement after custody issues and related issues in probation practice. CEP stimulates the exchange of ideas and knowledge, leads developments in probation practice, promotes and support skills and development of community based measures, and community sanctions as alternatives to custody.

In 2022 CEP has explicitly addressed alternatives to detention by organising and leading following activities and actions.

Major events

- Expert workshop on the Implementation of Framework Decisions 2008/JHA/947 & 2009/JHA/829 (14 September in Brussels, Belgium);
- Conference “Human Rights and Ethics in Probation” (19-20 October in Dubrovnik, Croatia);
- 12th European conference on “Electronic Monitoring and probation goals: a symbiotic relationship” (23-25 May in Helsinki, Finland);
- CEP/EuroPris Workshop on Interagency Cooperation (23-24 November in Bucharest, Romania);
- Workshop on Gender-based Violence (13-14 December in Barcelona, Spain);
- Online meeting for Directors General and senior managers in probation (26 April, online).

Expert groups and networks

- Expert Group meeting on Mental Health (6 April in Lisbon, Portugal);
- Expert Network meeting on Education and Training (1 July in Barcelona, Spain);
- Expert Group meeting on Sex Offenders (18 January, 19 September, online);
- CEP/EuroPris Expert Group meeting on Domestic Violence in Prison and Probation (7-8 September in Bratislava, Slovakia);
- Expert Group meeting on Technology in Probation (18 November, online);
- Expert Group meeting on Radicalisation and Violent Extremism (29 March in Cologne, Germany);
- CEP/EuroPris Expert Network meeting on Foreign Nationals (20 January online and 10 May in The Hague, The Netherlands);
- Expert meeting on Research (1 December, online).



Training activities

- CJPE Summer Course on “Responses to Sexual Abuse” (5-8 July in Barcelona, Spain);
- Core Correctional Skills training (3-7 October in Barcelona, Spain);
- HELP seminar on Deradicalisation and Rehabilitation (30 March in Cologne, Germany).

Webinars

- Webinar on Remote Supervision (10 February);
- CJPE Webinar on Victims’ Rights in Prison and Probation (3 March);
- Webinar on Mental Health and Probation (15 June);
- Webinar on Risk Assessment in Probation (30 November);
- Webinar on Alternatives to Pre-trial detention (26 September).

Actions

- Attended 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;
- Liaised with the Penological Council for Co-Operation (PC-CP) of the Council of Europe.
- Participated in the CJPE coordination meetings for planning and evaluation (Leuven, Belgium/Barcelona, Spain and online) and together with the CJPE members explored further development of the network with relevant partners;
- Published information on developments and best practices relating to probation, community sanctions and resettlement of people who have offended in Europe in media managed by CEP: newsletter, website, social media (LinkedIn, Twitter, Facebook and YouTube channel);
- Published and updated Probation in Europe, the authoritative source book of probation in Europe;
- Participated in/contributed to trans-national projects, where appropriate, for the development and dissemination of new initiatives in community sanction measures;



- Participated in the Electronic Monitoring online preparatory meetings for the Conference planned to be organised in Helsinki, Finland;
- Contributed to the planning for the organisation of the 6th World Congress on Probation to be held in The Netherlands.

Other activities

Being established as a 'for-the-members-by-the members' organisation, CEP has always relied on cooperation with its members and partners to participate in or organize conferences and workshops.

In 2022 CEP participated in:

- HELP final seminar (12 May in Strasbourg, France);
- the [annual CoE Conference of Directors of Prison and Probation Services](#) and led the led the WORKSHOP I: Planning the future today: prison design and infrastructure. (21-22 June in Sevilla, Spain);
- the 5th World Congress on Probation and Parole (28 September-1 October in Ottawa, Canada);
- the conference on the occasion of Czech Presidency of the Council of Europe on the topic of "Victims of crime: Possibilities of restorative approach in probation and imprisonment" (13-14 October in Prague, Czech Republic).

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.

In 2022 CEP:

- has continued to implement the findings of the 2016 evaluation audit which reviewed CEP`s engagement with research and the research community;
- organized an online expert meeting on research;
- has commissioned a research on mental health in probation.



Surveys and member requests

Upon the request of the CEP members, several surveys were sent out by CEP on behalf of them on the following different subjects:

- Case Management Practices;
- Mental Health in Probation;
- European Judicial Training – annual report 2022;
- Survey on management of sexual offenders (follow-up with jurisdictions missing).

For more information, please, contact CEP Secretariat.

As it is particularly important for CEP to continue increasing the quality of its events and services

- an online evaluation questionnaire is distributed after each event
- and the EU Survey on justice, rights and values in order to collect data to measure the quality and effects the event had on the attendees, as well as to measure the level of awareness of the various instruments and policies for the promotion of European values and rights.

Domestic and Gender-based Violence

In 2022 CEP aimed to increase awareness of gender-based violence in probation and address gender inequality, especially towards women and girls, focusing on sexual abuse and domestic violence. It has been crucial for the different EU countries, and worldwide, to establish systems and interventions to prevent such cases and work with victims and perpetrators. These will be the most relevant issues on the criminal justice agendas for the coming years.

CEP promoted the exchange of knowledge and good practices within probation and prison including victim support organisations, increased awareness and disseminated information on the Istanbul convention, the CoE Convention on preventing and combating violence against women and domestic violence (CETS No.210), EU Strategy on Victims' Rights (2020-2025) as well as Victims' Rights Directive which is to be revised in 2023. CEP has strengthened cooperation with Victim Support Europe and Work with Perpetrators EN by involving them in partnership in the CEP activities.



In regard to this, in 2022, CEP (co-)organized:

- Workshop on Gender-based Violence on 13-14 December in Barcelona, Spain;
- CJPE Webinar on Victims' Rights in Prison and Probation on 3 March;
- CEP/EuroPris Expert Group meeting on Domestic Violence on 7-8 September in Bratislava, Slovakia;
- and continued updating a [specialized section on Domestic Violence](#) in the knowledgebase of its website containing several articles on this topic.

Alternatives to pre-trial detention

Alternatives to pre-trial detention have been, explicitly or implicitly, on CEP and EU agenda for several years and in many contexts. The Covid-19 Pandemic impacted the number of detainees for a short period of time, nevertheless the overuse of pre-trial detention is a public policy concern capable of causing different dysfunctions of the criminal justice systems which can, in turn, undermine the rule of law and lead to various breaches of human rights.

CEP realizing the importance has worked with its members, partners and the EC to support implementation of alternatives to pre-trial and further advocate for probation services to take on a more important role in ensuring that through the supervision, guidance and assistance, the individual rights of those concerned and the community safety considerations are properly balanced.

CEP has considered use of alternatives to pre-trial detention to be one of its key long-term and complex activities. CEP delivered a specific activities and address the topic across its work programme.

In 2022 CEP organized:

- 12th European conference on "Electronic Monitoring and probation goals: a symbiotic relationship";
- CEP/EuroPris Workshop on Interagency Cooperation;
- Webinar on Alternatives to Pre-trial detention;
- Webinar on Remote Supervision;
- Webinar on Risk Assessment;
- further developed a [knowledgebase section](#) in its website which includes different articles from experts on this topic.



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. For probation services an effective treatment and rehabilitation of radicalised offenders after release by delivering specialised rehabilitative programmes with proper risk assessment are crucial issues.

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 Migration and Home Affairs. CEP also cooperates with the International Centre for Counter-Terrorism (ICCT) and the European Forum for Urban Security (EFUS).

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

- Expert Group meeting on Radicalisation and Violent Extremism on 29 March in Cologne, Germany;
- HELP seminar on Deradicalisation and Rehabilitation on 30 March in Cologne, Germany;
- CEP/EuroPris Expert Network meeting on Foreign Nationals in Prison and Probation on 20 January online and 10 May in The Hague, The Netherlands;
- HELP final seminar on 12 May in Strasbourg, France.

Furthermore CEP:

- cooperated with European bodies and international organisations active in Counter-Terrorism;
- participated in RAN and other events focused on the theme of radicalisation, violent extremism and disengagement;
- produced a series of [8 vodcasts](#) on the topic of radicalisation and violent extremism which are available on CEP YouTube channel;
- disseminated knowledge and information on best practice through a [specific knowledgebase section](#) on its website;
- ensured that the topic of violent extremism was 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.

EU-CoE HELP Course on Radicalisation Prevention

From 2019 CEP was an associated partner in the **EU-CoE HELP Course on Radicalisation Prevention I and II** on violent extremism and radicalisation which were led by the Council of Europe. The aims of the programme was 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 HELP Course on Radicalisation Prevention I started in 2019 and ended in May 2022.

Promotion of the principle of Mutual Trust among EU jurisdictions

CEP has long promoted and supported for broader use and implementation of legal instruments for enhancing the mutual trust in the practice of national judicial and correctional systems. CEP has played a pivotal role in the dissemination of knowledge and improving multi-agency cooperation among jurisdictions with the aim to increase skills, shared expertise and uptake of FD 's with better quality procedure and more transfers across EU. In this regard, the enactment of Framework Decisions [947/2008](#) and [829/2008](#) and their transposition into national legislations are paramount achievements for advancing in this goal.

Activities for promoting the use of the Framework Decisions:

- continued updating the existing digital information that supports the implementation of the [Framework Decisions on the CEP website](#), as well as the descriptions of probation systems of EU Member States ([Probation in Europe](#));
- CEP organized an Expert Workshop on FD 2008/947/JHA and 2009/829/JHA for practitioners and/or competent authorities to support and promote the implementation of the Framework Decisions throughout Europe, make recommendations/actions on how to enhance that implementation and share concrete transfer issues/cases arising in between issuing and receiving countries. A legal specialist working with the European Judicial Network delivered



a presentation as well as representatives of the Academy of European Law (ERA);

- attended and participated in the ERA seminar on the Framework Decisions 2008/JHA/947 and FD 2009/JHA/829 on February 28 February-1 March in Bucharest, Romania.

Education and Training

It is important for the probation staff to receive an adequate training to improve the core skills and successful use of supervision as alternative to custody.

Following the [European judicial training strategy for 2021-2024](#) CEP promotes and raises awareness regarding education and training on cross border issues (transfers, radicalisation, alternative sanctions and supervision). When relevant, CEP collaborates with the Academy of European Law (ERA).

In 2022 CEP:

- brought together the Expert Network on Education and Training (1 July in Barcelona, Spain) which aimed at enhancing the knowledge on education and training in the field of probation, exchanging experience and good practices between different countries, sharing recent updates in relation to both legislative developments and interventions and creating a solid expert network in the field of education and training of probation staff at European level;
- in cooperation with partners developed and launched an online conversation training tool, called Dialogue Trainer for probation staff to strengthen training and education;
- co-organized and participated in the 2nd edition of the International Training Course on Core Correctional Skills from 3 to 7 October in Barcelona, Spain.

Dialogue Trainer

In 2022 CEP launched the initiative to strengthen training and education of probation workers in the different EU member states. It has aimed for a more permanent network of organizations to exchange expertise on pre-employment training and in-career further professional development in probation.



In the period from March to November 2022, a pilot-project was done to create simulations on the Dialogue Trainer platform with four European member states: Estonia, Romania, Finland and Catalonia (Spain).

The objective of this project was:

- to create four online, playable conversation simulations in local languages, with English translations;
- to learn how online conversation training is appreciated by players and what they learn from playing.

To include local expertise, experts from the member states were trained to develop simulations on the platform, guided by professionals from the HU - Hogeschool Utrecht - and Dialogue Trainer. These simulations were consecutively tested with 10-50 participants per local organization to evaluate effects and appreciation as a learning tool.

As a result of the project, a learning module was created which includes the four local simulations including translations in English.

Core Correctional Skills

The Covid-19 Pandemic crisis forced people and organizations to adapt their modus operandi and the way they interact with others. People were not able to travel or meet each other as before and for several academic training programmes this had large consequences. Disciplines like social work or psychology experienced that even if they could make use of technologies like virtual reality (VR) it was still not possible to replace face to face trainings and courses by online learning modules. This led to the initiative of organizing this live event on the topic of Core Correctional Skills.

The Core Correctional Skills training kit focuses on developing five of the most important practices that are associated in literature with desistance or reduced reoffending: how to build up a working alliance; pro-social modelling; problem solving; motivational interviewing and cognitive restructuring.

In 2022 a new theme was introduced: resilience and burnout.

European Projects

In 2008 CEP identified the European funding programmes as an important opportunity and resource to support cooperation and knowledge exchange between probation organisations in Europe, and to enhance the development of probation practice at a European scale. Therefore CEP



actively encourages member organisations to make use of these funding opportunities.

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

EU-CoE HELP Course on Radicalisation Prevention I and II

(see p. 16).



3. Strategic objective: To raise the profile of probation

The issue of 'safety' is high on the political agenda all over the world and 2022 was no difference. The question on what probation work entails and its role in the criminal justice systems is a common part of various surveys carried out across Europe. People from different countries, including opinion formers and decision makers, are generally not well enough informed about probation.

The role of CEP and its members is to raise awareness on a national and European level and thus contribute to more informed general public and more positive opinions on probation. Promoting probation as an effective method of punishment, a humane way of dealing with people who have offended and a cost effective alternative for prison plays a crucial part and it is one of the main tasks of any external relation unit of probation bodies across Europe. In order to encourage and exchange knowledge among professionals from different jurisdictions CEP organized study visits to other jurisdictions.

In 2022 CEP continued, on behalf of its members, playing 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 (PC-CP) is the body that prepares the Recommendations of the Council of Europe in the domain of probation.

The CEP Secretary General attended 4 PC-CP meetings in 2022 that took place online, face-to-face in Strasbourg, France, and Sevilla, Spain. 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). The Conference was organized in June in Sevilla, Spain, and the topic was "Prisons and Probation: Sharing and Refocusing Knowledge and Practice". The conference was attended by the CEP President, Secretary General and several Board Members of CEP. Workshop I "Planning the future today: prison design and infrastructure", was chaired by the CEP Secretary



General Willem van der Brugge and (the second session) by the incoming Secretary General Jana Špero.

In 2022 CEP contributed to:

- drafting the White Paper on the management of offenders with mental health disorders by the prison and probation services;
- supporting and promoting the CoE [SPACE II](#) data gathering on probation and community sanctions.

European Union – the European Commission

CEP's activities in 2022 addressed the objectives, themes and priorities of the European Commission. One of the long-term activity which CEP has supported and closely cooperated on with the European Commission is the promotion and implementation of Council 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).

CEP has complemented and worked closely with the European Commission's DG for Justice and Consumers in the implementation of European policy and legislation. CEP has supported and directly contributed to cooperation between the European Commission and the Council of Europe in criminal justice matters. With observer status at the Council of Europe's PC-CP, CEP, informed by EU objectives and priorities, contributes to recommendations of the Council of Europe in the domain of probation. CEP has been committed to promote the policy priorities and legislation of the European Union in its engagement with external bodies. In its activities CEP always stresses the synergy between the European Union priorities and the Council of Europe Recommendations in criminal justice.

CEP has designed and implemented actions related to broader use of the Framework Decisions and thus contributed to an increased mutual trust and confidence in the execution of probation sanctions across Europe, strengthened the European identity and cross-border cooperation, supported education and training as the lack of knowledge is one of the serious obstacles faced and the practical use of the legislation.

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



In 2022, 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 country specific information that supports the implementation of the Framework Decisions as well as the [descriptions of probation systems of EU Member States](#).

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, in 2022 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 Migration and Home Affairs.
- continued being partner in the Victims' Rights Platform which ensures a more horizontal approach to victims' rights and includes key actors, such as the European Network on Victims' Rights, the EU Network of national contact points for compensation, the EU Counter-Terrorism Coordinator, Eurojust, the Fundamental Rights Agency, civil society etc.

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 42 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. Currently, 38 updated jurisdictions are published on the [CEP website](#).



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 2022 CEP published 1 updated chapter of the book Probation in Europe. The updated chapter was from Moldova. There has been a work ongoing on finalizing the updates for the Northern Ireland and Catalonia, Spain.

National level

In more than 40 years of its existence, CEP has taken a lead role in advocating and supporting for probation measures and community sanctions on a national level. CEP Board and staff regularly receives invitations and requests from national probation services, Ministries of Justice or others to take part in governmental meetings, deliver presentations at conferences or other events in which the importance of probation can be advocated, provide expertise and advice etc. CEP seeks to use these opportunities as well as its own programme of visits to promote probation.

In many cases, the travel costs for CEP staff can be covered by the inviting organisations. In order to also be able to accept invitations or to make use of opportunities for which travel and subsistence costs cannot be covered by the hosting organisation, CEP reserves a flexible travel budget for ad-hoc visits.

In 2022 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. 1 ad-hoc visit to Prague, Czech Republic, took place.

Uniting the sector of probation in Europe is one of the CEP main goals therefore CEP concentrated on intensifying contacts with member organisations and other national bodies which provide probation activities in Europe. The visits to EU Members states to strengthen the position of probation on a national level, strengthen and/or make contacts, coordinate the network and/or discuss membership took place to Slovakia and Romania.

Besides that the regular Director General online meeting took place on 26 April discussing the latest developments in remote supervision.



Communication

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 with extensive knowledgebase. It has proven to be very effective in providing information to members, other visitors and even the general public.

CEP continued with the maintenance and updating of its website, shared articles on latest developments in probation, prison, restorative justice, victim support and other as well as promoted new important publications, e.g. Report on European Judicial Training, European Guidebook on Mutual Recognition, CEJFE Recommendations for families and professionals when there is a revelation of sexual violence in children and adolescents, etc. Policy papers from European bodies like the European Commission and the Council of Europe, or partnership organisation are regularly published as well.

In 2017, the company Liquid conducted an operational audit on CEP's communications. Based on the results, the website with new and more contemporary design was created. Since then CEP can share different sorts of media, e.g. videos, animation, infographics etc. In 2022, CEP has continued to work hard on improving its communication channels based on the 2017 operational audit.

A ['day in a life' stories](#) shared by the probation and criminal justice professionals from across Europe are outstanding and the most read articles. CEP has recently paid close attention to the development of its YouTube channel by releasing the recordings of its online events, interviews with probation and criminal justice professionals, practitioners, experts, presentations, vodcasts etc.

In 2022, 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.

For all the events CEP published the results on the CEP website and shared through its social media (LinkedIn, Twitter and Facebook).



Statistics

In order to learn what content engages the audience it is necessary to use tools for measuring the use of the website. CEP uses Google Analytics. This tool helps CEP to determine realistic SMART³ goals and measures such as an increase in unique visitors, their interests and the duration of their visits.

CEP has also measured the impact of the CEP newsletter since 2015. 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 ([Facebook](#), [Twitter](#) and [Linkedin](#)) 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.

The constantly growing trend in the figures for website, newsletter and social sites continued in 2022. From January 2021 to December 2021 CEP released on its website 80 articles.

Top pages viewed in 2022 were About CEP (4,163), Events (1,998) and the Knowledgebase (1,981).

Top viewed articles in 2022

1. [Probation in Ukraine in wartime](#) (635 views)
2. [12th CEP Electronic Monitoring Conference: presentations, workshop results and pictures are online](#) (579 views)
3. [Recap: 14th General Assembly and Conference on Human Rights and Ethics in Probation](#) (569 views)

The CEP YouTube channel became more important. Total number of videos published on CEP YouTube were 73. The CEP YouTube videos got 3,010 views in 2022. This is almost double of 2021 (1,686 views). Most viewed was the video '[Prof. Ioan Durnescu \(University of Bucharest\) interviewing Prof. Chris Trotter \(Monash University, Melbourne\) on development and training of Core Correctional Skills](#)'.

Every year CEP publishes six digital issues of the CEP Newsletter which are distributed directly to registered emails and on other digital sites and platforms, including special editions. In December 2022, CEP had 1874 subscribers. CEP's audience grew by 44 new contacts and the contact

³ SMART refers to Specific, Measurable, Attainable, Realistic and Timely goals.



open the newsletters with 25 or 30 percent more than 2021. 10% more articles were published in the newsletters in 2022 compared to 2021

Internal organisation

In 2022 two Presidium meetings followed by three Board meetings took place. On 19 October 2022 the 14th General Assembly took place in Dubrovnik, Croatia. The aim was to provide an overview on the past and future activities, to adopt the year accounts 2019-2020-2021, Statute and Internal Regulation changes, formally accept new members and termination of memberships, approve the three year strategy plan, budget and contribution fees for the upcoming three years. Last but not least, a new CEP Board was elected for the period of 2022-2025. Outgoing CEP President Gerry McNally and CEP Secretary General Willem van der Brugge handed over to the new CEP President Annie Devos and CEP Secretary General Jana Špero.

CEP Board 2022-2025

CEP President: Annie Devos (Belgium)

CEP Vice-Presidents: Marta Ferrer (Catalonia, Spain), Iuliana Carbutaru (Romania)

CEP Treasurer: Peter Palsma (The Netherlands)

CEP Board members: Pia Andersson (Finland), Maret Miljan (Estonia), Sonia Flynn (England and Wales), Daniel Danglades (France), Eric Bezem (The Netherlands), Joachim Tein (Germany), Danijela Mrhar Prelic (Slovenia), Nicola Carr (United Kingdom)

For the first time the General Assembly has appointed a designated former board member (Gerry McNally, Ireland) to act as the management of CEP where the board members cease the function until the GA will appoint new board members.

Evaluation Audits

In 2022 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, 2019, 2020, 2021 and 2022 Audit results (membership engagement and services; work methods and products; CEP response to the Covid-19 pandemic, future crisis management and service



delivery; cross-cutting equality, equity, marginalisation, discrimination and human rights issues; caseload and workload of probation staff across Europe) and prioritized the topics that were addressed at CEP conferences, workshops, expert groups and others.

For the coming year 2023 CEP will continue following the recommendations for improvement from the previous of Audits.

Gender and ethics

Resulting from the recommendations on the 2021 evaluation audit dealing with the topic of cross-cutting equality, equity, marginalisation, discrimination and human rights issues CEP has appointed one of the Policy Officers to act as a Diversity Officer to regularly review that policies, strategies and practices employed by CEP are aligned with the EU and international standards in the gender and non-discrimination issues. All existing policies have been reviewed and amendments were proposed to be approved. The role of the Diversity Officer is to highlight the diversity issues, while the role of CEP leadership is to act in response as diversity and anti-discrimination is the responsibility of the organisation as a whole. CEP addresses the topic in the section of knowledgebase on its website.

CEP implements gender mainstreaming in its strategy and strives to secure gender-sensitive approach in all its actions as well as gender-based representation, e.g. for Board membership CEP aims at a representative balance in all aspects. CEP specific objectives seek to promote gender equality and non-discriminatory mainstreaming in accordance with the Gender Mainstreaming Toolkit and following the EC Gender Equality Strategy 2020-2025.

CEP takes gender equality as structural priority by including gender equality in all stages of the process of defining, planning, implementing and checking CEP activities (policies, projects and events). CEP also includes gender perspective as a transversal topic/issue in all its activities and organizing at least one activity per year focused on gender-based violence in probation from the probationer's perspective as well as probation officers perspective (how to make a gender friendly organization). CEP is also working on drafting its own gender policy for its activities and internal organization (Board and staff). CEP gender policy will include gender mainstreaming methods and tools to shape CEP processes and operational work flows that the results and effects CEP's work better meet gender equality objectives.

The 14th General Assembly approved to update the Internal Regulations on Gender and Ethics.



CEP Staff in 2022

CEP as organisation seeks to promote non-discrimination, diversity, gender equality, well-being, equal treatment, and to ensure equal opportunities and facilitate equal conditions within the staff and lead as an example to CEP members. Its management focuses on an inclusive leadership - team members are treated equitably, feel a sense of belonging and value, and have the resources and support they need to achieve their full potential, offer specific training and development, often targeted at women.

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 week¹	responsibilities
Secretary General	1	4½ As of 1 September 2022 a new SG	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 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.
Policy Supporting 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.



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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; Preparing policy papers, reports and presentations related to Mental Health, Education and Training and other relevant topics to Probation; facilitating EU-funded projects; management notes and other relevant documents.
Policy Officer	0.89	4	Preparing policy papers, management notes, reports and presentations; preparing Presidium and Board Meetings; organizing activities related to the transfers of sentences under FDs 829 and 947; (co)-organizing activities related to CEP's annual plan; analysing developments in European probation and related fields; managing EU-OG (submission and reporting).
Communications Officer	0.89	4	Developing and executing the communications strategy for CEP; developing and managing website; email Newsletter; engaging in social media; managing the production process of digital and printed publications; advice to members.

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



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Finances

CONFEDERATION OF EUROPEAN PROBATION - CEP									
Annual account 2022									
Expenses				2022	Receipts				2022
Salary			459.649		Operating Grant		388.936		
Travel costs			80.464		Subscriptions		314.364		
Bursaries			1.912		Interest		0		
Depreciation Hardware/Software			3.272		Other Income		0		
General Administration costs			34.854		EU-projects		31.855		
Other Direct costs/subcontracting			247.192		Workshops and Seminars		153.465		
Other costs beyond the OG			24.617						
Corporate tax			6.572						
Surplus			30.088		Deficit		-		
Total			888.620		Total		888.620		

CEP would like to thank its members, partners, partnership organisations, the European Commission and the Council of Europe for their support.



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the European Union**

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