



# Annual Report 2024

# TABLE OF CONTENT

Preface	4
About CEP	5
1. Strategic objective: To unite professionals, build and maintain networks in probation and criminal justice in Europe	6
Acquiring new members	6
Criminal Justice Platform Europe Conferences and activities	6
Affiliation agreement with EuroPris	7
International Links and Networks	7
CEP Matchmaker project	8
Bursaries	8
2. Strategic objective: To continue professionalisation in probation and criminal justice	9
Alternatives to detention	9
Alternatives to pre-trial detention	10
Caseload and workload	11
Gender-based Violence	11
Education and Training	11
Promotion of the principle of Mutual Trust among EU jurisdictions	12
Radicalisation, violent extremism and disengagement	12
Research, quality assurance and evaluation	12
European Projects	13
Surveys and member requests	14
3. Strategic objective: To raise the profile of probation	15
Council of Europe	15
European Union – the European Commission	15
Probation in Europe	16
National level	16

Other activities	17
Communication	18
Website	18
Newsletter	18
YouTube	19
Internal organisation	20
CEP Board 2022-2025	20
Evaluation Audits	21
Gender and ethics	21
Sustainability within CEP	21
CEP Staff in 2024	22
Finances	23



## Preface

In 2024, we have truly seen our environment change at a very rapid pace. The geopolitical situation has evolved, upsetting balances that have proven to be precarious and confronting us with new responsibilities, in particular to make the added value of probation in terms of public safety and social inclusion understood at the level of public opinion. The World Congress of Probation in The Hague was an exceptional opportunity to exchange views on the future of probation. This theme was promoted by Reclassering Nederland on the occasion of the 200th anniversary of its foundation.

Our organisations are under increasing pressure to perform and the question of their robustness is becoming crucial. To be a robust organisation, we need to act in the long term, encourage exchange and cooperation and work on complementarities.

This is what the CEP is working towards in 2024. Not only by continuing the work it has been doing since 1981, but also by addressing crucial issues such as resilience in the criminal justice system, awareness raising in probation, caseload vs. workload, gender-based violence, mental health, volunteering.

Many resources are available through numerous activities, seminars, expert groups, summer schools, training courses, but also thanks to the presence of the CEP through various social media channels, but also through its very rich website.

In this Annual Report you will find a detailed overview of our activities at European and international level.

We hope you enjoy reading it!

*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 2024. The report is structured in accordance with the CEP Annual Plan 2024 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 as the European Organisation of Prison and Correctional Services (EuroPris), the European Forum for Restorative Justice (EFRJ), the European Forum for Urban Security (EFUS), Victim Support Europe, Radicalisation Awareness Network, Academy of European Law (ERA), European Judicial Network (EJN), Fair Trials, Work with Perpetrators EN, Penal Reform International, UNAFEI, UNODC and other partners, such as the Ministry of Justice of the Kyrgyz Republic, the impact of the work of CEP engaged an increased audience in 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 continued using innovative communication tools and delivered some activities online or in a hybrid format. In 2024 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.

In 2024 CEP Secretary General performed the official membership visits to:

- Ministry of Justice, Poland;
- NeuStart, Austria;
- Portuguese Prison and Probation Service, Portugal;
- West University of Timișoara, Romania;
- University of Glasgow, Scotland-UK;
- General Directorate of Prisons and Detention Houses, Turkey.

## Acquiring new members

Full members:

- Ministry of Justice, Poland;
- Ministry of Justice, Azerbaijan.

Associate member:

- University of Justice, Poland.

In 2024, CEP also welcomed new individual members from

- Germany;
- Italy;
- Scotland-UK;
- Greece.

## 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 last but not least 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 6th edition of the Summer Course** took place from 2 to 5 July with the topic of **“Towards Resilience in Criminal Justice”**. The focus was on three main themes: Organisation resilience, Staff resilience and Client resilience.

The CJPE platform together with EPTA also organised a **Criminal Justice Crossover Training** that took place on 7-8 March in The Hague, The Netherlands. Participants, affiliated with EuroPris, CEP, and EFRJ, engaged in discussions on common topics in the training field, emphasizing the need for cooperation between prisons, probation, and restorative practices.

## Affiliation agreement with EuroPris

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

For 2024 activities jointly planned were:

- CEP & EuroPris Expert Group meeting on Foreign Nationals (30 October in Vienna, Austria);
- CEP & EuroPris Expert Group meeting on Foreign Nationals (online);
- CEP & EuroPris Workshop on Foreign Nationals (29-30 October in Vienna, Austria).

The expert group members participated and delivered a workshop in the 6th World Congress on Probation and Parole taking place on 16-18 April 2024 in The Hague, The Netherlands.

## 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. The **6th World Congress on Probation** took place on 16-18 April in The Hague, The Netherlands, commemorating the 200th anniversary of probation.

In 2024 CEP signed an affiliation agreement with the **International Penal and Penitentiary Foundation (IPPF)** with the aim to seek opportunities to work together in future to advance professional development in the field of criminal justice.

A renewed affiliation agreement was signed with the **American Probation and Parole Association (APPA)**. On top of the agreement to seek opportunities to work together in future, CEP and APPA agreed on Biennial Action Plan 2024-2025. Among others, the Plan predicts the organization of webinars and podcasts between U.S. States and European jurisdictions.

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 2024 CEP had 11 bursaries approved for colleagues from England and Wales, Slovenia, Romania, Italy, Portugal, Bulgaria and Ukraine to attend the Core Correctional Skills training in Catalonia-Spain, 13th Electronic Monitoring Conference in Portugal, Workshop on Working with Communities and Awareness-Raising in Probation in Czech Republic and Workshop on Foreign Nationals in Prison and Probation in Austria.

## 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 webinars<sup>1</sup> and online meetings as part of its annual activities.

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

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.

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, 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 2024 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 (1 October in The Hague, The Netherlands);
- Workshop on Working with Communities and Awareness-Raising in Probation (10-11 June in Prague, Czech Republic);
- Workshop on Mental Health in Probation (27 November in Barcelona, Catalonia-Spain);
- CEP & EuroPris Workshop on Foreign Nationals (29-30 October in Vienna, Austria);
- 13th Electronic Monitoring Conference (3-5 December in Cascais, Portugal).

<sup>1</sup> Uploaded to the CEP YouTube channel

## Expert groups and networks

- Expert Group meeting on Mental Health (26 November in Barcelona, Catalonia-Spain);
- Expert Network meeting on Education and Training (14 May, online);
- Expert Group meeting on Gender-based Violence (22 May in Bilbao, Basque Country-Spain);
- Expert Group meeting on Technology in Probation (3-4 April in Riga, Latvia, and online);
- Expert Group meeting on Radicalisation and Violent Extremism (6 March in Prague, Czech Republic, and online);
- Expert Group on Caseload and Workload (22 February in Utrecht, The Netherlands, and online);
- CEP & EuroPris Expert Group meeting on Foreign Nationals (31 October in Vienna, Austria, and online);
- Expert meeting on Research (16 October in Glasgow, Scotland, and online).

## Training activities

- CJPE Summer Course on “Towards Resilience in Criminal Justice” (2-5 July in Barcelona, Catalonia-Spain);
- Core Correctional Skills training (7-11 October in Barcelona, Catalonia-Spain).

## Webinars

- [Webinar on Alternatives to Detention, presentation Greater Manchester’s Problem Solving Court for Women \(18 January\)](#);
- [Webinar on Radicalisation, presentation Between religion and extremism - strategies for working with radicalised individuals \(21 March\)](#);
- [Webinar on Volunteers, presentation on Volunteer Probation Service in Austria and Introduction of the CoPPer project \(16 May\)](#);
- [Webinar on Technology, presentation on Practice Recommendation regarding technologies in probation \(19 September\)](#)
- [Webinar on Risk Assessment, presentation on the Structure and Content of the Risk and Needs Assessment Tool Implemented in Georgia \(21 November\)](#).

## Actions

- Attended meetings with European Union and its agencies and cooperated with the DG for Justice and Consumers within the framework of the Operating Grant;
- Liaised with the Council for Penological Co-Operation (PC-CP) of the Council of Europe;
- Participated in the CJPE coordination meetings for planning and evaluation (Barcelona, Catalonia-Spain / The Hague, The Netherlands 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);
- Launched a preparation process for further updates of the 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 Electronic Monitoring Conference;
- Contributed to the planning for the organisation of the 6th World Congress on Probation and Parole on 16-18 April in The Netherlands.

## Alternatives to pre-trial detention

Pre-trial detention and its replacement by broader use of alternatives have been, explicitly or implicitly, on CEP’s and EU agenda as well as on the agenda of national authorities for several years and in many contexts.

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 kept working with its members, partners and the EC to support implementation of alternatives to pre-trial and further advocate for probation bodies 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.

In 2024 CEP organized:

- Webinar on Alternatives to Detention (18 January, online);
- Workshop on Working with Communities and Awareness Raising in Probation (10-11 June in Prague, Czechia);
- Expert Group on Caseload and Workload (22 February in Utrecht, The Netherlands);
- 13th Electronic Monitoring Conference (3-5 December in Cascais, Portugal);
- further developed a [knowledgebase section](#) in its website which includes different articles from experts on this topic.

## Caseload and workload

The 2022 evaluation audit on caseload and workload recognized that excessive workloads threaten the effectiveness and quality of probation work; have negative impacts on the experience and treatment of offenders, mental health and well-being of probation staff. The size of the community sanctions caseload is determined by many factors that lie beyond the control of probation bodies but reflect the broader penal and economic climate. CEP finds highly important that broader use of alternatives at all stages of criminal procedure is addressed on both national and European levels in connection to the effort to reduce the net-widening in probation and criminal justice in general.

In 2024 CEP

- organized the Expert Group on Caseload and Workload (22 February in Utrecht, The Netherlands, and online).

## Gender-based Violence

In 2024 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. CEP continued its cooperation with Work with Perpetrators EU, Victim Support Europe and other organisations.

In regard to this, in 2024, CEP

- organized CEP Expert Group meeting on Gender-based Violence (22 May in Bilbao, Basque Country-Spain);
- attended and participated in the Directors General meeting within the Belgian presidency of the Council of the European Union (13-14 March in Brussels, Belgium);

- attended and participated in the annual conference of the Work with Perpetrators (21-23 October in Berlin, Germany);
- and continued updating a [specialized section on Domestic Violence](#) and [Sex Offenders](#) in the knowledgebase of its website containing several articles on this topic.

## 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. Education and Training Expert Network aims at enhancing the knowledge on education and training in the field of Probation, exchanging experiences and good practices between different countries in the field, 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.

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 2024 CEP:

- brought together the Expert Network on Education and Training (14 May, online);
- continued promoting an online conversation training tool, called Dialogue Trainer-CEP Simulations for probation staff to strengthen training and education;
- organized and participated in the 4th edition of the International Training Course on Core Correctional Skills (7-11 October in Barcelona, Catalonia-Spain);
- participated in the EC Judicial Training Conference (25-26 April in Brussels, Belgium);
- delivered a training for the German Probation staff (16 September, online);
- continued being a partner in the E-Capsules (ICF-EIPA Consortium) regarding the trainings on EU level that relate to the criminal justice field including probation.

## Core Correctional Skills

A continuous learning is a natural part of every professional's existence. The Core Correctional Skills' one-week training program has been designed to refresh and update the core skills of experienced correctional staff and provide newcomers with an innovative starting point.

In the course participants from across Europe had a unique opportunity to develop core correctional skills, including relationship skills, pro-social modelling, problem-solving, motivational interviewing, and cognitive restructuring. The approach took into account both the basics and up-to-date and evidence-based practices, ensuring that you have the most comprehensive training possible. This year's training focused on Desistance and Lived Experience.

## 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:

- CEP 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;
- CEP supported as an Associated partner two projects with a focus on the Framework Decisions.

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

- Expert Group meeting on Violent Extremism (6 March in Prague, Czech Republic);
- CEP/EuroPris Expert Group meeting on Foreign Nationals in Prison and Probation (30 October in Vienna, Austria, and online);
- Webinar on Radicalisation (21 March).

Furthermore CEP:

- cooperated with European bodies and international organisations active in Counter-Terrorism;
- continued being a partner the RAN (newly EU Knowledgehub on Prevention of Radicalisation);
- produced and continued promoting 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;
- with its Expert Group it launched a questionnaire with the aim to create a Collection of Good practices on Preventive Interventions for Violent Extremism with a focus on juveniles and people aged up to 26 under probation;
- ensured that the topic of violent extremism was appropriate and consistently included in the programme of CEP events and publications for the communication and dissemination of information, skills and knowledge.

## 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 2024 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 Expert meeting on Research (15-16 October in Glasgow, Scotland);
- attended the ESC-EuroCrim Conference (11-14 September in Bucharest, Romania);
- continued publishing researches in the knowledgebase of the CEP website;
- has completed a commissioned one-year Research and Development Proposal Strategy.

## 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 2024 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 2024 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.

## EC Operating Grant 2024

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 2024 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.

Probation services in Europe are in different stages of development. Taking into account 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 into 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.

## 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.

In 2024 CEP:

- organized regular follow-up online meetings;
- organized a face-to-face meeting (19 April in The Hague, The Netherlands);
- within the project outcomes the partners completed the Trainer's Manual;
- prepared a series of webinars to introduce trainees to key topics in working with probation clients.

### Partner organisations

- Confederation of European Probation, NL
- Aproximar, Cooperativa de Solidariedade Social, PT
- DIRECAO-GERAL DE REINERCAO E SERVICOS PRISIONAIS, PT
- Stichting Reclustering Nederland, NL
- The Probation Service, Department of Justice, IE
- University College Cork-National University of Ireland, Cork, IE
- European Strategies Consulting, RO.

### 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:

- European Judicial Training – annual report 2024;
- Research and Development Strategy focus groups;
- Unpaid work and electronic monitoring as

sentences or as non-custodial measures (France);

- Resocialization programme for violent offenders (Latvia);
- Correctional (psychosocial/behavioural) programmes, aimed at youths aged 14-20 years, and programmes aimed at sex offenders (Lithuania);
- Information Regarding International Practices for Child-Centered Legal Framework (Latvia);
- Challenges and solutions in conducting rehabilitation programs (Sweden);
- Good practice in working with children and youth (Latvia).

*For more information, please, contact CEP Secretariat.*

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

- a **post-event online evaluation questionnaire** is distributed after each event;
- and the **EU Survey on justice, rights and values** 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.

### 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 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. To encourage and exchange knowledge among professionals from different jurisdictions CEP organized study visits to other jurisdictions.

In 2024 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 2024 that took place face-to-face in Strasbourg and Paris, France and Rome, Italy. 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 Sofia, Bulgaria, and the topic was "Human Rights, Democracy and the Rule of Law at the Heart of Prisons and Probation". The conference was attended by the CEP President, Secretary General and several Board Members of CEP. Workshop III "Net-widening in Probation" was chaired by the CEP Secretary General Jana Špero Kamenjarin.

In 2024 CEP contributed to:

- drafting the CM Recommendation on the management of mental disorders and the promotion of positive mental health by the prison and probation services;
- drafting the Recommendation on the ethical and organisational aspects of the use of artificial intelligence and related digital technologies by prison and probation services;
- revising the Recommendation (89)12 on education in prison;
- a preparatory process for the revision of Probation Rules;
- supporting and promoting the CoE SPACE II data gathering on probation and community sanctions.

#### European Union – the European Commission

CEP's activities in 2024 addressed the objectives, themes and priorities of the European Commission. 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.

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. Within its capacity, CEP supported two projects aimed at better practice including training in the FDs 947&829.

In 2024, CEP continued to 'mainstream' the promotion of and support for the implementation of 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](#).

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 2024 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 the RAN (newly

EU Knowledgehub on Prevention of Radicalisation);

- participated in and contributed to the e-Capsules 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 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, 39 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.

## 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 6 ad-hoc visits to EU Member States probation organisations in order to strengthen the position of probation on a national level.

In 2024 CEP Secretary General performed the official membership visits to:

- Ministry of Justice, Poland;
- NeuStart, Austria;
- Portuguese Prison and Probation Service, Portugal ;
- West University of Timișoara, Romania;
- University of Glasgow, Scotland-UK;
- General Directorate of Prisons and Detention Houses, Turkey.

## 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 2024 CEP participated in:

- Increased Use of Alternative Sanctions in Europe (29 February, online);
- CJPE Criminal Justice Crossover Training (7-8 March in The Hague, The Netherlands);
- DG meeting Gender-based violence (13-14 March in Brussels, Belgium);
- PC-CP Working Group meeting (19-22 March in Strasbourg, France);
- RESCALED meeting (21 March in Brussels, Belgium);
- 6th World Congress on Probation and Parole (16-18 April in The Hague, The Netherlands);
- European Judicial Training Conference (25-26 April in Brussels, Belgium);
- SPECTO conference (16-17 May in Timisoara, Romania);
- PC-CP Working Group meeting (27-30 May in Strasbourg, France);
- Council of Europe's Conference of Directors of Prison and Probation Services (24-25 June in Sofia, Bulgaria);
- EuroPris General Assembly (26 June in Sofia, Bulgaria);
- ESC-EuroCrim (11-14 September in Bucharest, Romania);
- Training for Germany Probation Staff (16 September, online);
- PC-CP Working Group meeting (17-19 September in Rome, Italy);
- WWP EN Annual Conference 2024: 10 years of change - Exploring next frontiers of ending domestic violence (21-23 October in Berlin, Germany);
- Conference in Poland (22-24 October in Poland, Warsaw);
- PC-CP Plenary meeting (5-7 November in Strasbourg, France).



# Communication

In 2024, 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, X and Facebook) 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 SMART 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](#), [X](#) 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.

## 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 general public.

CEP continued with the maintenance and updating of its website. The website 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: 175,560

The top pages viewed in 2024, besides home, were:

- Events (6,061 views);
- About CEP (4719 views);
- Knowledgebase (2,274 views) each.

The preparatory work to launch a new website started in second half of 2023 and the work continued during 2024.

## Top 5 countries in 2024

1. United Kingdom - 7.8K
2. United States - 6.1K
3. Netherlands - 2.1K
4. Ireland - 1.5K
5. Poland - 1.4K

## Newsletter

6 issues of the digital newsletter were disseminated to 1750+ 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. Practice Recommendation regarding technologies by the EG on Technology, European Judicial Training Report, Report on Capacity Building in probation, etc. Furthermore, it promoted the CEP events, provided feedback on CEP actions and funding opportunities under the Justice Programme. There was a 10% increase in the number of articles published in the newsletters compared to 2023 – 105 in total.

## Overview

- February: [Newsletter 2024](#)
- April: [Newsletter 2024](#)
- June: [Newsletter 2024](#)
- August: [Newsletter 2024](#)
- October: [Newsletter 2024](#)
- December: [Newsletter 2024](#)

## Social media

CEP maintains 4 social media accounts - [Facebook](#), [LinkedIn](#), [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 2024 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 3 aftermovies, 3 interviews, 5 webinar, 3 promo videos, and 1 expert group meeting, resulting in a total of 15 new videos with total of 103 videos. The CEP YouTube videos received 3,648 views in 2024, which is a 15% increase compared to 2023.



# Internal organisation

In 2024 two Presidium meetings followed by two Board meetings took place.

## CEP Board 2022-2025

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 Danglades  
(France)

CEP Treasurer:



Eric Bezem (The  
Netherlands)



Andrea Matouskova  
(Czech Republic)



Joachim Tein  
(Germany)



Danijela Mrhar Prelic  
(Slovenia)



Nicola Carr (Ireland)

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 2025.

## Evaluation Audits

In 2024 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).

For the coming year 2025 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 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 staff' perspective (how to make a gender friendly organization). In 2024 CEP finished drafting the [Gender Equality and Diversity Policy](#) for its activities and internal organization (Board and staff). It includes 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.

## Sustainability within CEP

The 3-year strategy approved by the General Assembly in October 2022 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 2024

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 <sup>2</sup>	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	Analysing developments in European probation and related fields; managing the implementation of the FDs 829 and 947; providing strategic advice to the Secretary General how to respond to these; management notes and other documents; preparing Presidium, Board Meetings and General Assemblies.
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 aftermovies.

<sup>2</sup> a working day equals 8 hours; a full working week equals 4½ days, or 36 hours

# Finances

## Annual account 2024

Expenses	2024	Receipts	2024
Salary	€ 486.876	Operating Grant	€ 371.416
Travel costs	€ 92.992	Subscriptions	€ 340.128
Bursaries	€ 1.817	Interest	€ 3.774
Equipment and Housing	€ 33.168	Other Income	€ 21.820
General Administration costs	€ 6.573	Workshops and Seminars	€ 190.332
Other Direct costs/ subcontracting	€ 232.532		
Other costs beyond the OG	€ 7.657		
Corporate tax	€ 12.512		
Surplus	€ 53.343		
		Deficit	-
<b>Total</b>	<b>€ 927.470</b>	<b>Total</b>	<b>€ 927.470</b>

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



**Co-funded by  
the European Union**

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

Utrecht, December 2024

CEP is the Confederation of European Probation. It aims to promote the social inclusion of offenders 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.



Confederation of European Probation  
P.O. Box 8215 - NL-3503 RE UTRECHT - The Netherlands  
Telephone: +31 30 2324900  
[www.cep-probation.org](http://www.cep-probation.org)  
[secr@cep-probation.org](mailto:secr@cep-probation.org)

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