



Confederation of European
Probation

Annual Report 2025

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Preface

It is my great pleasure to introduce this Annual Report 2025. Before anything else, I want to express my heartfelt thanks to all our members. CEP would not be what it is today without your dedication, your energy, and your belief in the value of our work. Our network now brings together more than 100 member organisations across 42 European countries and 59 jurisdictions—a vibrant community of probation professionals committed to making a real difference.

This past year has been especially rich in activity, cooperation, and shared achievement. We came together at conferences, workshops and trainings, advanced important work through our expert groups, and successfully completed a major project Copper. We also strengthened long-standing partnerships and developed new ones, widening our collective impact and reinforcing the foundations of our cooperation.

As you read this Annual Report, I invite you to take pride in everything we have accomplished together. Your contributions continue to shape CEP's growth, to enhance probation practice across Europe, and to support our shared mission to help individuals, communities, and justice systems move forward.

I hope you enjoy looking back on the highlights of this past year. I look forward to continuing our work together, and I am deeply grateful for your ongoing commitment—to CEP, to your organisations, and to the people we serve.

Annie Devos
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 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 2025. The report is structured in accordance with the CEP Annual Plan 2025 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

Established in 1981 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 has 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 such as the European Organisation of Prison and Correctional Services (EuroPris), European Forum for Restorative Justice (EFRJ), Academy of European Law (ERA), European Judicial Network (EJN), European Network for the Work with Perpetrators of Domestic Violence (WWP EN), Penal Reform International (PRI), EU Knowledge Hub on Prevention of Radicalisation, Victim Support Europe (VSE), Terre des Hommes, and other partnership organisations and projects (Rescaled, Yellow Ribbon), the impact of CEP's work has been reflected in a growing and more engaged audience throughout the European criminal justice sector.

Through conferences, 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 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.

In 2025 CEP was able to offer its members a wide programme of activities both online and face to face.

Acquiring new members

Full members:

- Probation Service, States of Guernsey

In 2025, CEP also welcomed new individual members from

- England and Wales-UK;
- Scotland-UK;
- Germany.

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 clients it is important to closely cooperate with other sections represented in the criminal justice chain. CEP has, for more than 10 years, been united with the two professional network organisations working in the field of prison and restorative justice – the European Organisation of Prison and Correctional Services (EuroPris) and the 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 platform has been professionally connected to the Center for Legal Studies (CEJFE) in Barcelona, Catalonia-Spain that has been providing for the support, assistance, expertise, financial resources and finally the venue for the annual activities. Since 2017 the joint event – International Criminal Justice Summer Course – has taken place in July in Barcelona.

Over the years, CJPE has organized a set of events dealing with the topics of joint interest.

The **7th edition of the Summer Course** took place from 1 to 4 July 2025 in Barcelona, Catalonia Spain with the topic **“Towards Resilience in Criminal Justice”**.

Affiliation agreement with EuroPris

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

For 2025 activities jointly planned were:

- CEP & EuroPris Expert Group meeting on Foreign Nationals (11-12 November, Madrid, Spain);
- CEP & EuroPris Expert Group meeting on Foreign Nationals (online);
- CEP & EuroPris Workshop on Transition from Prison to Probation: Continuity of Care and Control (2-3 December in Barcelona, Catalonia-Spain).

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 these purposes, CEP has in place a series of affiliation 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. It contributed to the organisation of the **7th World Congress on Probation and Parole** taking place between 14-16 April 2026 in Bali, Indonesia.

A renewed affiliation agreement was signed with the **American Probation and Parole Association** (APPA). Under the Biennial Action Plan, CEP and APPA (American Probation and Parole Association) co-hosted the webinar on "Governance oversight and accountability mechanisms in Probation and Parole. Compare and contrast Europe and USA", providing valuable insights into the governance, oversight,

and accountability mechanisms shaping probation and parole practices on both sides of the Atlantic.

CEP continued, in cooperation with CEP Ambassador Mr. Steve Pitts, working with the **CEP Beyond Europe international group** which aims to support and enhance CEP engagement and activity internationally beyond Europe to contribute to and learn from probation development globally.

CEP Matchmaker project

CEP Matchmaker Project brings together individuals, teams, organizations, or groups among CEP members with a shared professional interest. Through peer-to-peer links and activities, the aim is to provide opportunities for sharing, exchanging, and learning together as well as potential other benefits.

The CEP Matchmaker Project has been developed from ideas and suggestions by CEP members. It seeks to harness that curiosity and use the new communications media to facilitate direct contact, sharing of experience and learning opportunities among members.

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 2025 CEP had 16 bursaries approved for colleagues from Bulgaria, Germany, Türkiye, Greece, Italy, England and Wales, France, Azerbaijan to support their participation in the General Assembly, CJPE Summer Course, Core Correctional School Training, Conference on Public Perception of Probation.

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 webinars¹ and online meetings as part of its annual activities.

CEP presented the perspective of experts from across CEP members on the probation related topics (motivational interviewing, problem solving, probation dilemmas, gender-based violence etc), the work and achievements of individual jurisdictions etc.

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.

The excessive use of pre-trial detention is a public policy concern that can lead to dysfunctions in the criminal justice system, undermine the rule of law, and result in numerous human rights violations. Recognising this, CEP has

worked with its members, partners, and the European Commission to promote alternatives to detention, inc. pre trial, and to strengthen the role of probation services in balancing individual rights with community safety through effective supervision and support.

Major events

To enhance the profile and practice of probation and improve professionalism in promoting alternatives to detention inc. pre-trial – both on a national and European level – is one of the CEP's primary activities. 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 2025 CEP has explicitly addressed alternatives to (pre-trial) detention by organising and leading following activities and actions.

- Expert workshop on the Implementation of Framework Decisions 2008/JHA/947 & 2009/JHA/829 (10-11 September in Brussels, Belgium and online);
- Conference on Gender-Based Violence in Probation (15-16 October in Vienna, Austria);
- CEP & EuroPris Workshop on Transition from Prison to Probation: Continuity of Care and Control (2-3 December in Barcelona, Catalonia-Spain);
- Workshop on Alternatives to Detention "Juveniles in Probation and in conflict with Law—Three Stories, One Vision" within the World Congress on Juvenile Justice (3 June in Madrid, Spain);
- Conference on Public Perception of Probation (6-7 May in Antalya, Türkiye).

Expert groups and networks

Through the expert groups covering specific areas such as caseload and workload, foreign nationals, gender-based violence and others CEP disseminates a specialized expertise to increase the capacity of national practitioners, develops specific policy documents that help CEP members, partners and other stakeholders advancing its services, methodologies, trainings etc.

1 Uploaded to the CEP YouTube channel

In 2025 CEP organized:

- Expert Group meeting on Mental Health (15 January, online);
- Expert Network meeting on Education and Training (26-27 March in Agen, France and online);
- Expert Group meeting on Gender-based Violence (30 April, online);
- Expert Group meeting on Technology in Probation (2-3 April in Tbilisi, Georgia and online);
- Expert Group meeting on Radicalisation and Violent Extremism (12 March in Cologne, Germany and online);
- Expert Group on Caseload and Workload (19 February in Zagreb, Croatia and online)
- CEP & EuroPris Expert Group meeting on Foreign Nationals (11-12 November in Madrid, Spain and online);
- Expert Group meeting on Research (28 November, online);
- Expert Group meeting on Communication and Awareness-Raising (9-10 June in Prague, Czech Republic and online);
- Meeting for Chairs of the Expert Groups (9 December in Utrecht, The Netherlands).

Published/on the way from the Expert Groups

Practice Recommendations regarding Technologies in Probation (2024) and Practice Recommendations regarding Digitalisation and Emerging Technologies in Probation (2025/2026) by the Expert Group on Technology, Technical Recommendations on Mentoring in the Context of Probation Training (2025/2026) by the Expert Network on Education and Training, Joint Report on Preventive Interventions for Violent Extremism in Juveniles and Young Adults Under Probation (2025/2026) by the Expert Group on Violent Extremism, Guidelines on Caseload and Workload for CEP members (2026) by the Expert Group on Caseload and Workload, Guidelines on the Prevention of Gender-Based Violence in Probation (2026) by the Expert Group on Gender-Based Violence, European Mental Health Training curriculum for Probation officers together with a Guide for Probation officers on how to work with Probationers with MH problems (2026) by the Expert Group on Mental Health, Guidance document on Communication in probation (2026/2027) by the Expert Group on Communication and Awareness-Raising.

Training activities

CEP continued its initiative to strengthen training and education of probation staff in the different EU Member States, continued its work to develop the Expert Network on Education

and Training to exchange expertise the Initial Digital Training for the Probation staff. As an addition, CEP organized:

- CJPE Summer Course on "How to Promote Change: Strengthening the Professional Role within Restorative Justice, Probation Services, and Prisons" (1-4 July in Barcelona, Catalonia-Spain);
- Core Correctional Skills training (29 September-3 October in Barcelona, Catalonia-Spain).

Webinars

- [Webinar on Alternatives to Detention \(21 January\)](#);
- Webinar on Radicalisation and Risk Assessment (22 May).

Actions

- Participated in the CJPE coordination meetings for planning and evaluation (Barcelona, Catalonia-Spain 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, Instagram and YouTube channel);
- Participated in/contributed to transnational projects, where appropriate, for the development and dissemination of new initiatives in community sanction measures;
- Participated in the Electronic Monitoring online meetings for the Electronic Monitoring Conference.

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:

- an online and f2f Expert Workshop on the implementation of Framework Decisions 2008/947/JHA & 2009/829/JHA;
- participation in the High-Level Forum on the Future of Criminal Justice;
- [data collection](#) and information on the application among CEP members; supported education and training within the probation organisations;
- dissemination of information and provision of an expert advice/delivering presentations to the two EU action grant projects (EMPRO, ERA) where CEP is an Associated Partner;
- addressing the topic in other events (e.g. FNPP Expert Group meetings, Expert meeting on Violent Extremism etc);
- updating information on its newly launched website with the latest information and developments inc. the [updated leaflets for probation staff and clients](#).

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.

New Research and Development Strategy has been produced in cooperation with the University of Glasgow (led by CEP Honorary Member Professor Fergus McNeill), and with the support of the CEP Expert Group on Research, to improve the scale, effectiveness, and quality of CEP's engagement with research and knowledge exchange activities, in support of CEP's mission to professionalize the sector of probation.

In 2025 CEP attended the ESC-EuroCrim Conference (3-6 September in Athens, Greece).

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.

CEP actively encourages member organisations to make use of these funding opportunities. In 2025 CEP organized an online meeting for Directors' General and senior managers in

probation that discussed the European funding opportunities, namely financial mechanisms offered by the European Commission and Norway Grants.

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 2025 CEP supported as an Associated partner following projects:

- Empowerment of the Framework Decisions 2008/947 and 2009/829 through EU Probation Services – EMPRO project;
- ERA Project on Detention, Alternatives, Mutual Trust and Mutual Legal Assistance.

CoPPer Project (2022-2025)

The Cooperation to Promote a European Volunteering Programme in Probation Services (CoPPer) project aims to create and improve social models that support the values of European unity and solidarity in the fight against the COVID-19 pandemic.

CoPPer's main idea is to increase community participation as a vital element that can enhance the work of probation staff in supporting these often low-qualified adults to pursue education, training and employment opportunities once outside prison or while serving community sanctions. The project proposes to train volunteers in the community to provide informal support, advice and guidance to probationers. They can act as a stepping stone for the probationers' social reintegration by motivating them for behaviour change, helping them enhance their competencies, access to adult education opportunities, look for a job, or just represent a pro-social model.

More information can be found [here](#).

3. Strategic objective: To raise the profile of probation

The issue of 'safety' is high on the political agenda all over the world and last year 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 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 2025 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.

Probation services in Europe are in different stages of development. Considering economic, cultural and social context as well as the different processes in criminal justice systems, CEP actively promotes cooperation among jurisdictions thus the work programme is equally placed within EU countries which provides CEP members with opportunity to simply get to know each other, enter possible partnership by joining projects, or basically get more involved in European matters. In addition, the participants and beneficiaries act as "multipliers" in their own jurisdictions to disseminate and share new knowledge and learning. The scope of CEP includes all EU MS, and it actively engages with probation bodies across all EU MS.

Council of Europe

The Council of Europe has become a major player in shaping the practice of probation in Europe. The Council for Penological Cooperation (PC-CP) is the body that prepares the Recommendations of the Council of Europe in the domain of probation.

In 2025 CEP:

- attended 2 meetings of working group and 1 plenary meeting (Malta, Spain and France);
- contributed to the revision of the Recommendation on Foreign Nationals;
- contributed to revising the Recommendation (89)12 on education in prison;
- co-organized a preparatory process for the revision of Probation Rules;
- drafted a survey to the Directors General in Probation regarding the upcoming revision of Probation Rules;
- supported and promoted the CoE [SPACE II](#) data gathering on probation and community sanctions.

The topic of **30th Council of Europe Conference of Directors of Prison and Probation Services** was "Can we move away from the overuse of penal sanctions?". The event gathered high-level participants – DGs from member and observer states and representatives of the supporting organisations, including CEP.

CEP delegation participated actively in the conference program: Annie Devos (CEP President) opened the conference with a keynote speech on net-widening in probation, highlighting the importance of humane, proportionate and socially effective sanctions and measures; Jana Špero Kamenjarin (CEP Secretary General) moderated key plenary session on net-widening and overcrowding in which the panellists were Iuliana Carbutaru (CEP Vice President) and Daniel Danglades (CEP Board Member), rethinking penal policy, bringing insights and good examples from practice and policy leadership; Danijela Mrhar Prelić (CEP Board Member) moderated workshop session on supporting children of imprisoned parents.

European Union – the European Commission

CEP's activities in 2025 addressed the objectives, themes and priorities of the European Commission. Within the 4-year Framework Partnership Agreement (FPA) for the period 2022-2025 signed between CEP and the European Commission in 2021, CEP submitted a proposal for an annual Operating Grant covering a 2025 financial year.

The Operating Grant covers CEP activities that are in line with the objectives of the European Commission, e.g. Framework Decisions 829 and 947, alternatives to (pre-trial) detention, radicalisation and post-release treatment etc. The Operating Grant helps CEP to fulfil one of its key objectives to develop an EU-wide network connecting probation interests and expertise across Europe. CEP complements and works closely with the EC DG for Justice and Consumers in the implementation of EU policy and legislation.

One of the long-term activities 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.

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 2025 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);
- attended meetings with European Union and its agencies and cooperated with the DG for Justice and Consumers within the framework of the Operating Grant;
- participated in the High-Level Forum on Future of Criminal Justice and Technical meetings ahead HLF;
- participated in the Erasmus+ Day in Zagreb and meetings with the Dutch National Agency within the framework of the CoPPER project;
- continued being a 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.

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).

To keep the information on probation systems and probation services in Europe up-to-date, CEP launched a preparatory process to update the chapters.

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.

Membership visits

- Malta Probation and Parole Service;
- Centre for Legal Studies and Specialized Training, Catalonia-Spain;
- Probation Board for Northern Ireland;
- National Training Academy for Prison and Probation Staff (ENAP), France.

CEP reserves a flexible travel budget for 6 ad-hoc visits to EU Member States probation organisations to strengthen the position of probation on a national level. Ad-hoc visits took place in Türkiye and Catalonia-Spain to discuss the preparation/implementation of the 2026 activities and reflect on the cooperation in the past years.

Visit to potential members

CEP Board representatives held membership visits to discuss a potential membership (Greece) and a broader representation of German States in CEP.

Ad-hoc visits

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.

Country	2025	Other events and meetings	Visit by
Czech Republic	Prague, 5 February	Yellow Ribbon Growing Together Roundtable	Policy Officer
Online	12-14 February	Technical Meetings ahead of the High-Level Forum on the Future of EU Criminal Justice, Judicial cooperation in criminal matters	Secretary General, Policy Officer
Belgium	Brussels, 4-5 March	High-Level Forum on the Future of EU Criminal Justice, Judicial cooperation in criminal matters	President, Secretary General
Online	4 March	Cooperation meeting with Ministry of Internal Affairs of Uzbekistan, Probation Department	President, Secretary General
Online	28-29 April	Technical Meetings ahead of the High-Level Forum on the Future of EU Criminal Justice, Judicial cooperation in criminal matters	Policy Officer
UK-Northern Ireland	Belfast, 13-15 May	Correctional Research Symposium	Secretary General, Policy Officer
France	Strasbourg, 15-16 May	Seminar on The European Prison Rules as a standard setter for European prison conditions	Vice-President
Belgium	Brussels, 20-21 May	High-Level Forum on the Future of EU Criminal Justice, Judicial cooperation in criminal matters	President
Czech Republic	Prague, 10 June	Yellow Ribbon Run	Secretary General, Policy Officer
Belgium	Brussels, 17-18 June	Kick-off meeting for various grants under 2024 DG Justice calls	Secretary General, Executive Officer, Policy Officer
Greece	Athens, 3-6 September	Annual ESC-Eurocrim conference	Vice-President
Online	17-19 September	Criminal Justice in Changing Times – Challenges and Paths for Rehabilitation (national probation conference in Berlin)	Board member
Online	24 September	ERA Webinar on FD 947	Policy Officer

Country	2025	Other events and meetings	Visit by
Poland	Krakow, 23 September	EuroPris Annual General Meeting	Secretary General
Belgium	Brussels, 1-2 October	High-Level Forum on the Future of EU Criminal Justice, Judicial cooperation in criminal matters	Secretary General
Türkiye	Istanbul, 28-31 October	ICPA Annual Conference	Secretary General
France	Strasbourg, 12-13 November	CoE Multilateral Meeting on Women in Prison: Advancing Gender-Sensitive Policies and Practices	Secretary General, Vice-President
Croatia	Zagreb, 21 November	Norway Grants Croatia-Poland Cooperation	Secretary General
Türkiye	Antalya, 1-3 December	Turkish Probation System 20th Year International Congress	Secretary General
Lithuania	Vilnius, 4-5 December	Framework Decisions 829 and 947 and their impact on alternatives to detention – ERA project	Vice-President, CEP Ambassador

Communication

In 2025, 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](#), [Instagram](#), [Facebook](#) and [X](#)) and [YouTube](#).

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 SMART² 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 give CEP opportunities to engage and interact with those interested in probation and promote its events and activities. Through

2 SMART refers to Specific, Measurable, Attainable, Realistic and Timely goals

the analytics tools designed by these social media platforms, CEP measures the number of followers, the number of views and the interaction.

Website

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 public. It shares information on the latest developments inc. new important publications, information from members and about members, e.g. changes in probation on a national level, new programmes etc, and funding opportunities under the Justice Programme.

Total number of page views: 113,000

The top pages viewed in 2025, besides home, were:

- Events (3,4k views);
- About CEP (2,5k views);

The preparatory work to launch a new website started in second half of 2023. In August 2025 a new website was launched. The redesigned platform combines a modern, refreshed look with practical functionality, making it easier

to navigate, register for events, and access member services. Key improvements include a cleaner design, streamlined menus, a more powerful search function, integrated translation, and the ability to register and pay for events directly online. For CEP its new website and social sites serve as a source of information on events.

Top 5 countries in 2025

1. United Kingdom - 6K
2. United States - 4,5K
3. Netherlands - 1,5K
4. Ireland - 1,1K
5. Türkiye - 1,1K

Newsletter

6 issues of the digital newsletter were disseminated to 1865 subscribers and on other digital sites and platforms as planned. The articles covered the latest developments in probation, prison, restorative justice, victim support, promoted new publications, e.g. European Judicial Training Report, Digital Justice Strategy, SPACE reports, etc.

The total number of articles published in 2025 was 111.

Overview

- February: [Newsletter 2025](#)
- April: [Newsletter 2025](#)
- June: [Newsletter 2025](#)
- August: [Newsletter 2025](#)
- October: [Newsletter 2025](#)
- December: [Newsletter 2025](#)

Social media

CEP maintains 4 social media accounts - [Facebook](#), [LinkedIn](#), [Instagram](#) (newly launched in 2025) and [X](#) (formerly Twitter) and YouTube. There is an increase in number of followers on all platforms except for X.

Social media are used to share articles from the website, pictures and information about events, latest developments in the field of probation, videos from events, with interviews, promote CEP members and their accomplishments, funding opportunities under the Justice Programme etc.

YouTube

In 2025 CEP continued increasing the number of its followers and the use of the [YouTube channel](#) where the recordings of webinars, interviews with experts on probation related topics as well as news on the jurisdictions, presentations are available. CEP posted 4 after movies, 1 interview, 2 webinar, and 6 promo videos, resulting in a total of 13 new videos and new short. There are now 109 videos and 2 shorts published on the CEP YouTube channel.



Internal organisation

In 2025 two Presidium meetings followed by three Board meetings took place. A joint Board meeting with EuroPris Board took place in April 2025 to discuss the current cooperation, the future and topics of joint interests for 2026-2028.

CEP Board 2022-2025 (until 15 October 2025)

CEP President:



Annie Devos (Belgium)

CEP Board members:



Pia Andersson (Finland)



Maret Miljan (Estonia)

CEP Vice-Presidents:



Marta Ferrer (Catalonia, Spain)



Iuliana Carbutaru (Romania)



Sonia Flynn (England and Wales)



Daniel Dangles (France)

CEP Treasurer:



Eric Bezem (The Netherlands)



Andrea Matouskova (Czech Republic)



Joachim Tein (Germany)



Danijela Mrhar Prelic (Slovenia)



Nicola Carr (Ireland)

CEP Board 2025-2028 (as of 15 October 2025)

CEP President:



Annie Devos (Belgium)

CEP Board members:



Andrea Matouskova
(Czech Republic)



Nicola Carr (Ireland)

CEP Vice-Presidents:



Danijela Mrhar Prelic
(Slovenia)



Daniel Danglades
(France)



Jana Bewersdorff
(Germany)



Žilvinas Miliauskas
(Lithuania)

CEP Treasurer:



Eric Bezem (The
Netherlands)



Ian Barrow
(United Kingdom)



Line Elisabeth Wilberg
(Norway)



Eva Maria Fernandes
(Portugal)

The General Assembly 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. The Board reviewed the appointment for 2026.

Evaluation Audits

In 2025 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 Evaluation Audit results:

- research (2016);
- communications (2017);
- membership engagement (2018);
- the current and potential methods, approaches and actions, and identification of new approaches, media or innovations that could be used to improve member participation, engagement and benefits to deliver better results and outcomes (2019);
- the response to the Covid-19 Pandemic and recommendations for future crisis management and service delivery (2020);
- the cross-cutting equality, equity, marginalisation, discrimination, and human rights issues including gender, race, minority or social status, beliefs, ability/disability, economic and communication factors and how these are addressed in the CEP work programme (2021);
- caseload and workload (2022);
- privacy, GDPR and information security of the information and data that are publicly available on its website and in its communication channels (2023);
- assessment of the CEP evaluation system with a focus on CEP goals, the way CEP evaluates its results/outcomes and impact of its actions (2024) ;
- the new CEP website's overall perception by the CEP members, particularly in terms of user experience, design and accessibility, content navigation, and overall site structure (2025).

For the coming year 2026 CEP will continue following the recommendations for improvement from the previous of Evaluation 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. 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 aimed to promote gender equality and non-discriminatory mainstreaming in accordance with the Gender Mainstreaming Toolkit, following the EC Gender Equality Strategy 2020-2025, and the CoE Gender Equality Strategy 2024-2029, the CoE Recommendation CM/Rec(2010)5 on measures to combat discrimination on grounds of sexual orientation or gender identity and other related documents.

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 staff' perspective (how to make a gender friendly organization).

The [Gender Equality and Diversity Policy](#) published in 2025 addresses gender mainstreaming methods and tools to shape CEP processes and operational workflows that the results and effects CEP's work better meet gender equality objectives. Both CEP staff and Board receive training on gender, non-discrimination and diversity perspective.

Sustainability within CEP

The 3-year strategy approved by the General Assembly in October 2025 includes event and sustainability protocols applied by the CEP in day-to-day practice. The climate changes we have been facing have and will have a great impact on our lives. The changes can and should be applied not only in our lives as individuals but also for our organisations.

CEP is committed to keep incorporating practices and standards in the areas of sustainability to reduce its impact on the planet, contribute to promoting environmentally responsible operations, increase awareness, increase its efficiency and cost savings.

CEP Staff in 2025

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 week ³	responsibilities
Secretary General	1	4 1/2	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 1/2	Advising and preparing the organisation of events; preparing budgets; calculating subscription fees; preparing financial reports; preparing the yearly financial audit by the accountant; organising and producing the working papers for the General Assembly; producing organisational policy papers; providing membership information; correspondence.
Operations & Policy Support Officer	0.89	4	Assisting in the preparation of meetings and events; correspondence; bookkeeping; maintaining the databases of business relations; administration management; assisting CEP Board Members, staff or others in the policy development of CEP.
Liaison & Policy Officer	1	4 1/2	Analysing developments in European probation and related fields; providing strategic advice to the Secretary General how to respond to these; facilitating EU-funded projects (FPA, OG, AG); Expert Group meetings and conferences; producing management notes and other 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).
Communication Officer	0.89	4	Developing and executing the communications strategy for CEP; developing and managing website, social sites and newsletter; managing the production process of digital and printed publications; creating video content, such as interviews and after movies.

³ a working day equals 8 hours; a full working week equals 4½ days, or 36 hours

Finances

Annual account 2024

Expenses	2025	Receipts	2025
Salary	€ 497.411	Operating Grant	€ 418.617
Travel costs	€1142.969	Subscriptions	€ 343.352
Bursaries	€ 6.469	Interest	€ 4.947
Equipment and Housing	€ 34.527	Other Income	€ 31.579
General Administration costs	€ 5.617	Workshops and Seminars	€ 35.147
Other Direct costs/ subcontracting	€ 124.704		
Other costs beyond the OG	€ 3.720		
Corporate tax	€ 8.783		
Surplus	€ 37.442		
		Deficit	-
Total	€ 833.642	Total	€ 833.642

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**

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

Utrecht, December 2025

CEP is the Confederation of European Probation. It aims to promote the social inclusion of people who offended through community sanctions and measures such as probation, community service, mediation and conciliation. CEP is committed to enhance the profile of probation and to improve professionalism in this field, on a national and a European level.



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