

# **PAKISTANI YOUTH FORUM**

An evaluation and baseline audit for  
Huddersfield Pakistani Community Alliance

**September 2006**

## **Summary**

This report is based on an independent consultation process commissioned by Pakistani Community Alliance (HPCA) to carry out an evaluation and baseline audit to develop and strengthen Pakistani Youth Forum's (PYF) current structure. HPCA felt that the report needed to reflect views and opinions from the perspective of PYF members.

This report identifies the effectiveness of PYF youth engagement programme and addresses the appropriateness of its organisational and community needs through interviews with the young people from the forum and service providers linked to PYF. It concludes with a work plan with recommendations which HPCA and PYF can implement as a way forward to develop and improve its structure.

## **Background**

HPCA was formed in 1999 and is a forum of Pakistani community based organisations and individuals in Huddersfield. HPCA established PYF in 2002 as an independent network of multicultural young people to advocate on issues and concerns concerning all young people and to influence the development of an appropriate youth provision. PYF involves young people, male and female, from the ages 12 to 18.

The forum has made provision for activities that are specifically tailored for mixed and separate gender groups. The programme includes regular social and recreational provision, training, exchange visits and linking young people up to national schemes such as Duke of Edinburgh's Award, Millennium Volunteers, Youth Train and Community Sports Leadership Award.

The purpose of the forum is to dispel negative stereotyping of young people and to harness the positive energy, potential and creativity of young people.

## **Aims**

The aims of the forum are:

- To give young people a platform to advocate on their issues and concerns.
- To help young people build on their confidence and leadership skills
- To advise and support young people on how to access opportunities in education, training, volunteering and employment
- To provide sustainable access to personal development opportunities, quality arts, sports and cultural learning.
- To encourage young people to take on representative roles to represent on other appropriate networks and forums

The forum is managed by two of HPCA's staff members, Mumtaz Ali and Sofia Buncy, who are funded for 15 hours per week through Kirklees Young Peoples Services to deliver the youth forum's programme of work.

## **Methodology**

An evaluation questionnaire was produced to gather feedback from PYF's male and female group. Interviews were set up with selected agencies and service providers that work alongside PYF to get further feedback on the pros and cons of the existing structure and engagement practices and how these could be improved.

From July to September 2006 the following were interviewed:

- Ten young people from PYF girls group
- Eleven young people from PYF boys group
- Sofia Buncy and Mumtaz Ali, HPCA – 01484 422 656
- Ibrar Hussain, Neighbourhood Learning Centre – 01484 544 877
- Moosa Raja, Connexions – 07717 414 175
- Ed Moses, Lifeline – 07730 623 864
- Sarabjit Kohli, Thornton Lodge Renaissance Programme – 07867 934 373
- Jennifer Simons, Kirklees Young Peoples Services – 01484 223 348
- Mohammed Ilyas, Ghare-Hara Mosque – 07859 932 006
- Javid Hussain, Asian Healthy Community Network – 07930 388 803

## INTERVIEW NOTES

### PYF girls group

The opinions and reflections contributed by PYF female participants (names listed at end of the report) were addressed through a questionnaire:

#### What is the group's main purpose and objectives?

- To be the voice for young Asian girls in the community
- A social chill out space to meet new people and make new friends
- Private space for girl's group
- To build confidence of young people
- To involve forum members in various social, cultural and sports activities

#### What do you feel are you main achievements up to now?

- Setting up the forum has been main achievement because there is not another one in the area
- Secure premises and moving from the community centre to HPCA where parents feel safe about their girls
- A strong forum has been set up – in the past there were only 2 members in the girls group and now there are 15/20 girls who regularly participate
- Residentials have been a major success – parents were not initially supportive because they thought the girls may get influenced
- Support from the community – they are more aware and supportive now compared to the past. This is due to trust element that has been created over time
- Being part of the interview panels for KYPS in Brian Jackson House – it feels great to know that our voices are addressed amongst senior level
- Having a great facilitator, Sofia Buncy, who understands us

#### What are the group's strengths / weaknesses / opportunities / threats?

SWOT analysis	
<b>Strengths</b> <ul style="list-style-type: none"><li>• High level of respect for the committed staff member who has experience of local community</li><li>• Track record of delivering quality work and involving people and local community</li><li>• Fast learners, organise and deliver tasks effectively</li><li>• Good balance of skills</li><li>• Work well as a team, good co-operators</li><li>• No bureaucracy</li><li>• Have some skills in applying</li></ul>	<b>Weaknesses</b> <ul style="list-style-type: none"><li>• Limited HPCA staff hours per week – only 2 hours per week access. Forum needs more core funded staff time</li><li>• Reliant on HPCA staff</li><li>• Lack of funding - not a regularly funded organisation therefore unable to work on long term projects/targets</li><li>• Limited space in a building with access problems</li><li>• Not enough support from other service providers</li><li>• Have to share hoover with</li></ul>

for funding <ul style="list-style-type: none"> <li>Steadily increasing membership</li> <li>Flexibility of approach</li> </ul>	other groups!
<b>Opportunities</b> <ul style="list-style-type: none"> <li>Want to extend the space and use above floor to include Internet café, lounge as shared space. Also outdoor garden area</li> <li>The forum is at the forefront of models of working effectively</li> <li>Good working relationships with voluntary organisations in the district, therefore the potential for strong partnership projects</li> <li>Programme of projects could open up to areas outside of Thornton Lodge</li> </ul>	<b>Threats</b> <ul style="list-style-type: none"> <li>Funding outside the forum's control</li> <li>HPCA unable to offer long term stability to forum</li> <li>Backward / sensitive community</li> </ul>

**Where do you feel the group is in terms of development / what are the restrictions?**

- Need more training in confidence building, fundraising, managing finances, marketing, managing and organising projects, administration
- Need to gain the above skills if the forum was to consider becoming an independent entity
- Reliant on one person in the group who has limited skills in fundraising
- Need to learn to listen more, be patient
- Need to have stronger voice in the community and need to be more effective with communication skills
- Need to build further links with young people who are not part of the forum
- Need to continually maintain good links with local community

**Do you think the group is addressing the needs of young people/communities effectively?**

- Yes – the forum is made of young people of different ages which means we can understand the youth
- Its been harder and taken longer time for the girls group to build links with community because at first the community did not like the girls attending the forum

**What changes need to take place in order to improve the effectiveness of the group in youth engagement work?**

- 2 hour access extended to 4 hours so that the forum can meet twice a week
- Better profile within community by building strong trust with them.

Although the community has backward mentality it is adjusting and does now show more support towards girls group

- Trust between parents so that they feel comfortable in sending us on residential and overseas youth exchange programmes
- Better distribution of marketing and publicity. However this all requires money to produce
- Another staff member dedicated to work alongside both forums – this would release the time that Mumtaz and Sofia dedicate to do the other work they do
- More outdoor activities
- Access to back garden and 2<sup>nd</sup> floor to expand space
- Budget for training

**Is the group able to take on responsibility in the delivery of the forum activities and programmes?**

- Not fully. It will take at least another 2 to 3 years before we our feet are firmly on the ground. We don't have the experience and skills to deliver programme of activity without support of HPCA staff
- Require more funding and support

**Is the group ready to take more ownership to become an independent entity? What are the pros and cons?**

- The forum is transient in nature – when the members are over the age of 24 then they move on. Skills can be passed onto new members but the forum will always change regularly with new faces. The disadvantage is that there is no fixed members
- The group needs nurturing from HPCA. Without HPCA the group would eventually dissolve

**What can you do currently to improve the impact of your activities?**

- Work on publicising ourselves and programme of activities more effectively
- Actively invite new members to join
- Build better links with community

**What activities have you planned for this year?**

- Residential
- Interview panels
- Film project
- Rock climbing
- Health and fitness activities
- Ice skating – dependant on funding
- Talent show – dependant on funding
- The group has lots of ideas for projects but there is limited resources/funding

**What are your aspirations for the future?**

- To become independent one day
- To live in a safer, cleaner environment
- Internet café in place
- To make back garden more attractive and have public art installation such a sculpture in garden which would create public pride
- Recruitment of 3 to 4 new staff on full time basis
- Create PYFs in other areas
- Become annually funded youth project
- Having complete trust with community
- Equipped with all the skills to plan, manage and deliver an annual programme of activities
- Extend activities locally, regionally, nationally and internationally
- Stronger links with overseas groups
- Access to marketing budget

## **PYF boys group**

The opinions and reflections contributed by PYF male participants (names listed at end of the report) were addressed through a questionnaire:

### **What is the group's main purpose and objectives?**

- To keep youth off the streets and away from drugs and crime
- A place to experience new things and meet new people
- To take part in a programme of activities
- To build on skills and learn effective ways of communicating with young people and old
- To participate in training courses that build confidence
- To share skills learned and advise new members
- To address issues concerning local community – political / environmental
- To create debate and dialogue with other youth groups and organisations including British Embassy

### **What do you feel are you main achievements up to now?**

- Helping the community by giving advice
- Creating sports activities in disused spaces
- Running football tournaments regularly
- Connecting young people into the forum
- Organising successful residential
- Increased communication in terms of listening to one another more
- Raising resources for Pakistani and Kashmir communities affected by the earthquake – the group promoted their cause through the local media and to the wider community of Kirklees raising awareness of the needs of the country. They received overwhelming support and collected donations that included blankets, tents and money from diverse non Pakistani and Kashmir communities that included rural and urban communities; they used their own youth club to store and sort the donations. They filled 3 trucks with valuable resources that they raised through discussion with parents and the wider community for the survivors of the earthquake

### **What are the group's strengths / weaknesses / opportunities / threats?**

SWOT analysis	
<b>Strengths</b> <ul style="list-style-type: none"><li>• Confidence in speaking in front of large crowds and speaking our mind</li><li>• Open minded attitude</li><li>• Strong commitment – e.g. each member took it upon themselves to raise £500 to travel to Pakistan and Kashmir to work as</li></ul>	<b>Weaknesses</b> <ul style="list-style-type: none"><li>• Limited access to building</li><li>• Space is too small</li><li>• Not enough activities programmed</li><li>• Lack of funding</li><li>• Lack of facilities</li><li>• Reliant on HPCA staff</li></ul>

<p>volunteers for the Pakistani earthquake</p> <ul style="list-style-type: none"> <li>• Good at making decisions and solving problems</li> <li>• Track record of delivering quality work and involving people and local community</li> <li>• Effective team with good balance of skills and expertise</li> <li>• Work well as a team</li> <li>• Part of the interview panel where members can voice their opinions and concerns with decision makers</li> </ul>	
<p><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>• To produce website</li> <li>• Strong international links to learn from one another</li> <li>• Strong partnerships with other youth groups</li> </ul>	<p><b>Threats</b></p> <ul style="list-style-type: none"> <li>• Funding outside the forum's control</li> </ul>

**Where do you feel the group is in terms of development / what are the restrictions?**

- Need to be more confident in writing reports and evaluation templates
- Need to be more patient
- Need to be more assertive
- Need to delegate roles out so that one person is not overloading with tasks
- Need to find better ways to marketing ourselves and programme of activities

**Do you think the group is addressing the needs of young people/communities effectively?**

- Yes – the forum has an understanding of issues relating to young Asian males
- Strong relationship with community
- Good links with other youth forums

**What changes need to take place in order to improve the effectiveness of the group in youth engagement work?**

- 2 hour access extended to more hours
- More activities taking place – more youth engagement work taking place outside of Thornton Lodge
- Better access to resources
- Better profile within community by building strong trust with them

**Is the group able to take on responsibility in the delivery of the forum activities and programmes?**

- Not yet. Need more experience and skills

**Is the group ready to take more ownership to become an independent entity? What are the pros and cons?**

- The forum may not be able to handle all the responsibilities due to lack of skills in funding, marketing, etc
- The forum needs a structure and HPCA's structure works
- Without HPCA there would be lack of commitment

**What can you do currently to improve the impact of your activities?**

- Learn new skills and take more control

**What activities have you planned for this year?**

- Residentials
- Meeting with British Embassy
- Five A Side Football
- Paintball – dependant on funding
- Rock climbing – dependant on funding

**What are your aspirations for the future?**

- Internet café in place
- To have a larger space
- Become annually funded youth project
- Larger membership with members from diverse ethnic groups involved
- To have access to building and activities running during the week
- Access to more resources
- Members becoming leaders
- More staff in place
- Stronger links with community

## **HPCA staff – Mumtaz Ali and Sofia Buncy**

Initially the forum was set up to do engagement work with young people because there was no youth provision in the area particularly for young women.

There has been a special focus on engagement with women after forging strong links with the community who once deemed it inappropriate. Sofia Buncy set up a women's group and approached families who were initially hesitant with the girls participating and more open with boys group. Once this barrier was overcome the forum formed in 2002 with the aims to embed skills through sports activities. The kids had lots of potential and the forum's role was to support and help them move on by setting up consultation panels.

*“Setting up the girls group was an uphill struggle. It challenged peoples attitude towards the role of a woman in today's society. It took a lot of time and effort to convince parents to trust HPCA staff when organising residential. This was something alien to them... to take girls out of their immediate environment. After the first girls residential in 2003 it got easier because the trust had been forged.” Sofia Buncy*

The forum has assisted in helping expand kids perspective whereby young people from ghettoised environment are encouraged to aspire to aim high. *“We don't want to occupy young people's time; we want to see them develop.” Mumtaz Ali*

The staffs were able to engage with boys who were angry, frustrated and anxious with short attention span to participate and commit to the forum and work within the parameters of a formal structure.

In 2005 the forum started to develop links on international level and 3 girls and 3 boys had the opportunity to attend a conference in Italy that explored racism in sport. *“This created positive media coverage and we were pleased to be part of something that enabled the young people to step outside and make international links.” Mumtaz Ali*

The engagement programme has been firmly built and the forum member have matured and become more independent in taking more responsibility.

*“We want to motivate young people who will then motivate others. The members do the best to their ability to create impact. An example is their input into Pakistani earthquake appeal.” Mumtaz Ali*

The main problems are related to funding. The forum would benefit from a long-term programme which they can commit to from planning stages, organising and delivering. *“If there was stability we could reach far greater number of youths. At the moment we only reach 20% of young people in the area. What is desperately needed is 2 fulltime*

*staff, one dedicated to the girls group and the other to the boys group.”  
Mumtaz Ali*

SWOT analysis	
<p><b>Strengths</b></p> <ul style="list-style-type: none"> <li>• Trust due to credibility of both HPCA staff</li> <li>• Confident and able to speak up and respond</li> <li>• Positive profile within the community</li> <li>• In built skills gained through activities and events participation</li> <li>• Ability to contribute in the community</li> <li>• Knowledge of its community</li> </ul>	<p><b>Weaknesses</b></p> <ul style="list-style-type: none"> <li>• Lack of provision – access only once a week for both groups</li> <li>• Only working with 20% of young people in the area</li> <li>• Forum is reliant on 2 part-time staff</li> <li>• HPCA staff dedicate a lot of voluntary time</li> <li>• Lack of funding – biggest hindrance</li> <li>• Continual fund raising process to secure future and any growth of the organisation taking up large amounts of HPCA staff time</li> </ul>
<p><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>• Extend the space – upstairs dedicated to office and ground level dedicated to internet café</li> <li>• Extending programme of work into other areas</li> <li>• Extending programme of work internationally</li> <li>• Extend programme to other community groups which will raise the profile outside of the area we currently work in</li> <li>• Young women taking part on the leadership programme – they would pass on their skills to their children</li> <li>• Young women group to become a young women’s group actively engaged in the community</li> <li>• Extend accredited training programme</li> </ul>	<p><b>Threats</b></p> <ul style="list-style-type: none"> <li>• There are issues relating to how the community interpret girls group which potentially could set the group back</li> <li>• Unable to offer long term stability and don’t have the capacity to take on bigger projects</li> </ul>

## **FEEDBACK FROM PARTNERS / OTHER SERVICES**

Ibrar Hussain – Project Coordinator,  
Neighbourhood Learning Centre

### **What support / training do you offer to PYF members?**

Ibrar Hussain's connection to PYF members is built when they have reached 19 years of age and they come to use the Neighbourhood Learning Services from that point onwards. *"We provide education and training to help the youth build their career path. Our aim is to help build confidence and take young people away from crime and anti social activities."*

### **What improvements came be made?**

*"PYF could target the wider community and increase its membership as it's usually the same individuals that participate. New blood means fresh ideas."*

*"The forum would benefit from an outreach worker and a promotion worker who links into all the schools and colleges in the area and partner organisations so that a stronger foundation is built and linked into education institutions."*

### **What's your take on PYF's current structure and engagement practises and do you think they are ready to become independent entity?**

*"The forum could look at ways of integrating their work with the regeneration programme."*

*"I don't think the group is mature enough to become independent. It still needs the support and guidance of HHPCA. Young people of that age are going through many transitions – college, part-time jobs – and running a youth project would be quite stressful."*

**What support / training do you offer to PYF members?**

*“My main objective to work with the forum to look at existing cyber cafes within West Yorkshire area to generate and build up ideas of they want to design and deliver a similar idea in Thornton Lodge. We have done the first phase of the research and now the young people are involved in writing up a presentation/video to provide reasons as to why they should have such a facility and how it would benefit the community as a whole.”*

**What improvements came be made?**

*“My view would be that HPCA needs to establish the key support functions they want to provide PYF with and come up with a strategy to support this.”*

**What’s your take on PYF’s current structure and engagement practises and do you think they are ready to become independent entity?**

*“My initial view whilst working with the group was that they were trying to cover too many areas of work within a short space of time and having only two part-time staff to govern this.”*

*““Whilst being at the premises I noticed many young people coming in for CV support or for a general chat. This needs to be coordinated more in terms of a sign-up sheet and having a room where confidential discussions can take place.”*

*“With regards to becoming an independent entity I would say the group need the support of HPCA.”*

**What support / training do you offer to PYF members?**

The Lifeline is a service dealing with drugs and alcohol abuse. It also provides training in anti crime and anti drug activities. It has funding to run activities with youth groups such as PYF and in the past has supported tournaments organised by PYF.

**What improvements came be made?**

*“HPCA are not extracting more from us to meet the needs of PYF and the community. There are not too demanding and utilising services enough. If they were more involved it could work out to be more productive...”*

**What’s your take on PYF’s current structure and engagement practises and do you think they are ready to become independent entity?**

*“HPCA provide a very good structure for PYF. They are influential and nurture the young people who are very articulate and can plan and deliver projects successfully. The youth group is also very politically aware and is definitely ahead of most youth groups in Kirklees. In terms of delivery they are very much on their own, an example being organising the Pakistan trip which they did without outside help. They don’t ask for what they want or what they need.*

Sarabjit Kohli – Independent Filmmaker,  
Thornton Lodge Renaissance Programme

**Please tell me what your relationship with PYF has been.**

In order to develop the Thornton Lodge Renaissance programme, wide consultation was held with local residents. This process was documented in a video called Transformation Consultation. As a result of this video, the programme thought it would be useful to try to film another video as the programme developed and things stated to be seen on the ground in Thornton Lodge.

*“Mumtaz Ali was keen to see the young people from PYF involved in this process and Emma Pyne, KMC Housing Regeneration Coordinator, commissioned me to work with PYF in order to teach the members the process of film making as well as being a good project for them to work on at PYF. In addition, the programme got a video that could be used for promotional purposes.”*

*“One of the first projects to mobilise is the development of the open space at Rashcliffe Hill Park and it was felt that as young people would be using this space, it would be something they might be interested in talking about rather than a potentially “dryer” topic like front boundary wall improvements!”*

*“The young people have therefore been working with me to document the early stages of the Thornton Lodge Renaissance Programme which shows people’s view on the current lack of quality open space facilities in the area and about how and what people would like to see developed in this space using the TLR funding. They have also had the chance to interview Mark Bullen who is the landscape architect for KMC who is developing his plans about what he is proposing.”*

**What improvements came be made?**

*“The group needs time, space and permission to develop their creative skills, talents and abilities. Continuity on projects can seem to be a problem. Regular opportunities to get involved in new forms of creative expression seem limited due to funding and resources.”*

*“New links with other established organisations in the area would help create change and make the staffs work more effective. Also links with similar forum groups in the region including Bradford, Leeds, Halifax and Manchester. This way they can learn and share experiences with one another.”*

**What’s your take on PYF’s current structure and engagement practises and do you think they are ready to become independent entity?**

*“Some of the members take part in panel discussions outside of the forum which means they show the skills and expertise to communicate and deliver. However the forum doesn't appear to be able at this point in time to live as an independent entity.”*

*“Collectively the forum has a strong membership which can achieve great things with continuous support from a range of other professional organisations in the region.”*

Jennifer Simons – Kirklees Young Peoples Service

**What support / training do you offer to PYF members?**

*“Kirklees Young Peoples Service pay Mumtaz and Sofia to deliver the youth activities relating to PYF throughout the year. Both HHPCA staff have a very good understanding of the young people in the area and are good at ensuring the activities are carried out.”*

*“PYF are invited to any of the training or activities KYPS provide.”*

**What improvements can be made?**

*“The forum has access to sessions that take place once a week. If the young people want to expand access to programme of activities then they need to express their opinions to local councillors.”*

**What’s your take on PYF’s current structure and engagement practises and do you think they are ready to become independent entity?**

*“PYF have got their own space in Thornton Lodge which is fortunate because a lot of youth clubs do not have their own base.”*

*“I am unable to say whether PYF is able to become an independent entity because I don’t work closely with the girl and boys group.”*

Mohammed Ilyas – imam, Ghare-Hara Mosque

**What support / training do you offer to PYF members?**

*“I teach the young people basic Islamic religion which includes reading the Quran and performing the Namaz. I also discuss how they need to behave in their home and with people they meet in life.”*

**What improvements came be made?**

*“Children get bored and they want to do something. The young people from the forum would benefit from better access to training courses and sports activities which inevitably stop them from taking drugs or getting involved in crime. The training element would also assist in increased skills when it comes to job opportunities.”*

**What’s your take on PYF’s current structure and engagement practises and do you think they are ready to become independent entity?**

*“PYF need assistance from HHPCA. They can’t do anything without them.”*

Javed Hussain – Asian Healthy Community Network

**What support / training do you offer to PYF members?**

The Asian Healthy Community Network organises cultural activities relating to food and health issues.

The network worked with PYF on a 5 month programme looking at healthy cooking and encouraged the provision and uptake of allotments. By growing vegetables the young people became aware of how growing local produce can improve the well-being of life in local communities.

It is well recognised that allotments can have positive effects on people's physical and mental health. They have many potential benefits for local communities in relation to increasing physical activity, mental health promotion, community networking and cohesion, and educating young people about growing food.

*“The project contributed in many ways including making the young people much more aware of what they eat. The groups were able to explore using agriculture and science and the hands-on skills developed have helped them understand and be more aware agriculturally.”*

**What improvements came be made?**

*“Courses and training programme with an experiential process that get young kids thinking more deeply about things.”*

**What’s your take on PYF’s current structure and engagement practises and do you think they are ready to become independent entity?**

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## Recommendations

### **Recommendation 1**

HHPCA should set in place a mentoring programme whereby PYF members can share their skills, knowledge and expertise with other young people.

Impact Factory creates comprehensive courses on mentoring and coaching designed to give mentors and mentees insight into what mentoring actually means and helps them define goals and parameters that are suitable within their company's culture. [www.impactfactory.com](http://www.impactfactory.com)

### **Recommendation 2**

PYF needs to maximise its exposure in the media and through an up-to-date website. This will enable the forum to be visible and accessible to a wider group of people.

### **Recommendation 3**

PYF needs to reach the young people who are currently not participating / accessing the forum. PYF therefore needs to actively increase its membership.

### **Recommendation 4**

HHPCA needs to establish a 3-year programme to ensure activities and events are given longer-term security.

### **Recommendation 5**

HHPCA need to investigate into extending the space – upstairs dedicated to office and ground level dedicated to Internet café.

### **Recommendation 6**

Extending programme of work:

- Into other areas
- Internationally
- Other community groups which will raise the profile outside of the area

### **Recommendation 7**

PYF needs to lobby if they want to extend access to youth activities from 1 session a week to two or more per week. By writing to their local councillor they can begin to put the case forward about how beneficial the sessions are in decreasing crime and drug intake.

### **Recommendation 8**

In the long-term HHPCA should employ 2 part-time outreach workers, one male and one female, responsible for the running and management of young people's programme of activities. This would release time for Mumtaz and Sofia to carry out the heavy workload they currently do.

## Work Plan

THEME	KEY ISSUE	AIM	RECOMMENDATION
People Skills	Lack of people investment	HPCA should set in place a mentoring programme whereby PYF members can share their skills, knowledge and expertise with other young people.	<b>Recommendation 1</b> Contact Impact Factory that creates comprehensive courses on mentoring and coaching designed to give mentors and mentees insight into what mentoring actually means and helps them define goals and parameters that are suitable within their company's culture. <a href="http://www.impactfactory.com">www.impactfactory.com</a>
Profile	Lack of marketing	PYF needs to maximise its exposure in the media and through an up-to-date website. This will enable the forum to be visible and accessible to a wider group of people.	<b>Recommendation 2</b> Contact 3 local web designers to get quote and put in application to Kirklees Council for costs.
Profile	Lack of membership	PYF needs to reach the young people who are currently not participating / accessing the forum.	<b>Recommendation 3</b> PYF needs to actively increase its membership by involving new people.
Resources	Lack of funding	HPCA needs to establish a 3-year programme to ensure activities and events are given longer-term security.	<b>Recommendation 4</b> Applications with a 3-year focus. It may be good idea to consider raising money to commission a fundraising consultant to draw up a three-year fundraising strategy plan to implement and evaluate the overall funding to ensure the organisation is given longer-term security.
Expansion	Lack of space	HPCA need to investigate into	<b>Recommendation 5</b>

		extending the space – upstairs dedicated to office and ground level dedicated to Internet café.	Research into expanding the building with local architect.
Community cohesion	Lack of integration	Extending current programme of work.	<p><b>Recommendation 6</b></p> <ul style="list-style-type: none"> <li>• Programme activities expanded Into other areas</li> <li>• Programme activities expanded internationally</li> <li>• Programme activities expanded into other community groups which will raise the profile outside of the area</li> </ul>
Youth activities	Lack of access	PYF needs to lobby if they want to extend access to youth activities from 1 session a week to two or more per week.	<p><b>Recommendation 7</b></p> <p>By writing to your local councillor you can begin to put the case forward about how beneficial the sessions are in decreasing crime and drug intake.</p>
Jobs / investment	Lack of long-term stability	In the long-term HPCA should employ 2 part-time outreach workers, one male and one female, responsible for the running and management of young people's programme of activities. This would release time for Mumtaz and Sofia to carry out the heavy workload they currently do.	<p><b>Recommendation 8</b></p> <p>If a fundraising consultant is brought on board this recommendation and recommendation 4 would be the consultant's task.</p> <p>Identify local consultants.</p>

PYF girls group

1. Chanda Azam (Chair), 16 years old
2. Aasma Akhtar (Secretary), 18 years old
3. Halima Sadia, 13 years old
4. Nazmana Marriya, 12 years old
5. Henna Javed, 13 years old
6. Saima Sarwar, 14 years old
7. Aneesa Azhar, 14 years old
8. Maria Azam, 11 years old
9. Aamna Hamid, 13 years old
10. Aamna Azam, 12 years old

PYF boys group

1. Yaseen Mohammed (Chair), 18 years old
2. Idris Ali (Secretary), 16 years old
3. Ali Akser, 14 years old
4. Nazem Hussain, 15 years old
5. Mohammed Roheel, 14 years old
6. Saif Ali, 15 years old
7. Yasser Khaliq, 14 years old
8. Ifraz Ahmed, 15 years old
9. Umer Assed, 15 years old
10. Fallak Hussain, 13 years old
11. Ali Anser, 16 years old
12. Shabraz Hussain, 16 years old

