



STRATEGY 2025 - 2028



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Introduction

EuroPris is proud to present its forward-looking strategy and deliverables for the period 2025-2028, a collaborative effort crafted by the Board in consultation with the EuroPris team, esteemed members, and invaluable stakeholders. This strategic roadmap is finely attuned to both current and anticipated societal changes and trends, ensuring EuroPris remains agile and responsive to the evolving landscape of prison services across Europe.

Drawing from the successes and lessons learnt during 2021-2024, where significant milestones were achieved including strengthened corporate governance, robust financial sustainability, enhanced member communication, and heightened awareness of members' needs, EuroPris stands poised to build upon this foundation of excellence. Particularly notable was EuroPris' pivotal role amidst the challenges posed by the COVID-19 pandemic, where it emerged as a beacon of knowledge, facilitating critical information exchange and support to safeguard the health and well-being of both staff and prisoners within prison systems.

As we embark on this new chapter, EuroPris reaffirms its commitment to advancing the standards and practices of prison services, guided by a vision of fostering safer, more rehabilitative, and humane correctional environments throughout Europe.

Mission

Inspiring and facilitating professional prison practice across Europe.

EuroPris is embarking on a transformative journey.

With a steadfast focus on prison professionals and their needs, we aim for our initiatives to be practice-focused and supportive.

The identification and promotion of best practices.

EuroPris aims to enlighten, curate, and inspire innovation within the prison field with an emphasis on sharing best practices and exemplary approaches.

EuroPris as both facilitator and enabler.

EuroPris seeks to enhance cooperation among members, fostering a collaborative environment where expertise is shared and collective progress is made.

Focusing on prison professionals' needs, EuroPris ensures that its initiatives are practitioner-focused and supportive, acknowledging the invaluable role they play in shaping the prison and probation landscape. Embracing a cross-European approach, EuroPris endeavours to bridge divides and cultivate a sense of unity among the members, characterised by shared values and standards.

EuroPris is committed to meeting the current and future needs of its members, guided by principles of rights-based imprisonment and the rule of law. Through this holistic approach, EuroPris aims to elevate standards within the prison field and uphold the fundamental values of justice and human dignity across Europe.

Vision

A cross-European community of prison professionals who collaborate, cooperate, and network together to enhance prison practice.

At the core of our vision lies the goal to cultivate a cross-European community of prison professionals united in their dedication to enhancing professional prison practice. This vision is underpinned by our core values of **Accessibility, Reliability, and Cooperation**. By embodying these values, EuroPris fosters an environment where prison professionals can easily access resources, knowledge, and support, facilitating collaboration and cooperation across borders.

Our commitment to reliability ensures that members can trust in the quality and integrity of the information and services provided, fostering a sense of confidence and dependability within the community. Through strong cooperation, we leverage the collective expertise and experiences of our diverse membership, nurturing a culture of mutual learning and growth.

Values

Accessible:

Ensuring that all prison professionals have easy access to resources, knowledge, and support.



Reliable:

Supporting members and focusing on quality and integrity within the community.



Cooperative:

Promoting a mutually collaborative culture among prison professionals.



Strategic Pillars 2025 - 2028

Expanding our engagement.

We will address members' needs and bring special attention to staffing and research evidence.

Enhancing our reputation.

We will strengthen our forward-looking capacity and engage in strategic partnerships.

Strengthening our impact.

We will intensify stakeholder communication and broaden it to include the general public.

Improving our ways of operating.

We will increase member involvement and improve our digital services.

Strategic Pillars 2025 - 2028

EuroPris' strategic pillars for the period 2025-2028 are carefully put together to help drive the organisation towards its overarching goals.

Firstly, under the pillar of Expanding our Engagement, EuroPris commits to addressing members' needs with a heightened focus on staffing concerns and evidence-based research.

Secondly, by Enhancing our Reputation, EuroPris aims to bolster its forward-looking capacity and cultivate strategic partnerships to solidify its position as a leader in prison practice innovation.

Thirdly, Strengthening our Impact involves intensifying stakeholder communication efforts, extending outreach to the general public, putting an emphasis on the role of prison services in making societies safer.

Finally, Improving our Ways of Operating refers to our efforts to increase member involvement through co-creation of results. With improvements being made to our digital services, we aim to remain adaptable and responsive to the evolving needs of our community. Through these strategic pillars, EuroPris is ready to drive positive change and foster collaboration among prison professionals across Europe.

**Expanding
our
engagement.**

Aims

- Enhance and develop staff exchanges and training
- Develop and focus on staff recruitment and retention
- Integrate the European Penitentiary Training Academies Network (EPTA) and its network
- Seek to introduce a harmonised professional terminology
- Ensure all our activities are relevant to members needs
- Develop our capability for research evidence sharing

Deliverables

- Implement programme of member staff exchanges
- Develop and share catalogue of good practices on areas such as staff recruitment, training and wellbeing
- European Prison Information System (EPIS) dictionary
- Soft law collection and Implementation guidance
- Researcher and Universities network
- In-house Researchers network

Enhancing our reputation.

Aims

- Engage in horizon scanning to identify emerging technologies and innovations
- Adapt to EU priorities
- Strengthen cooperation with CEP and other organisations focused on probation
- Clarify and strengthen a collaborative partnership with relevant international organisations in the field of detention and rehabilitation
- Promote prison inspections and audits as a tool to improve prison practice

Deliverables

- Think Tanks on emerging topics
- Future focus in each activity and event
- Develop detention conditions benchmark tool
- All partnerships reviewed and (re)confirmed
- Engage with National Preventive Mechanisms and European bodies for prison inspection

Strengthening our impact.

Aims

- Improve stakeholder communication
- Widen members' understanding of the role and value of EuroPris
- Stimulate cross-sectoral exchanges and innovations
- Increase public understanding of the role played by prison staff in contributing to public safety

Deliverables

- Stakeholder analysis
- Expert group outputs are clearly defined and communicated
- Maintain development of a 'best practices model' of prisons
- Social media campaigns

Improving our ways of operating.

Aims

- Modernise EPIS and Knowledge Management System (KMS)
- Maintain and develop the liaison network
- Overcome language barriers
- Emphasis on Training and Organisational Learning
- Enhance our multidisciplinary working, bringing in other sectors
- Play a coordination role at European level, also for regional crisis management
- Develop in-kind contributions to support the Secretariat

Deliverables

- Trainer roster for cross-European trainings
- Expert roster for in-kind contributions
- Research evidence search tool
- Corporate event calendar
- KMS 2.0
- EPIS 2.0

Critical Success Factors

1) Secretariat effectiveness

The effectiveness and resources of EuroPris' secretariat are crucial for the smooth functioning of our organisation. This factor relates to the efficient management of administrative tasks, allocation of resources, and the ability to provide timely support and guidance to our members and stakeholders, ensuring that EuroPris can effectively deliver on its mission and strategic objectives.

2) Board commitment

The commitment of EuroPris' board members plays a pivotal role in guiding the organisation towards its goals. This factor involves active participation, strategic decision-making, and a dedication to upholding EuroPris' values and principles. A committed board provides leadership and direction, giving confidence among members and stakeholders in EuroPris' ability to fulfil its goals.

Critical Success Factors

3) Member engagement

The active engagement of EuroPris members is essential for the success and impact of our initiatives. This factor includes the active participation and hosting of events, activities, and expert groups, as well as the willingness to share knowledge, experiences, and best practices. Member engagement fosters collaboration, facilitates the exchange of ideas, and enriches EuroPris' collective expertise, ultimately contributing to the advancement of inspiring professional prison practice across Europe.



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