

WWP EN



WWP || EUROPEAN NETWORK

Annual Report 2021



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FOREWORD

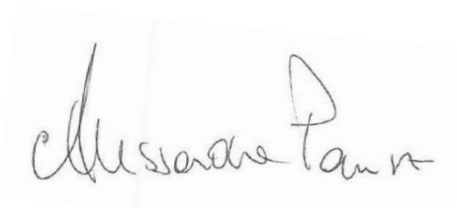
Florence, December 2021

It is a pleasure to introduce our annual report on this very active year at WWP EN.

This annual report is proof to our capacity of getting things done and developing more than we thought was possible. It is a thriving monument to the resilience and adjustment capacity of our strong network, dedicated members and devoted staff. In looking back at the activities of 2021, we can be very proud of what we were able to accomplish. As we face new challenges and an ever-changing scenario of pandemic-related hardships, we are also confident that we can manage whatever comes our way, even though these challenges are starting to feel endless. Moving into the third year of the pandemic, we feel how crucial it would be to go back to face-to-face exchanges and relish the vital energy that these encounters bring to our network. Not just in the context of the pandemic we have learned that it is important not to lose hope despite setbacks to ongoing efforts.

Our new strategic plan will bring exciting developments, open up new areas of work, and challenge us to accomplish complex projects, such as developing the basis for a European accreditation system. We are grateful for welcoming experienced and committed new board members who will surely bring fresh ideas and new perspectives to our discussions and plans. At the same time, we will miss Marianne Hester, Olga Persson and Heinrich Geldschläger whose term on the board has ended. They have made immense contributions to shaping the network since its very inception. WWP EN would not be what it is today without their work.

With high hopes for a year of enjoying each other's company in-person more regularly, I wish us all a healthy, constructive, and inspiring new year.



Alessandra Pauncz, PhD
WWP EN Executive Director



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ABOUT US

The European Network for the Work with Perpetrators of Domestic Violence (WWP EN) is a network of organisations across Europe that work directly or indirectly with perpetrators of domestic violence. Our mission is to foster gender equality and increase the safety and wellbeing of victims of gender-based violence by promoting effective, accountable and safe work with men who abuse their (ex)partners.

The network is continuously growing and currently consists of 65 [member organisations](#) from 32 different European countries. Our members include perpetrator programmes, women's support services, researchers and other professionals.

According to a [study](#) by the EU Agency for Fundamental Rights, 22% of women in Europe have experienced physical or sexual violence and 43% have suffered psychological abuse from a partner in their adult lifetime.

Our work and the work of our members addresses a deep-rooted problem that runs through all cultures and social strata. Domestic violence is rooted in and maintained by systemic gender inequality. Challenging destructive masculinity norms and working towards achieving gender equality are therefore core parts of our work.

Along our victim-centred approach, we support perpetrator programmes in prioritising the safety of women and children in their work. A close collaboration between perpetrator programmes and women's support services is considered essential.

Our work is based on the legal principles of the Convention on Preventing and Combating Violence Against Women and Domestic Violence ([Istanbul Convention](#)), and specifically Article 16, which states that signatories shall take the necessary steps

- “to set up or support programmes aimed at teaching perpetrators of domestic violence to adopt non-violent behaviour in interpersonal relationships”,
- “to set up or support treatment programmes aimed at preventing perpetrators, in particular sex offenders, from re-offending”, and, in implementing the above,
- “to ensure that the safety of, support for and the human rights of victims are of primary concern and that, where appropriate, these programmes are set up and implemented in close co-ordination with specialist support services for victims.”

WWP EN works towards these goals by providing capacity building to our members and other practitioners. We develop evidence-based best practice guidelines and standards for interventions, collect data on the effectiveness of perpetrator programmes, and support knowledge transfer among our members.



NEW AND ONGOING ACTIVITIES

2021 was the last year of WWP EN's organisational strategy 2018-2021. Next to pulling together the different strands of work at the end of this period, we have diligently advanced our work beyond the topics outlined in the original plan – for example supporting safer work with perpetrators during the pandemic, and expanding our training offer.

We have continued our engagement with past annual themes, as work on topics such as accountability, sexualised violence, or multi-agency collaboration is never 'done' – it requires ongoing commitment to stay up to date with developments in the field and promote the integration of good practice into the everyday work of practitioners.

For example, the roundtable "PRIA-MA and virtual reality – What can we learn from Spanish approaches to perpetrator programmes in **prison and probation**?" revisited some of the topics addressed as part of last year's annual theme as well as current issues. Our webinar on "Learning Lessons and Developing Tools to Tackle Cyber Violence" based on the DeStalk project connected to previous WWP EN outputs on **digital violence** in intimate partnerships. This year's virtual study visit addressed work with **young perpetrators** of intimate partner violence. We continue developing our work on child protection, currently adapting our own **child protection policy** along the recommendations of Keeping Children Safe.

We have also strongly focused on developing a vision for the next four years and on collecting input from our members on the possibilities and challenges they see on the horizon. The result of this process is WWP EN's new strategic plan 2022-2025.

Culturally-sensitive and anti-racist work with male migrants and refugees

Gender-based violence is not a phenomenon that is specific to any culture and region. It takes place in every society. To be as effective as possible, however, perpetrator programmes need to be able to respond to clients that come from diverse cultures. In particular, work with male migrants and refugees needs to be culturally-sensitive to effectively change attitudes and behaviours, additional organisations or institutions need to be involved in multi-agency work, and issues such as trauma associated with flight or migration need to be attended to. Special attention needs to be paid to strictly anti-racist practice, which should include training and critical self-reflection among facilitators delivering the programmes. WWP EN's work on this topic since 2020 has aimed at supporting perpetrator programmes in more adequately responding to these needs and circumstances. It has also initiated a self-reflection process related to anti-racist practice and diversity within WWP EN.

- Annual conference [“Migration and barriers to perpetrator work – developing pathways to engagement”](#)



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- Webinar [“The Positive Change Service - Practical experiences working with perpetrators from South Asian communities”](#), emphasising the need to tailor interventions to cultural backgrounds
- [Annual campaign](#)
- Policy guidelines for the work with men with migrant background
- [FOMEN project](#)

Development of trainings

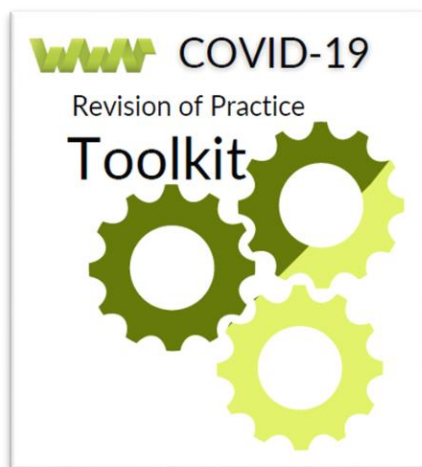


WWP EN has been responding to a strong interest in capacity building for high-quality perpetrator programmes among its members and external professionals. Through the development of a range of trainings, we can cater to diverse needs in improving practice. WWP EN has expanded its training offer again this year with events that increase participants’ technical and methodological repertoire. Overall, the WWP EN training pool now includes seven trainings.

The training format will be closely linked to the development of a European accreditation system, with next steps outlined in the new strategic plan 2022-2025.

- Five new trainings: [“Addressing sexualised violence in perpetrator programmes”](#), [“Risk assessment and management for perpetrator programmes”](#), [“Motivational interviewing for perpetrator programmes”](#), [“Cyber violence and perpetrator work”](#), and [“Interactive Approaches & Techniques for Perpetrator Work”](#)
- Roster of trainers expanded by three trainers
- Integration of trainings developed within projects into training pool
- Training strategy developed for 2021

Perpetrator work during COVID-19



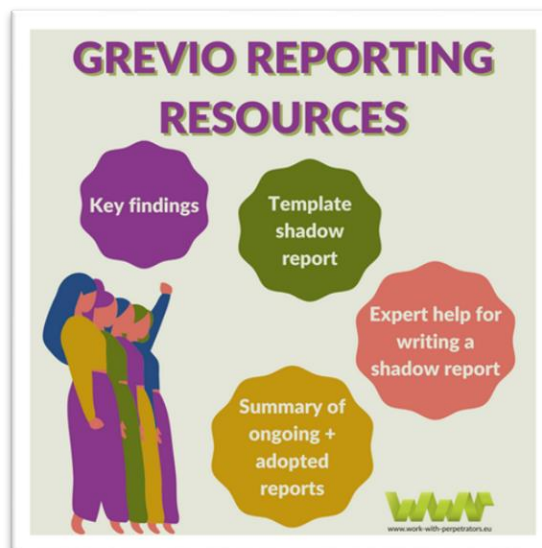
By developing [guidelines to ensure responsible perpetrator work during COVID-19](#) in 2020, WWP EN supported its members in responding as safely and effectively as possible to the changed circumstances of work. The guidelines include a roadmap for decision-making around perpetrator treatment, and have been widely commended and shared.

In 2021, WWP EN has engaged in a joint reflection process with its members to hear about the experiences of delivering perpetrator work during the pandemic. The discussions have informed the development of the [COVID-19 Revision of Practice Toolkit](#). It consists of three parts that guide practitioners through a process of self-reflection and critical thought about changed practice.

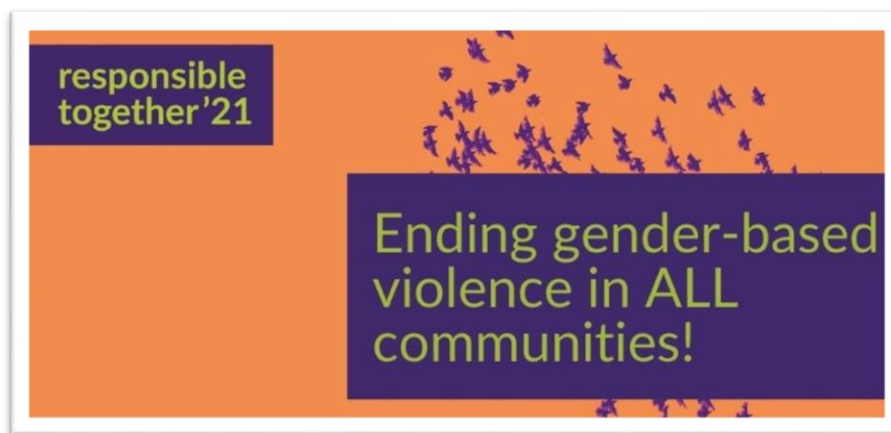
Support in GREVIO shadow reporting

WWP EN has been focusing increasingly on empowering its members to influence policy and to make their voices and needs heard. In 2020, it had collaborated with GREVIO, the monitoring body for the implementation of the Istanbul Convention among EU Member States, to develop a [guidance document](#) on preparing shadow reports. This year, we have provided additional support to members with two capacity-building offers and a range of resources on GREVIO reporting.

- Webinar "[National Lobbying for Funding and Change: GREVIO Shadow Reporting](#)"
- A training on preparing shadow reports for countries soon or currently under evaluation by GREVIO
- Meeting with GREVIO to ensure the alignment with shadow reporting requirements
- Document with [key findings](#) from GREVIO reports
- Website section with information on [adopted](#) GREVIO reports and [ongoing](#) evaluation procedures



Annual Campaign – Culturally sensitive, anti-racist & intersectional perpetrator work



The [2021 #ResponsibleTogether Campaign](#) focused on two-fold awareness raising. On the one hand, we raised awareness on the adverse effects of racism and discrimination on the well-being of migrant populations in the European Union. On the other hand, we highlighted how perpetrator programmes need to respond to culturally diverse clients and that doing so in an anti-racist, intersectional and trauma-informed manner increases the overall effectiveness of the programmes.

Throughout the 16 Days of Activism against Gender-Based Violence, 8 member organisations across Cyprus, Albania, Bosnia and Herzegovina, Spain, the Czech Republic, Italy, and the UK participated in a social media campaign. Together with WWP EN, campaigners reached over 40,000 minds and hearts across Europe.

WWP EN's outputs and activities included:

- Various online campaign materials, including
 - posts on [myths and facts around gender-based violence and migration](#)
 - migrants sharing their [stories](#)
 - videos of [migrant activists giving insights](#) into their activities and lives
 - guidance for perpetrator programmes on important dos and don'ts in intercultural communication
 - educational videos on the need for culturally sensitive & [intersectional perpetrator work](#)
- Four [online events](#)
 - Workshop: The Positive Change Service - Practical experiences working with perpetrators from South Asian communities
 - Workshop: Anti-racism Workshop
 - Panel: Being a man and ... - A conversation about masculinity and migration
 - Session: Men and Boys – Their crucial involvement in ending FGM/C
- A [press release](#) on the campaign



IMPACT Outcome Monitoring Toolkit

Do perpetrator programmes increase the safety of victims of domestic violence? The [IMPACT Toolkit](#) was created to help answer this question. It is a tool to measure the effectiveness of perpetrator programmes and know more about “what works” in changing the behaviour of perpetrators. A core part of WWP EN’s work, the Toolkit with its questionnaires continues to be further developed, disseminated, and used:



- The Toolkit was translated into four additional languages: Serbian, Albanian, Bosnian, Kosovo-Albanian
- WWP EN has won two bids in which the Toolkit is a key component
- The Toolkit is part of one of WWP EN’s new projects (ASAP 2.0)
- Comprehensive [publication](#) on the IMPACT Toolkit
- Scientific journal [article on IMPACT](#) published
- Roundtable [“Do perpetrator programmes work?”](#)
- “IMPACT January” on our social media channels

Projects

We are continually expanding our areas of expertise by implementing a range of different projects in collaboration with our members and external professionals. Realising these projects in addition to our core work financed by the European Commission and the co-funding from the OAK Foundation allows us to explore additional topics and integrate outputs from our core work into other contexts,



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and vice versa. WWP EN has been managing eight projects in 2021, including two consultancies. It has also secured funding for further four projects, starting in 2022.

Ongoing Projects

- **FOMEN** (Focus on Men) (2019-2021): The project works in preventing gender-based violence amongst male migrants and refugees.
- **MiC** (Men in Care) (2019-2022): MiC works on improving workplace conditions to ease men's involvement in caring activities.
- **Marvow** (Multi-Agency Responses to Violence Against of Older Women) (2019-2021): Marvow aims to improve protection and support for elderly victims of gender-based domestic abuse.
- **Alive** (Women and Men free from violence in Albania) (2019-2022): Alive supports key local actors and institutions in enhancing the regulatory system tackling gender inequalities in Albania. This includes increasing the number of perpetrator programmes and strengthening multi-agency collaboration.
- **DeStalk** (2020-2022): DeStalk will develop a crosscutting strategy for detecting and countering the use of online violence and stalkerware in intimate relationships.
- **STOPP** (2021-2022): STOPP supports the implementation of perpetrators programmes to stop violence against women and domestic violence in the Western Balkans and Turkey.

New Projects

- **A.S.A.P. 2.0**: The project will aim at increasing the effectiveness of perpetrator programmes through the further development of **ASAP** (A Systemic Approach to Perpetrators). This will include capacity building and implementation of multiagency collaboration and an upgraded evaluation through the IMPACT Toolkit in Italy, Greece, Cyprus, Bulgaria.
- **Fathers rock** (Fathers' engagement in the Role Of Care Keeping mothers and children safe): The project focuses on the prevention of gender-based violence within perinatal and nursery services. Capacity building for services to identify domestic violence and refer appropriately, for the engagement of fathers and work on caring masculinities in Spain, Italy and Austria.
- **MOVE** (engagement of Men on the move and Organizations of civil society against gender-based Violence within the European migration context): MOVE proposes a multiagency model to increase the skills of both frontline services and perpetrator programmes to address male perpetrators with a migrant background in Italy, Spain, Greece and France.
- **CONSENT** (Combating ONLINE early access to Sexually explicit material and ENhancing Tools to foster youngsters' healthy intimate relationships): This initiative aims to prevent gender-based violence among youngsters with a focus on sexualised violence through training parents and teachers and raising the awareness of youngsters and institutions. Swedish best practice will be tested in Spain and Italy.



Finalised Projects

- [ENGAGE](#) (2018-2020): ENGAGE aimed at improving the capacity of frontline professionals (in healthcare and social services, police, etc.) interacting with male perpetrators to ensure a coordinated multi-agency response to perpetrators.
- [ASAP](#) (A Systemic Approach for Perpetrators) (2018-2020): The project has addressed a better integration of intervention methods for victims and perpetrators, working on improving collaboration between services.
- [CONSCIOUS](#) (2018-2020): The project has aimed to develop an inter-systemic model for preventing reoffending by perpetrators of sexual abuse and domestic violence. It addressed the lack of evaluation, knowledge and tools for efficient, inter-agency cooperative work.



NETWORK DEVELOPMENT AND EVENTS

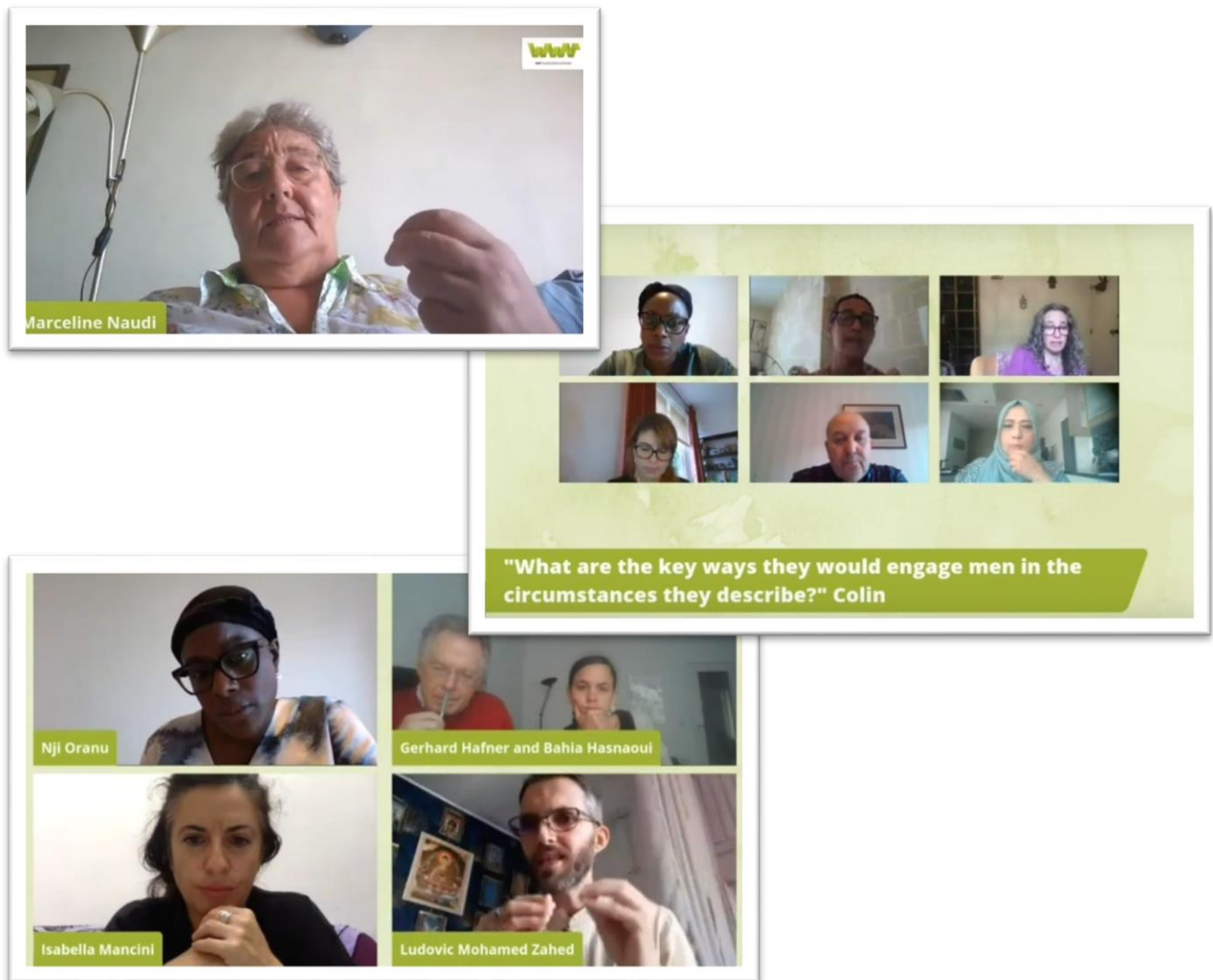
Annual Conference



In line with WWP EN's 2021 theme, the annual conference **"Migration and barriers to perpetrator work – Developing pathways to engagement"** focused on promoting safe, accountable and effective work with perpetrators of domestic and/or sexualised violence who have a migration background. It addressed the issues facing practitioners in the field when overcoming language and cultural barriers at the same time as upholding anti-racist and trauma sensitive practices.

The conference took place online from 22-23 September and offered participants opportunities to critically reflect on their attitudes and practice in a safe space. It featured a mix of sessions:

- Keynote speech: "GREVIO and the intersections between gender-based violence, migration and work with perpetrators"
- Panel Discussion: "Perpetrator work with men from migrant communities – Building bridges with relevant stakeholders"
- Presentations on "Work with perpetrators from specific cultural communities – Working with South Asian communities and with Polish communities"
- Three awareness raising workshops: Intercultural Sensitivity, Anti-racism, Trauma-informed care
- Eight different workshops provided by WWP EN members



Find the [full report and conference recording](#) on our website.

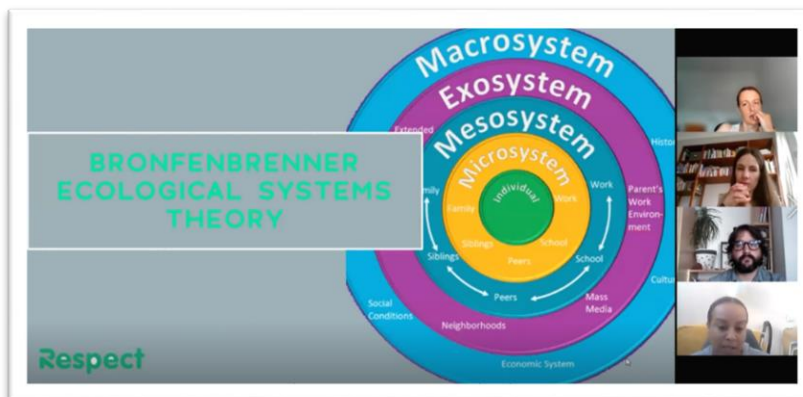
Study visit

Themed **“Early prevention of intimate partner violence – How to effectively engage and work with young perpetrators?”**, the study visit took place online on 22-23 June 2021. Work with young perpetrators is a topic that WWP EN has increasingly been focusing on over the past year. Indeed, it will be our annual theme next year.

The study visit allowed the 13 participants to learn more about the advantages of addressing abuse in early relationships, rooting out harmful attitudes and behaviours before they become entrenched. While most perpetrator programmes are focused on adults, there are a number of programmes that

specifically address domestic abuse committed by young persons. Four representatives of WWP EN member organisations shared their models of working with this target group:

- Carla Morris from Respect (UK)
- Daniel Antunović from U.Z.O.R. (Croatia)
- Hanne Eriksen from Alternative to Violence (Norway)
- Fatjon Taipi & Suad Arilla from the Office for Men and Boys – ZDB (Albania)



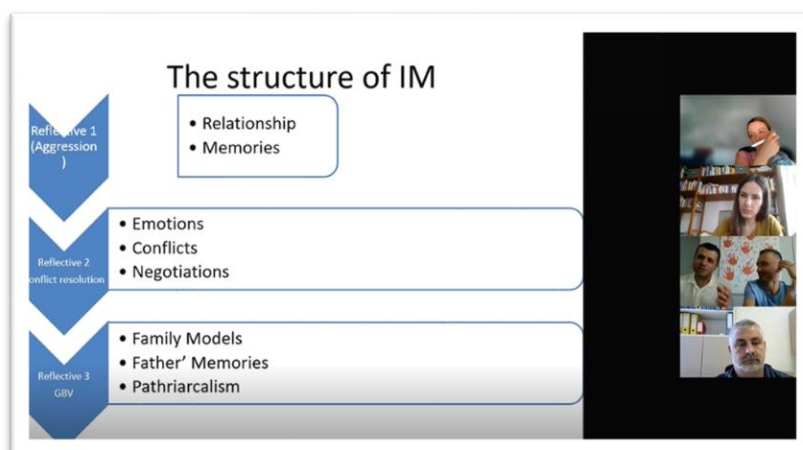
1. From Our clinical experience: what does work? Affect theory (Silvan Tomkins)

- Learning about emotions
- Emotional self-regulation
- How to express these emotions in a intimate relationship
- What is your own emotinal struggle
- How to tolerate our feelings- what is «allowed» **for boys to feel**, challenge these gender spesific roles, how to expersess feelings without losing face etc.
- How to contain our own emotions, tolerate them, and express then in a healthy way. Also when we are angry

Work with perpetrators of domestic violence

OBLIGATORY MEASURE

- 99% from a misdemeanor court, for anyone older than 18 (75% M, 25 % F)
- 6 months
- individual or group
- 3-4 intake procedure meetings
- 16 psychosocial treatment meetings, aimed at stopping violence



Find the [full report](#) on our website. Our members can view a recording of the event via the internal area of the WWP EN website.

Online events

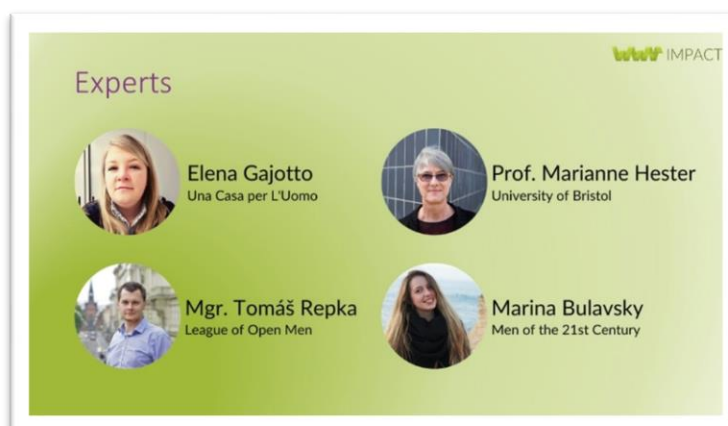
Given the geographical spread of the network with members from over 30 different countries as well as ongoing restrictions related to the pandemic, WWP EN has been using online events as a useful interactive tool for capacity building by and for our members. The events are led by professionals with expertise in specific areas related to perpetrator work or victim support, and have this year explored whether perpetrator programmes work, how perpetrator programmes can become forces for national change and what the continuing impact of covid-19 is on perpetrator programmes. We additionally added to our work from the past year on challenging perpetrator programmes to address cyberviolence in their interventions and working with migrant and refugee men.

[Event recordings](#) can be found on our website.

Roundtable: Do Perpetrator Programmes Work?

The effectiveness of work with men who use violence is a much-debated topic. Quality assurance is crucial for responsible and safe perpetrator work. However, we currently even lack a common definition of what “success” looks like when working with men who use violence.

As part of our roundtable, European experts talked about



- the complexities of defining “success”,
- the issue of reliable and data-driven evaluation procedures,
- their own outcome measurement, and
- how victim support services & survivors must be part of the evaluation.

National Lobbying for Change and Funding: GREVIO Shadow Reporting

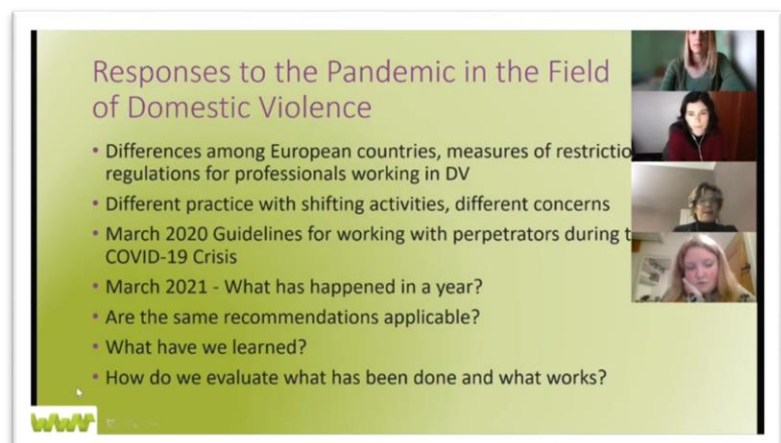
In this webinar, WWP EN’s Executive Director Alessandra Pauncz answered a range of essential questions to understand the importance and role of shadow reporting to GREVIO, the monitoring body for the implementation of the Istanbul Convention among EU Member States. The session aimed at supporting perpetrator programmes in their efforts to effectively lobby with public institutions. Receiving their political and financial support remains crucial to providing consistent and safe interventions for perpetrator of intimate partner violence. The webinar discussed the following questions:



- What is the current conversation around perpetrator programmes and domestic violence?
- How can we shift the conversation to holding men accountable?
- Why do perpetrator programmes need to address public institutions?
- How can perpetrator programmes address public institutions and different policy levels?
- How can the Istanbul Convention be used to address perpetrator work?
- How can GREVIO reporting be used as a lobbying tool?

Launch Event: WWP EN's COVID-19 Revision of Practice Toolkit

To support members in the ongoing challenges of doing perpetrator work during a global pandemic, WWP EN worked together with member organisations, gathered feedback on previous efforts and developed a revised guiding document to engage practitioners in a process of self-reflection and critical thought on their practice, the “COVID-19 Revision of Practice



Toolkit". During this launch event, the authors of the toolkit had the chance to present their work.

The webinar covered:

- The effect of lockdowns on domestic abuse,
- The effect of lockdowns on perpetrator programmes and victim support services across Europe, including an interactive exchange with practitioners and professionals in the field about the various issues they have faced,
- The initial response to emerging issues at the beginning of the pandemic, and
- A full introduction to [the new COVID-19 Toolkit](#), and
- A look to the future, with a discussion on what research is being done and what is still needed to assess the full impact of the pandemic on domestic violence and perpetrator work.

Learning Lessons and Developing Tools to Tackle Cyberviolence

Linking up with WWP EN's previous work on cyber violence and the ongoing [DeStalk](#) project, Berta Vall (WWP EN) and Elena Gajotto (Una Casa per l'Uomo, Italy) explored the following questions in this webinar:

- What is Cyberviolence?
- What are the different types of cyberviolence and stalkerware?
- What lessons have been learned so far through the DeStalk project?
- How is cyberviolence seen from the perspective of victim support services and perpetrator programmes?
- What are the training needs in the context of cyberviolence and stalkerware?
- What training is being developed as part of the DeStalk project?

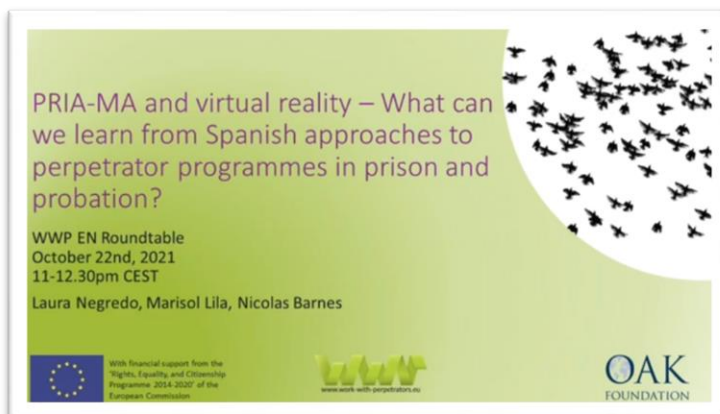


PRIA-MA and virtual reality – What can we learn from Spanish approaches to perpetrator programmes in prison and probation?

In this roundtable discussion, Laura Negrodo (Department of Open Regime and Alternative Measures in the Ministry of Interior) and Marisol Lila (Programa Contexto) presented the national programme PRIA-MA, which is implemented by both statutory services and community-based organisations. Nicolas Barnes (Sub-Directorate of Rehabilitation and Health at the Department of Justice of the Government of Catalunya)

presented the model used Catalunyan prisons. The roundtable discussion revisited some of the topics discussed during WWP EN's Annual Conference 2020, including

- The impact of COVID on practice,
- The integration of a clinical and gender-based approach in programme design, and effective collaboration between statutory and community-based services, and
- A methodology used within the perpetrator programme offered in Catalunyan prisons that involves the use of virtual reality.



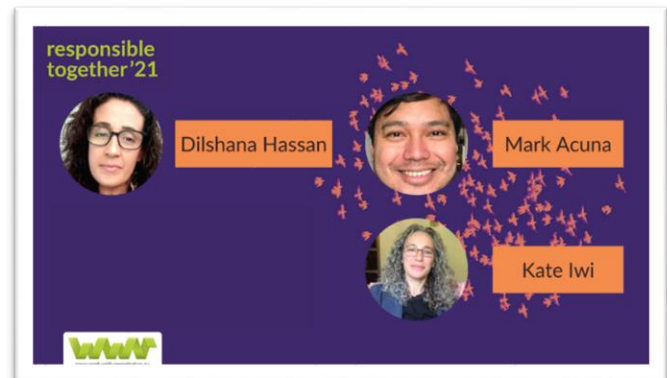
#ResponsibleTogether 2021 Session: Men and Boys - Their crucial involvement to end FGM/C

Female genital mutilation/cutting (FGM/C) is a specific form of gender-based violence, and involving men to end it is crucial. The European [End FGM Network](#) has included men and boys in several projects dedicated to raising awareness on the impact of FGM/C. These projects have increased dialogue on patriarchal practices and men's participation in combating them. Mohamed Marzoug is a long-time activist fighting against FGM/C and an Ambassador of the End FGM European Network. He has been active in his community for several years to end FGM, and in this session, he discussed ways to better engage men and boys in the fight against gender-based violence.



#ResponsibleTogether 2021: The Positive Change Service - Practical experiences working with perpetrators from South Asian communities

Kate Iwi, Dilshana Hassan, Ranu Khatun and Mark Acuna presented the work they have been doing with the Positive Change Service in the London Borough of Tower Hamlets (UK) where they provide programmes for perpetrators of domestic violence, their partners/ex-partners, and their children. Tower Hamlets is an area of London with a majority Bangladeshi Muslim population, which has made working with men from this community a central part of the work.



The majority of the workshop focused on questions brought to the presenters by participants prior to and during the session. The workshop gave participants a chance to address their cultural competence, ask about cultural norms and practices and raise difficult questions all perpetrator programmes need to discuss when starting to work with diverse communities.

#ResponsibleTogether 2021: Anti-Racism Workshop

This anti-racism workshop provided an overall view on intersectionality, privilege and power dynamics with a specific focus on race, and included several activities and discussions to further explore these topics. The session aimed at providing a safe space for self-reflection, leaving participants feel informed, empowered and with the improved ability to spot their own and other people's biases.



#ResponsibleTogether 2021: Being a man and ... - A conversation about masculinity and migration

In this panel discussion, participants learned about the views and experiences of three men who migrated from the MENA (Middle East and North Africa) region to Europe: Mohammed Khuder, Luay Ranko, and Andrew Moussa.

During the panel, they discussed

- their experiences of being MENA men living in Europe,
- what made them want to look critically at their masculinity and male identities, and
- what they are doing to challenge gender stereotypes in their communities.



Participants heard personal stories of critical awakening, male privilege and discrimination, getting a small insight into the male migrant experience in Europe.

New members

Our network continues to grow steadily to currently 65 members from 32 countries. We welcome three new full members to our network:



Contexto Program® of the University of Valencia (Spain)

[Contexto®](#) is a research, training and intervention program with intimate partner violence perpetrators that has been implemented at the University of Valencia since 2006. The research carried out in Contexto® is mainly focused on the design and evaluation of the effectiveness of intervention strategies as well as on the analysis of the main risk factors and intervention needs of the program participants. Highly specialized training for interventions with perpetrators is provided and the team participates and regularly organizes scientific meetings, seminars, and conferences to disseminate research results. As an intervention program, Contexto® works both with court-mandated men as well as with self-referred participants.

Unbeatable Line in Espoo (Finland)

[Unbeatable Line in Espoo](#) is a non-profit organization founded in 1979. The organization is intended to help victims of physical and mental violence who have been subjected to or have witnessed intimate partner or domestic violence. It proposes an alternative to violence programme and follow-up support to perpetrators who have used or fear of using violence in their close relationships. The organization develops and implements various procedures to meet these goals. The organization operated a women's shelter from 1983-2012. The service provided both shelter and psychosocial support. The Unbeatable Line service for perpetrators launched in 1993 in Espoo. The Men's Line programme for immigrant men started in 2005 and does preventive work as well as an intervention programme for perpetrators. Men's Line also organizes integration groups to Finnish society.

Estonian Social Insurance Board

The department of Victim Support and Prevention Services at the [Estonian Social Insurance Board](#) offers an assessment and intervention pathway for perpetrators of domestic violence, the "Renouncing Violence Support Service". It was established in May 2020 and offers support nationwide. The service works in close cooperation with other specialists and organisations, including police, the public prosecutor's office, child protection services and local councils. They also provide opportunities for peer supervision as well as trainings.

We also welcomed two new [affiliate members](#) into our network:

- Ioan Durnescu (Romania)
- St. Helens The Best Me CIC (UK)

Partnerships and collaboration with other organisations

WWP EN has joined forces with new partners to address some of the key topics this year and has continued its collaboration with established partners. It has been working on a joint lobbying strategy to promote victim-centered and gender-based perpetrator programmes within different professional communities and NGO's. This strategy is based on developing positive and collaborative relationships with key stakeholders involved in combating men's violence against women. Over the past two years, WWP EN has engaged in a specific effort to strengthen collaboration with the **Confederation of European Probation (CEP)** that has led to the signature of an affiliate agreement of cooperation, and WWP EN presenting at CEP's 9th Conference of Directors General of Probation in France. In this context, WWP EN has been involved in monitoring increasingly controversial topics in the field such as Restorative Justice. At the conference and a specific meeting with European Forum for Restorative Justice, it raised its concerns on issues pertaining to victim safety and perpetrator accountability in cases of domestic violence.

Regrettably, there have been setbacks in the collaboration with the **Women Against Violence Europe (WAVE)** network with their decision to terminate their WWP EN membership. Nevertheless, WWP



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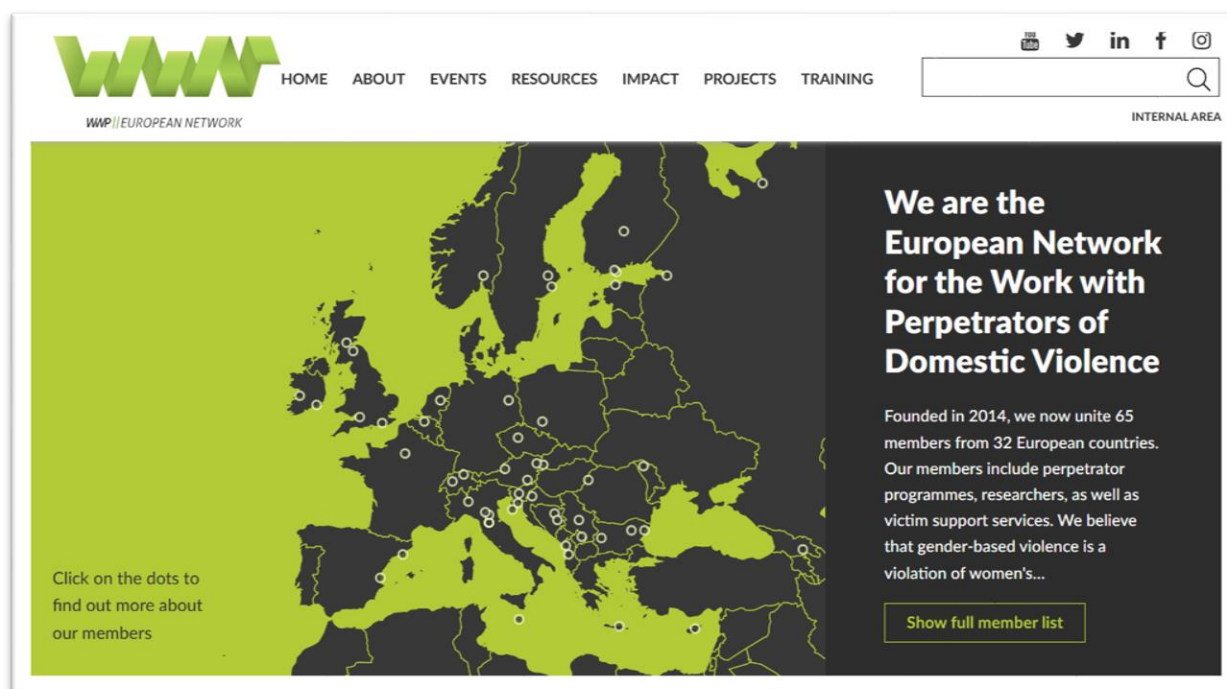
EN continues to communicate with the WAVE network to ensure that the concerns of the women's support sector is reflected and integrated in our work. WWP EN is committed to upholding all the principles of accountability and victim safety, and will be able to maintain this focus also thanks to the engagement of important independent women's support services among WWP EN membership and Board that are also individually members of WAVE. In 2022, WWP EN will continue developing its collaboration with relevant European networks committed to victim's safety.

In addition, WWP EN

- has met with members of **GREVIO** of the Council of Europe for an exchange of views in relation to perpetrator programmes and to present WWP EN's work generally. It has collaborated with the GREVIO Secretariat in facilitating shadow reporting of WWP EN members on the implementation of Article 16 of the Istanbul Convention, and by putting the Secretariat in touch with relevant stakeholders in countries under GREVIO review. In a Council of Europe [video](#) on the 4 pillars of the Istanbul Convention, two perpetrator programmes from WWP EN membership were chosen as best practice examples.
- continues to be an active member in the **Coalition against Stalkerware**, including supporting on the analysis and publication of the ["Digital Stalking in Relationships"](#) report.
- has stepped down from the European and global board on **MenEngage**, but continues to be an active member.
- has been collaborating with **UN Women Europe and Central Asia**, supporting a line of capacity building in challenging conditions. By relying on local expertise provided by members and by actively engaging them in the process, WWP EN has been developing recommendations for perpetrator programmes in the region. WWP EN is also collaborating with UN Women through the [STOPP project](#) and is a member of the UN Women Regional Civil Society Advisory Group (CSAG) for Europe and Central Asia.
- has continued its collaboration with **IAMENEH** for joint work in Albania and the wider Balkan area.
- continues to be a member of the **International Society for the Prevention of Child Abuse and Neglect (ISPCAN)** and has presented at their 2021 Annual Conference.
- has built and strengthened links with [project partners](#).

COMMUNICATION AND PUBLIC RELATIONS

Website



WWP EN is continually improving and expanding the content and usability of its [website](#). Thanks to extensive changes in 2020, 2021 was a fairly calm year on our website. We have made a significant addition to the visibility of our training services by creating a section on training in the main menu. Additionally, we advertise our resources on GREVIO reporting front and centre of the website as part of the menu tiles.

The **WWP EN Programme Database** integrated into our website is a [database of European programmes](#) working with (mainly) men who use violence in intimate relationships. WWP EN asks every organisation that we admit to the membership to fill out the database questionnaire and add the information to the data set available on the website. Practitioners, researchers and those seeking help can consult the database to find partners for projects, to inform their research, or to find a point of contact within their country. Currently the database comprises of 38 programmes.

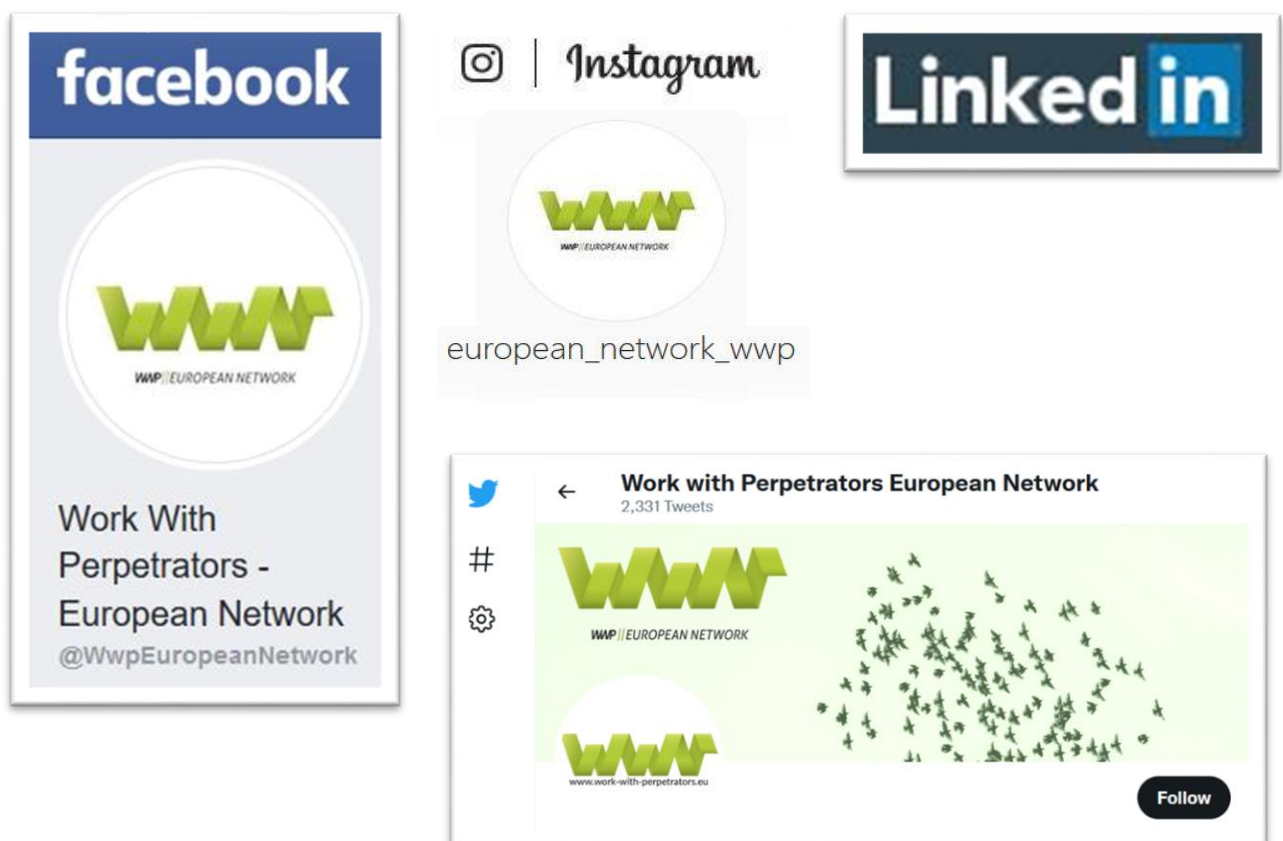
In 2021, 572 visitors made use of the database, an increase from last year by approximately 40 people. Overall visits to the programme database make up approximately 3% of all visits to the WWP EN Website. These numbers show that the database continues to be an interesting and valuable asset for the organisation.

Social media

WWP EN continues to maintain a social media presence on [Instagram](#), [Facebook](#), [LinkedIn](#) and [Twitter](#). The goal of WWP EN's social media activities are to inform interested practitioners of developments and news in the field in a more informal way, as well as to educate the public about gender-based and domestic violence, and the role of perpetrator work in ending it.

In 2021, we have seen an increase in followership across all social media channels. We have continued to focus on monthly themes of general interest (e.g. the Istanbul Convention, gender equality in sports, cyberviolence). This strategy has allowed us to benefit from the myriad of high-quality content produced by the organisation on a regular basis and to repurpose these materials for a more general audience.

Recordings of WWP EN events are still regularly uploaded to our [YouTube channel](#).



Newsletter

Our newsletters are a mix of network news and event invitations, WWP EN and external resources, as well as project updates.

In January, we dedicated our newsletter to the effectiveness of perpetrator work and the WWP EN Impact Outcome Measurement Toolkit. This newsletter included a word of encouragement from WWP EN Executive Director Alessandra Pauncz, an interview with members, as well as an article by WWP EN team member Berta Vall Castelló on [“Improving quality assurance in perpetrator work”](#).

In April, the newsletter focus on GREVIO reporting for perpetrator programmes and included an [interview with Johanna Nelles](#), Executive Secretary to the Istanbul Convention, while the June newsletter featured an [interview with Kate Iwi](#), Child Safeguarding Officer and Perpetrator Work Expert.



As an announcement of the 2021 #ResponsibleTogether Campaign, the September newsletter included an [interview with Prof. Jane Freedman](#), Expert on Migration & Gender-Based Violence, as well as information on our annual conference “Migration & Barriers to Perpetrator Work - Developing Pathways to Change”.

WWP EN has continued to see an increase in signups to the newsletter mailing list with 1.506 subscribers as of mid-December 2021.

All our [newsletters](#) are accessible via our website.

In addition to our quarterly newsletters, we have introduced an event mailing list where we share regular updates on upcoming events with over 600 subscribers. This has greatly improved the publication and advertisement of our events.

Presentations

- February 22nd – Presentation on WWP EN’s work and its COVID-19 guidelines for responsible perpetrator work – Meeting of CEP/EuroPris Working Group on domestic violence
- March 25th – “Male involvement in gender-based violence” – Presentation at the MenEngage Ubuntu Symposium

- April 14th - Presentation at event “A real man never hurts a woman. Introducing the standards of work with perpetrators in Albania” organised by the Counselling Line for Men and Boys and Counselling Line for Women and Girls, Albania
- May 19th – “Operation of Behaviour Correction Programs of Perpetrators of Violence in EU Member States during the COVID 19 Pandemic” – Presentation at the “Meeting on perpetrator behaviour correction programmes. Challenges and lessons learned” organised by UN Women
- May 28th – Presentation at the EUCPN International Experts Seminar on “Prevention of intimate partner homicide”
- June 7th – “The invisible offender: training front line professionals in interacting with male perpetrators of domestic violence and abuse” and “How to hold perpetrators of domestic violence accountable to children? New tools for early intervention.” – Presentations at the ISPCAN International Congress 2021 in Milan
- June 10th – “Changes in interventions with perpetrators of domestic violence during the COVID-19 crisis” and “Evaluating the impact of intimate partner violence: A comparison of men in treatment and their (ex-)partners accounts” – Presentations at the Interpersonal Violence Prevention Conference (IPVI)
- June 11th – “How can we improve the quality and effectiveness of therapeutic work with men perpetrating domestic violence? Challenges and lessons learned” – Keynote by WWP EN Board Member Prof. Marianne Hester at the Interpersonal Violence Prevention Conference (IPVI)
- June 15th – Participation in panel discussion “Regulating stalkerware and other forms of gender-based cyber violence in Europe: perspectives from politics, industry and civil society” of the EU Cyberpolicy Forum organised by Kaspersky
- July 2nd – Interview for a study to support the fitness check of the EU legislation on preventing and combating violence against women and domestic violence, commissioned by the Director General of Justice and Consumers of the European Commission
- July 2nd – “The importance of evaluation in the work with perpetrators – the IMPACT Toolkit – Presentation at the National Conference for Work with Perpetrators in Albania, organised by Woman to Woman, ZDB, CLMB and IAMANEH, among others.
- August 26th – Keynote speech at the Annual Forum for Violence Prevention organised by the Federation of Mother and Child Homes and Shelters in Finland
- October 8th – “Supporting Reduced Attrition Rates in Perpetrators of Intimate Partner Violence in Voluntary and Involuntary Context” – Presentation at the ACJRD Annual Conference on “Criminal Justice and Public Health: Policy and Practice Post-Pandemic”
- October 21st – “How to work with perpetrators for preventing and responding to violence against women?” – Presentation to members of GREVIO, Strasbourg.
- November 24th – “Intersecting Issues and Interventions: Mental Health and Domestic Violence in Probation” – Workshop at the 9th Conference for Directors General of Probation organised by the Confederation of European Probation

- November 30th – “Why should we work with perpetrators of domestic violence?” – Presentation at the International Scientific-Practical Conference “The Change of Domestic Violent Behaviour: Working with Perpetrators at Institutional and Community Levels” organised by the Law Institute of the Lithuanian Centre for Social Sciences
- December 1st – “Overview of Domestic violence in Europe” – Presentation at the Workshop on Domestic Violence in Prison and Probation organised by the Confederation of European Probation and EuroPris
- December 2nd – Presentation on “Advancing work with perpetrators to protect women and children” and case study presentations on “Ensuring victim-safety oriented perpetrator work in Western Balkans” and “IMPACT for safe perpetrator programmes” at the Third Regional Forum: Ending Violence Against Women in the Western Balkans and Turkey organised by the Government of Bosnia and Herzegovina and UN Women
- December 10th – “Effective Interventions with Perpetrators of DV –The Challenges & Opportunities” – Presentation at the “16 Days of Action against Gender-Based Violence” event organised by the Irish Probation Service

INTERNAL DEVELOPMENT

Staff news

We are lucky to have gained very capable new team members this year who have already added a lot to our discussions and team dynamics. We also had to say goodbye to team members for whose contributions and engagement we are highly grateful.

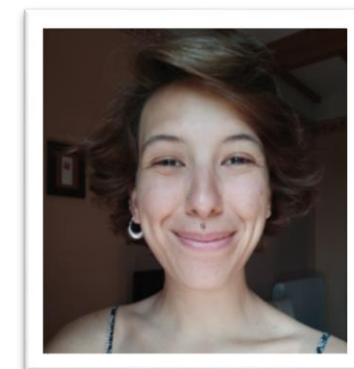
Lydia Sandroek has joined the team in February to support us in the area of institutional public relations. Lydia is a psychologist who has been counselling victims of sexual assault and rape, child sexual abuse, domestic violence and stalking for more than three decades. She has worked as a coordinator for women's shelters, and has advised local municipalities and ministries at a regional and national level. Since 2008, she has been cooperating with perpetrator programmes and has participated in developing standards for perpetrator work in Germany.



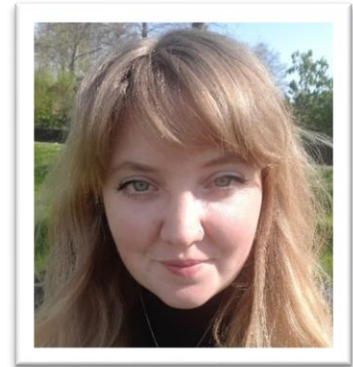
DurreSameen Mirza has been supporting WWP EN as an intern in 2020, and has rejoined us in September to support the communications team in project communications. Since completing her Master in Violence, Conflict and Development from the School of Oriental and African Studies (SOAS) in 2017, Durre has been working with gender rights organisations in Pakistan.



Anna Trentin started her internship in July and has been supporting our communications team. She is currently a Master's student in European Studies with a specialization in Global Gender Studies at the University of Aalborg, Denmark.



Lorna Cannon joined us in February as interim communications manager during Anna McKenzie's leave. She also contributed significantly to the development of our annual conference. Lorna left us at the end of October to pursue new goals. We wish her all the best!



Francesca Elsey left WWP EN in June. She managed our project communications since April 2019 while following her Master's programme in Political Science in Berlin. We wish Francesca all the best for the future and are grateful for everything she has done for the organisation!



Rafael Soto joined us for an internship from July to October. As a social worker with a Master's degree in interdisciplinary intervention in gender-based violence from the University of Valencia, he supported us in further developing our work on child protection. Thank you, Rafa!



Developments within the WWP EN Board

During this year's Annual General Assembly, membership voted four new persons onto the WWP EN Board: Ciara Bergman, Jade Levell, Iris Luarasi, and Christian Scambor. The four of them are an excellent addition to the board, bringing much expertise in research and practice. At the first meeting of the new board, Christian Scambor was elected new Treasurer. Dean Ajdukovic and Atila Uligaj continue their functions as Chair and Secretary, respectively.

Saying 'welcome' sometimes also means having to say 'goodbye'. Heinrich Geldschläger, Marianne Hester, and Olga Persson left the WWP EN Board at the end of their terms and after many years of providing strategic guidance to WWP EN. Their expertise, ideas and enjoyable company will be sorely



missed by both board and team. Heinrich Geldschläger's conscientious and dedicated service as Treasurer since 2014 deserves particular mention.

Our new board members are:

Ciara Bergman



As Head of Perpetrator Services for Respect (UK), Ciara is responsible for the strategic leadership of their perpetrator responses, including Make a Change, Change That Lasts Wales, Safe & Together, and the Advance and Reprovide research partnerships. Ciara joined Respect in 2018 as the Development Manager for Make a Change (MAC) and became its Head of Delivery and Development in 2020. She developed a remotely delivered Domestic Abuse Perpetrator Programme for fathers in family court proceedings concerning contact arrangements. She continues to oversee Respect's work in the family courts. Before joining Respect,

Ciara spent a decade working with both perpetrators of domestic abuse and victims/survivors. She spent 7 years at the Domestic Violence Intervention Project (DVIP) in London – starting as an individual and groupwork practitioner, and later becoming Manager and Senior Risk Assessor of the Family Courts Team. Ciara holds a postgraduate diploma in psychoanalytic group work and group work practitioner status from the Institute of Group Analysis.

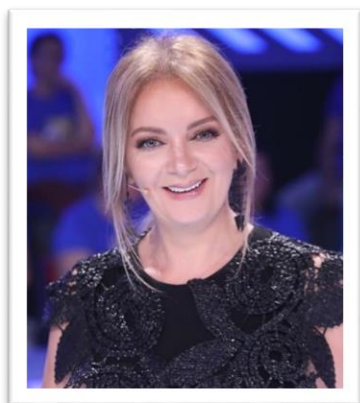
Jade Levell



Jade is a Lecturer in Criminology and Gender Violence at the University of Bristol. She is a specialist in gender-based violence and serious youth violence, as well as gender theory including studies of masculinities. Jade's research interests include adverse childhood experiences, childhood domestic violence, on-road and gang subcultures, organised crime, masculinity theory, DVA perpetrators, feminist praxis. Her work has often centred on the intersection between masculinity, vulnerability, and violence. She is an expert in Music Elicitation as both a social research tool and an innovative way of listening and working with marginalised groups. Jade has been working on various international research projects related to gender-based violence and masculinities as well as youth outreach

work in Albania. She is on the editorial board of the Journal of Gender Based Violence. Prior to her research career, Jade worked for over ten years in charities that work to end gender-based violence, in support work, policy work, and professional training. This diverse range of grassroots advocacy and activism work informs her research practice.

Iris Luarasi



Iris is the President of GREVIO at the Council of Europe (CoE). For the past 20 years, she has been leading the Counselling Line for Women and Girls (CLWG, national Helpline for victims of domestic violence and violence against women in Albania), as well as the first men's centre in Albania (Counselling Line for Men and Boys, CLMB). CLMB works with perpetrators of domestic violence, does prevention work with young boys as well as running fatherhood campaigns. She is a member of the GREVIO Working Group on a *General Recommendation on the Digital Dimension of Violence against Women*. Iris is a professor at the Department of Journalism and Communications at the University of Tirana. Her research and

publishing activities include leading a study on domestic violence and sex crimes, a guide for reporters on gender-based violence and sexual assault, guidelines for data collection and two books on radio journalism and media in Albania. Iris has a PhD in Journalism and Communication and Master's degree in European Studies.

Christian Scambor



Christian is a clinical psychologist who works in Graz, Austria, at the Association for Men's and Gender Issues (AMGI). AMGI provides psychosocial work for men and boys, gender-reflective work with boys and research on men and gender. He helped to set up the perpetrator programme several years ago and organises the cooperation with victim support organisations for the programme. Christian is a board member of national umbrella organisations and active in several working groups, e.g. Dachverband für Männer-, Burschen- und Väterarbeit in Österreich (DMÖ; umbrella organisation for the work with men, boys and fathers in Austria) and Dachverband Vernetzte Opferschutzorientierte Täterarbeit (DV-OTA; umbrella

organisation for co-ordinated victim-support focused work with perpetrators). Within the perpetrator programme in Graz, his focus is on risk assessment and management.

Christian is the new Treasurer.

Annual General Assembly

The Annual General Assembly (AGM) this year was held virtually for the second time and set the course for the future with some exciting items on the agenda.



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We presented our strategic plan 2022-2025, which sets new targets for the development of the organisation, its sustainable growth, value-orientation, capacity building activities, communication and other areas. It includes the annual themes for the next years as well as steps towards the development of a European accreditation system. The strategic plan was accepted by the Assembly.

The AGM also involved the election of four new board members, as well as voting on a change of the WWP EN Statutes. The statute change was accepted, enabling WWP EN to hold the AGM online should the circumstances require it. It will allow WWP EN to continue operating in line with German law without being dependent upon the Corona-induced special provisions.

As every year, the Chair's review of the year gave membership an overview over the achievements and developments of the organisation. The Assembly accepted the accounts presented by the Treasurer, received the report of the Equality Sub-Committee and an update on new members of the network.

WWP EN has also made a step into the future by using a virtual voting platform for the first time.

CONCLUSION

WWP EN is ready to take on the next four years – with a solid strategic plan in place, equipped to weather new storms, a committed team and a new constellation of board members, and most importantly, members with valuable and diverse expertise, willing to embark with us on new endeavours. The input and support from membership will be crucial to our success, as always.

The things we have achieved until the final year of our strategic plan 2018-2021 do not mark an ending point. Rather, they are milestones on a longer journey, or further steps on a continuum towards more effective and safe practice. We continue to strive for work with perpetrators across Europe that follows the highest standards, still conscious of the different political, social and legal contexts that can complicate full adherence to these. Our new strategic plans includes new themes, new objectives, and new activities to advance this goal to the best of our capacities.

Reflecting on our achievements and the challenges that the network has faced, it seems like it is a continuous 'give and take' of knowledge, skills and critical thought that makes the relationship with our members so valuable, dynamic and engaging. At this point of transition between the current and the next strategic plan, we are on the one hand deeply grateful for what we have received from our members and partners, and what we were able to give to the community. On the other hand, we are very excited about what the next years will bring and what we can achieve together.

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