

- have posters and pamphlets printed;
- prepare an information booklet;
- prepare an application form;
- prepare a register;
- liaise with the media;
- place advertisements in the local press;
- make personalized approaches to various, appropriate groups;
- network with other agencies;
- employ good 'customer relations';
- continue liaison with media.

It also adds some optional extras: enlist a patron; print business cards; set up a website, organize a formal launch and use marketing products. Sounds complicated? Well, mentoring programs are, and the recruitment stage, as vital as it is, is the least complicated stage of all. Selection, Matching and Supporting the Mentors are all about micro-managing very subtle social processes – artificially creating a relationship which, hopefully, will evolve into something that is natural and nurturing. A mentor in a program I once evaluated aptly described the relationship as 'an arranged friendship' and this captured the contradiction and the complexity of it very well indeed. Highly charged issues about power, attachment, dependence and reciprocity, as well as 'rescue fantasies' on both sides of the relationship, can permeate mentoring programs for at risk children and young people.

With high risk adolescents, for whom the Champions Mentoring Program was developed, there are added issues relating to safety, substance dependence, existing family and peer relationships and complex service systems. Safety and substance dependence can be confronting for mentors and this manual handles these issues in a very balanced and informative manner. Managing existing family and peer relationships could perhaps have received a little more attention, although I imagine this is something mostly dealt with on a one-to-one basis through the follow-up support of mentors.

There is sometimes a tendency to see mentoring programs as dyadic interventions but a significant new relationship between two people always affects and is affected by the pre-

existing social networks of each party. With high risk children and adolescents, mentors need to be very mindful about their relationships with others in the lives of the young people they wish to assist, avoiding usurping roles and adding strains in fragile families. At the same time they need to be mindful of the impact of mentoring on their own relationships and well-being.

Feeling fatigued and frightened at the very thought of setting up a mentoring program? Well, that may not be such a bad thing as thinking twice about setting up, and most importantly, how to sustain a mentoring program, is very wise. But this manual does not induce fatigue or fear. To the contrary, from reading this manual one gets the sense of enormous joy and deep satisfaction derived from developing and delivering the program.

Having had the privilege of talking with those who wrote the manuals, I can attest that they are among the most hope-inducing practitioners I have encountered. One of the powerful themes in what they have written, reflecting the principles and the people behind this particular program, is that of enhancing hope in the lives of young people who see themselves, and are often seen by others, as hopeless. This involves sustaining one's own hope. Successful mentoring programs are 'positive feedback loops' of hope for young people, mentors and agency staff. I trust that these materials will help those who read them to sustain their hope and inspire it in others.

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The Helping Hands Mentoring Package is available from:
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COST: \$286 (including postage & GST)

In the shadow of the law: The legal context of social work practice

Phillip Swain (editor)

The Federation Press, 2nd edition, 2002. 312pp. \$49.50

Complexities in professional decision-making have made it increasingly important for social workers to know when and how legal interventions and remedies can be effective in their areas of practice. Although this has been acknowledged for some time in child and adult protective and correctional services, the exercise of power by social workers around allocation of scarce resources or their intervention as an agent of the state, requires knowledge of the law and an understanding of the legal constraints upon practice.

This is the second edition of an earlier book published to provide students, trained social workers and other practitioners in the human service sector, with an overview of the legal context of their practice and how to understand and interpret their work within a legal framework.

Some chapters have changed little since the first edition, but there have been some additional contributions and more use of case studies to highlight some of these issues.

The first section, *Social Work Practice within a Legal Context*, makes a useful contribution to the interface between legal mandates and ethical applications through a chapter on confidentiality and record keeping that discusses when disclosure is warranted, and the elements of informed consent. Another chapter examines the legislative mandate that empowers the worker to act or not, using administrative law frameworks and notions of natural justice.

Sections 2 and 3, *Practice with Diverse Populations* and *Practice in Diverse Jurisdictions*, cover a wide range of more contemporary fields of practice, such as refugees, mental health, domestic violence, post-adoption practice, consumer debt, social work in schools, elderly people and the Family Court.

In the final section, *Law and Social Work Reconsidered*, the concluding chapters by a barrister and a trained social worker challenge members of the 'caring profession' to see law as a complementary, rather than an antagonistic profession, and to consider the benefits of legal reasoning, the assessment of evidence and rules of procedural fairness, as a better and fairer exercise of social workers' discretion.

This book is an important text for both teaching and practising social work and provides a useful and clinically relevant introduction to how criminal, civil and administrative law interacts with assisting people in a diverse range of practice settings. A major strength of this book is the use of case studies to highlight the legal and ethical dilemmas that social workers face, and their responsibility to respond professionally and competently to legal challenges to their decision-making. Some chapters contain useful tables that describe the relevant legislation and the terminology used in each state of Australia. These helpful additions include mental health legislation, corrections legislation, adoption information legislation, substitute care legislation and domestic violence legislation. Unfortunately, other chapters, such as those describing the Coroners Act and child sexual assault, do not follow this format and only cover the legislation in one state.

This leads onto the only disappointment with this book; that it does not address the relevant legislation and procedures in these settings in a more systematic way. For example, health care issues are dealt with as part of work with the elderly and, briefly, in a chapter on the unexpected death of a child; however, this topic could have been presented in a chapter on its own and included the legal aspects of reproductive technology, assessing competence, and 'do not resuscitate' policies. The layout of different chapters does not follow a consistent format, with some contributors relying on extensive use of case studies, such as working with the elderly, while other chapters do not. Some chapters are more theoretical essays on the rights of a disadvantaged group, say in domestic violence, whereas another chapter is more descriptive in its coverage of the legislation as it relates to a particular group, such as corrections.

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Helping Hands Mentoring Package

Produced by Lisa Lodge – Hayeslee, the Helping Hands Mentoring package includes:

- **Mentoring Program Guide**
Specific instructions on how to establish, maintain and evaluate a mentoring program. Easy to follow format of sequential steps, complete with examples and likely obstacles.
- **Training Manual**
Session plans for training volunteers as mentors. Worksheet masters included.
- **Mentor Manual**
Reference material for volunteers.

Further details are available on the Lisa Lodge website: www.lisalodge.org.au

The cost of the package is \$286 (including GST and postage), and it is available from:

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