



Size Inclusive Practice Project

A case study from Gateway Health's Health Promotion Team

Aim	<ul style="list-style-type: none"> • Increased understanding of how a size exclusive model and practice can be promoted in health care programs and client management • Increased skills and knowledge of size inclusive theory and practice
Rationale	<p>Identified Need: [Why]</p> <ul style="list-style-type: none"> • Assumptions of body size and health are implicit in the way we work • Much of the evidence used to justify the promotion of small size bodies over larger size bodies is not definitive as claimed • There is growing interest in size inclusive approaches to practice <p>This situation will be improved by...</p> <p>Goal statement: [How]</p> <ul style="list-style-type: none"> • Facilitating a series of seminars for health care professionals and community members presented by a size inclusive academic and local health care professionals who use a size inclusive framework in their practice <p>Will lead to:</p> <p>Assumptions: [What]</p> <ul style="list-style-type: none"> • Increased understanding of how a size exclusive model can be promoted in health care programs and client management • Increased skills and knowledge of size inclusive theory and practice
Partnerships	<ul style="list-style-type: none"> • Gateway Health: health promotion, rural allied health and communications and marketing teams • Albury Wodonga headspace • Women's Health Goulburn North East • Health Not Diets • Psychology for Health • Better Health Network

Links to local policy/ initiatives	<ul style="list-style-type: none"> • Gateway Health – Integrated Health Promotion Plan 22-25 • Size Inclusive Health Australia – Health at Any Size principles: weight inclusivity, health enhancement, respectful care, eating for wellbeing, and life-enhancing movement, all of which support building healthy habits, as opposed to fixating on weight status.
Resources	<ul style="list-style-type: none"> • Gateway Health: Size Inclusive Resources. • Better Health Network: Towards Size Inclusive Health Promotion -Insights and lessons for health promotion professionals https://www.bhn.org.au/wp-content/uploads/2023/06/Final-Online-Version_Size-Inclusive-Resource-1.pdf • Gateway Health – Health Promotion: Size Inclusive Practice Program Logic • Gateway Health: Size Inclusive Practice Project Evaluation Report Size Inclusive Practice Project Evaluation Report
Objectives	<p>To coordinate a series of size inclusive principles and practice seminars and workshops for health professionals and educators that result in:</p> <ul style="list-style-type: none"> • Their professional practice being better informed in size inclusive principles and practices; • Attendees consider ‘health at any size’ principles when establishing or reviewing programs or individual practice • GH and other HP organisations HP plans and programs are aligned with size inclusive principles and evidence • GH and other HP organisations inform review of HP programs such as VKEW and Achievement Program
Outcomes	<ul style="list-style-type: none"> • 92% of professionals stated their level of understanding of size inclusive practice had increased from attending the seminar • 91% of professionals rated their confidence as very confident or confident of applying size inclusive practice in their professional role after attending the seminar • 84% of community members reported their level of understanding of size inclusive theory /practice as greatly increased (48%) or somewhat increased (36%) with a further 16% reporting their understanding had stayed the same -already well informed • 92% of community members reported that their expectations of health care professionals in regard to size inclusive practice had greatly increased (56%), somewhat increased (36%) or remained the same (already strong advocate) (8%)

Outcomes cont.	<ul style="list-style-type: none"> • 100% of health promotion practitioners who attended the HP workshop reported that they had greatly increased (58%) or somewhat increased (42%) their understanding of size inclusive principles • 100% of health promotion practitioners rated their confidence as very confident or confident of applying size inclusive practice in their professional role after attending the seminar • Three partner organisations have committed to establishing a size inclusive practice framework for their organisation • Gateway Health and Womens Health Goulburn Northeast have adopted size inclusive images and messaging principles in their communications and marketing departments
Outputs	<ul style="list-style-type: none"> • MOU signed between Gateway Health and Womens Health Goulburn North-East • 4 seminars and workshops were held over two days in North East Victoria • 145 people overall attending one seminar and/or workshops • 87% of registrations identified as professionals; 13% identified as community members • Your Fat Friend film screened in Albury, Wangaratta and Shepparton pre and post seminars •

The story

In 2023 local health promotion practitioners attended the launch of Better Health Networks Towards Size Inclusive Health Promotion Insights and lessons for health promotion professionals (September 2023). Afterwards, Gateway Health's - Health Promotion Team began to develop a proposal to run a size inclusive practice seminar in the North East Victoria.

Discussion of this idea at the Regional Health Promotion Community of Practice led to an offer of funding from Womens Health Goulburn North East (WHGNE) for Gateway Health to coordinate a series of seminars in late 2024. A working group was established with representatives from Gateway Health, WHGNE, and headspace Albury Wodonga.

Over 8 months using a codesign method the working group collaborated to map out the project design, implementation, risk management and evaluation processes. At the later stages the working group also met with the seminar speakers and MC as a group and the seminar schedule was further refined.

The story cont.

We recruited 2 keynote speakers and a local expert panel of four local practitioners and one practitioner from a Melbourne based community health organisation who were using size inclusive practice principles and theory in their work with clients.

Over 2 days, October 23rd and 24th 2024 the working group coordinated two Size Inclusive Practice seminars and two workshops in Wodonga and Wangaratta workshop.

The seminar panels consisted of:

- Dr Fiona Willer, Health not Diets/University of Queensland /Dietitians Australia – Keynote speaker
- Mel Hawkins, headspace Albury Wodonga clinician - Keynote lived experience presenter
- Nicole Hutton – headspace Albury Wodonga clinician, working group member and expert panel member
- Courtney Nelson – Gateway Health dietitian, working group member and expert panel member
- Aime Bast & Gabrielle Orr, Health Promotion Coordinator and member of seminar expert panel and co-presenters of HP Practitioner workshop
- Renata Lucas, Womens Health Goulburn North East, Regional Manager – MC for seminars



Project timeline

November 2023	Program logic developed
	Working groups established (GH - 1, WHGNE - 3, BH -1)
December 2023	Grant provided by WHGNE \$10,000
	Working group meeting No. 2
	Action plan developed
January 2024	Four speakers confirmed (Dr Fiona Willer, Bronwyn W, Nicola H, Courtney N.
	Add working group members (Nicola H, Courtney N, Jacqui N)
	MOU signed off - GH & WHGNE)
	Working group meeting No.3
February 2024	Melissa H confirmed as Lived Experience speaker
April 2024	Working Group meeting No. 4
	Venues and date confirmed for both Wodonga nad Wangaratta seminars
	Agreement for GH to co-ordinate communications and marketing
May 2024	Risk Plan developed and adopted
	Aime B (BHN) confirmed as HP speaker
June 2024	Working group meeting No. 5
	New working group member Bernie Mc (BH)
	HP workshop confirmed with BHN (Aime B & Gabrielle O) on same day and venue of Wang. seminar
	Comms and Marketing Plan developed and approved - co-ordinated by GH
	Humanitix chosen as ticketing platform
August 2024	Working group meeting No. 6
	Save the date promotion messaging commenced early August
	Pre-evaluation
September 2024	Working group meeting No.7
	Seminar schedule signed off
	Registration seminars and workshop
	Commenced registration including pre-survey
	Social media posts schedule begins
	Renata L agrees to MC both seminars
	Partners continue to promote to sectors and CoPs
October 2024	Working group meetings No. 8 & 9
	Running sheets developed for team on the days
	Bookings capped at 80 for both seminars and 30 for HP workshop
	QR code designed for post-evaluations
	Meeting held with speakers one week prior to event
	Seminars held October 23 and 24
	HP workshop held October 24

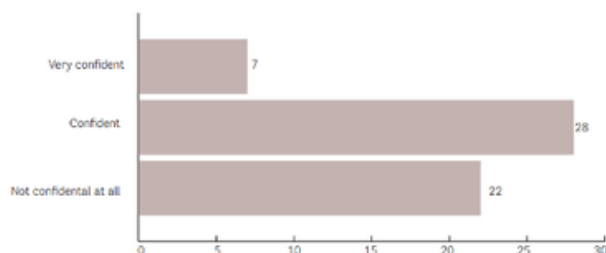
What did we achieve?

The following data graphs are taken from the [Size Inclusive Practice Project Evaluation Report](#)

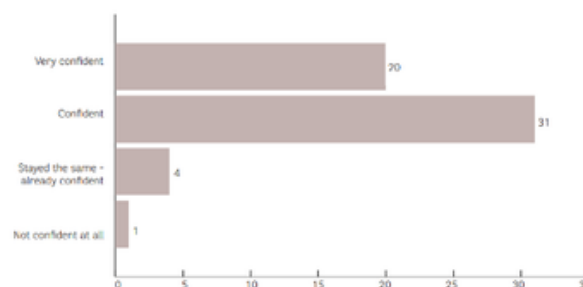
Professionals' evaluation data

Q. BEFORE tonight's seminar, how would you rate your level of confidence in applying size inclusive practice in your professional role?

Responses received: 57



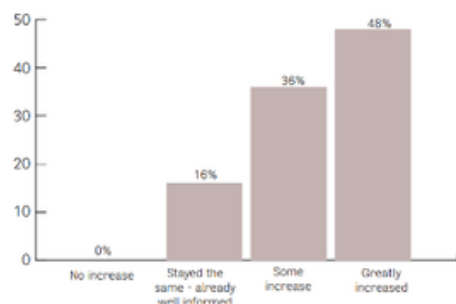
Q. AFTER tonight's seminar, how would you rate your level of confidence in applying size inclusive practice in your professional role?



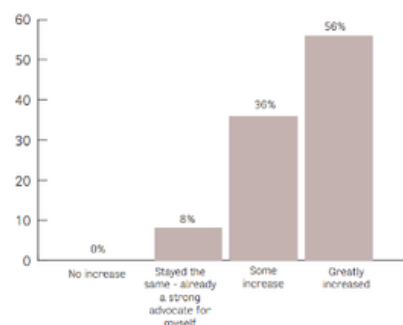
Community members evaluation data

Q. Has your level of understanding of size inclusive practice INCREASED from attending this seminar

Responses received: 12



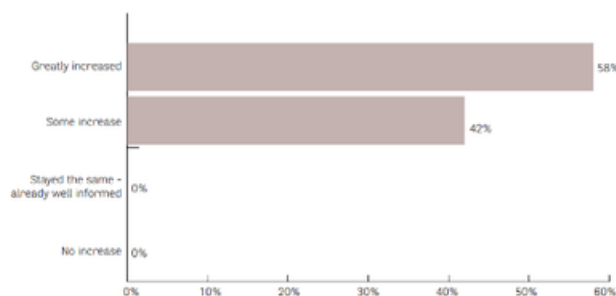
Q. After attending tonight's seminar have you INCREASED your expectation of how health care professionals should work with you in regards to size inclusive practice?



Health Promotion Practitioner evaluation data

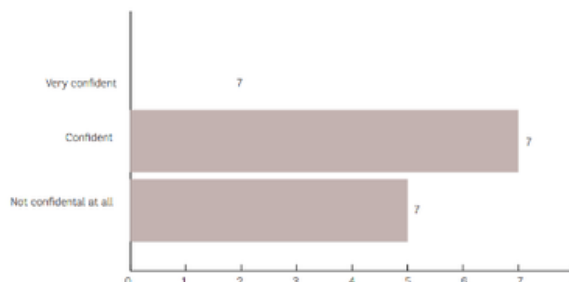
Q. Has your understanding of size inclusive principles increased from attending today's workshop?

Responses: 12



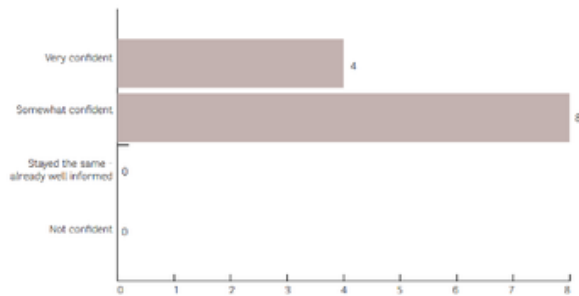
Q. BEFORE today's workshop, how CONFIDENT were you that you could apply size inclusive practice in your role as a health promotion /community development practitioner?

Responses: 12



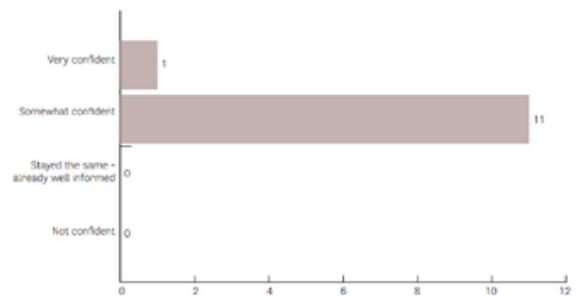
Q. AFTER today's workshop, how CONFIDENT are you that you could apply size inclusive practice in your role as a health promotion /community development practitioner?

Responses: 12



Q. How CONFIDENT are you NOW that you can ADVOCATE within your organisation for size inclusive practice and policies?

Responses: 12



What difference did we make?

(quotes from Unlocking Health at any Size: Inclusive Practice Project Evaluation Report)

What will you most remember from today's seminar?

So many things. Mel's story touched my heart and I empathised deeply with her experiences. There was also so much valuable information shared. I think what will stay with me the most is the feeling of being in a room with such powerful, uplifting and knowledgeable women. I feel so empowered to make change and I will keep that feeling with me.



What I will remember most ... Resources available for clients, ways to advocate for clients and to funders for health promotion programs.

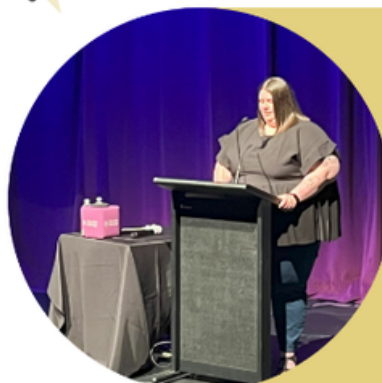
What I will remember most ... Testimony talk and question time. If this person was smaller bodied how would you treat them?

What I will remember most ... Melissa's Lived Experience, Fiona's passion, stat's and knowledge. It was an incredibly well delivered presentation.

To be aware of my and others bias and the language we use that impacts SO significantly on larger bodied people in all aspects of their lives.

So many new concepts for me to consider and most importantly how I have personally internalised social expectations of weight and size.

The guest speaker and her delivery were a game changer in the dignity of the subject delivered, the bravery and honesty of the life Journey for the other guest speaker. Well done.



What I will remember most ... That the passion of the presenters aligns with the science as well

A deeper dive

The momentum from the seminars and workshops has directly led to:

- *Coordination and Promotion of Your Fat Friend film screening (Wangaratta February 2025) through Rural Allied Health and GH Comms and Marketing teams*
- Establishment of a working group to lead size inclusive organisation framework within Gateway Health and WHGNE. Working group represented by Rural Allied Health, Health Promotion, GP clinic and headspace teams and WHGNE
- Rural Allied Health and headspace albury-wodonga team members have been accepted to present at International Weight Stigma Conference July 2025 on size inclusive practice
- Goulburn Valley Public Health Unit coordinating size inclusive practice event in 2025 following on from the success of the Wodonga and Wangaratta events.

Recommendations & next steps

- Promote and support the design, implementation and evaluation of Size Inclusive Organisational Framework within Gateway Health, Womens Health Goulburn North East and other interested agencies
- Investigate options for future seminars targeting GP's and Aged Care sector