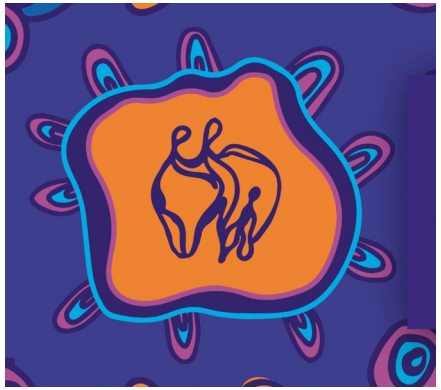
From “included” to truly father-inclusive

Building a Community of Practice to drive organisational change at Tresillian

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- Present but not included
- Positioned as a support person
- Invited to a service that holds no place for him.

"Painfully visible, and yet entirely ignored."

What does Dad think?



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The Communities We Serve

SOUTHERN NSW
- 1 Moruya
- 2 Bega Satellite
- 3 2U Eurobodalla
- 4 Queanbeyan
- 5 2U Queanbeyan
- 6 Goulburn
- 7 Yass Satellite

MID NORTH COAST
- 8 Macksville
- 9 Coffs Harbour
- 10 2U Mid North Coast
- 11 Woolgoolga Satellite

HUNTER NEW ENGLAND
- 12 Taree
- 13 Forster Satellite
- 14 Muswellbrook
- 15 Singleton Satellite
- 16 Armidale
- 17 2U Inverell

MURRUMBIDGEE NSW
- 18 Wagga Wagga
- 19 Adelong Satellite
- Griffith
- 21 Narrandera Satellite

NORTHERN NSW
- 22 Lismore
- 23 Casino Satellite
- 24 2U Tweed
- 25 Grafton
- 26 Yamba Satellite

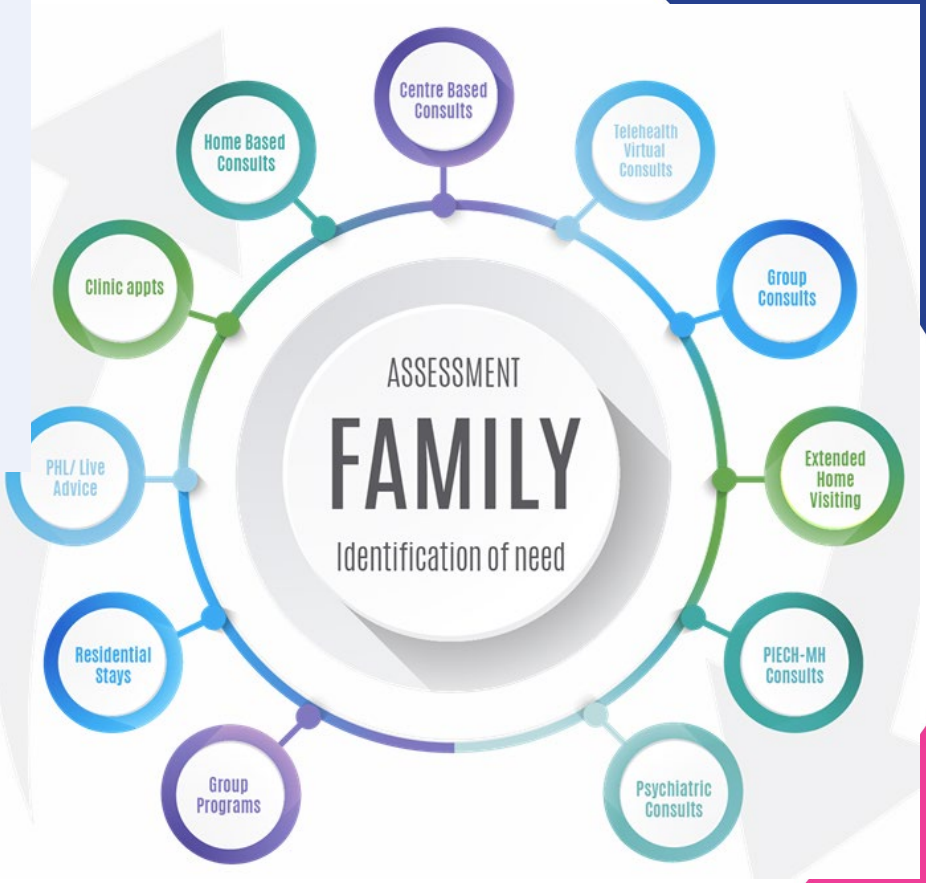
METRO NSW
- 27 Nepean
- 28 Canterbury
- 29 Wollstonecraft

WESTERN NSW
- 30 Dubbo
- 31 Trangie Satellite
- 32 Cowra
- 33 Forbes Satellite
- 34 2U Bathurst

FAR WEST NSW
- 35 Broken Hill

ACT
- 36 Curtin

TAS
- 37 1300 TAS BUB introduced 1st July, 2024.
- 38 Launceston
- 39 2U Launceston





A turning point…Australian Fatherhood Research Consortium Symposium - 2025



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What we see in practice:







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The Shift

More fathers contacting services directly and increasingly presenting for parenting support.

The Gap

Support can depend on the individual clinician's confidence, knowledge and resources to work with fathers.

The Opportunity

Father specific groups online and out of business hours, are creating new entry points to our service.

Dad's Matter...

~1 in 10 fathers of infant's experience symptoms of common mental health disorders in Australian cohort research.

Mental Health
Paternal perinatal distress is associated with child development outcomes; fathers play a part of the family's health picture

Children need perinatal services to engage and support fathers.

Relationships
Father involvement is linked to children's early development, including emotion regulation.

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The inclusion tension

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LGBTQIA+ FAMILIES

INCLUSIVE AND GENERIC

FATHERS







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From concern to collective action:

2025

Tresillian Workshop

'Including Dad's in the First 2000 Days'

2025

Initiation of a nationwide Father Inclusive Community of Practice (CoP) for clinicians working with families

2025 – Present

9 CoP sessions and counting…enrolment numbers are growing as the word spreads; currently at 160 registered attendees

The Community of Practice isn't just another meeting, but an engine for change.

Why participants joined?



Clinician identified themes for the implementation of father-inclusion

- Organisational Changes
- Needs Analysis
- Clinical Practice Change
- Workforce Education
- Gender specific programs and services
- Resources, referral pathways



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What does change look like?

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These are not "extra tasks". They are design decisions

CLINICAL PRACTICE

- Ask directly about adjustment to fatherhood
- Document conversations with both parents
- Include in care planning

SERVICE DESIGN

- Invite families, not one parent
- Routine MRN allocation
- Flexible appointments
- Consider cultural differences
- Appropriate resource availability



ORGANISATIONAL

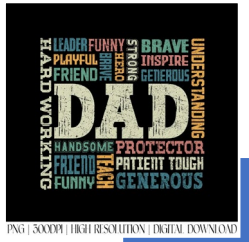
- Implement a father-inclusive policy
- Embed management accountability
- Data collection
- Develop roles, education, resources and partnerships that build capability
- Review marketing

What the CoP is achieving:



A Safe Space

- Share organisational barriers without shame
- Celebrate changes
- Connect clinicians and researchers
- Build on existing work and resources from across organisations.



A Shared Language

- It became easier to say “Dad” rather than hide behind “Partner”
- We can see and name gaps in screening, assessment and resources.
- Sharing of learnings and resources



A Change Network

- People are taking ideas back into policy, documentation, groups, staffing, education and service design.

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Clinicians recognise that including Dad encompasses true family-centered care



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Where to next?

From a project, to a culture of true father inclusion.

- Making inclusion visible in systems, not dependent on individual champions.
- Resourcing our clinicians to drive and embed this change into practice
- Continue listening to fathers and families
- Build evidence alongside practice
- Learn and share what works across perinatal services working with each other.



"What is one thing your service could change this month, that would make Dad's inclusion routine, not exceptional?"

Father Inclusive CoP Working Groups

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