NORTH-WEST UNIVERSITY
NOORDWES-UNIVERSITEIT
YUNIBESITI YA BOKONE-BOPHIRIMA

NWU Transformation Charter

Reference number	2Pr/2.7
Policy Owner	Deputy Vice-Chancellor: Student Life, Transformation and People and Culture
Responsible division	Student Experience, Student Life, Transformation
Status	Approved
Approved by	Council
Date of approval	17 September 2026
Review date	2029

DVC Student Life, Transformation, and People & Culture

NWU TRANSFORMATION CHARTER

Approved by Council on 17 September 2026

OUR DREAM

The North-West University (NWU), as a unitary institution, is committed to the principles of social justice. As a higher education institution, we base our endeavours on the principles of unity and values, dedicated to nurturing a community of involved and caring staff and students through our unwavering commitment to ethical conduct in all pursuits. In our pursuit of discovering new frontiers and opportunities that benefit society, we promote unity in diversity by inculcating tolerance of and respect for all perspectives and belief systems. We believe this creates an enabling environment for teaching, learning, research, community engagement and student life.

The NWU subscribes to a broad interpretation of transformation that goes beyond conventional categories of race and gender to advance the creation and celebration of a truly diverse and culturally rich community. We acknowledge that this requires far-reaching changes to our institutional behaviours, culture, identity and values.

As part of this process towards achieving this dream, the NWU understands transformation as a holistic, continuous and systematic process that shapes organisational culture, governance, teaching and learning, research, staffing, student life and community engagement. The council, management, staff and students of NWU hereby commit to this transformation charter.

OUR CURRENT CONTEXT

1 We hereby AFFIRM:

1.1 the need to remain conscious of the historical context of our institution and that of South Africa;

1.2 that, within the context of a democratic South Africa, the NWU is confronted with unique challenges requiring robust engagement and discourse;

1.3 the need for good governance, and for the NWU to be managed and administered effectively and efficiently;

1.4 our commitment to social justice; and

1.5 that we are making progress, but acknowledge that much remains to be achieved.

2 We hereby RECOGNISE the –

2.1 inequalities relating to the socio-economic backgrounds of our students and staff;

2.2 challenges related to educating socially responsible graduates who are aware of their role in contributing to the South African and international development efforts and social transformation;

2.3 need to develop a teaching and learning environment that integrates the research and innovation capacity of higher education curriculums with the needs of industry and of social reconstruction;

2.4 importance of increasing access, retention and articulation of students within post-school education and training;

2.5 importance of developing the university's identified language mediums within the various university domains using an additive multilingual approach;

2.6 necessity of developing a multimodal teaching and learning environment, that remains accessible and effective;

2.7 importance of providing academic and co-curricular support that ensures holistic student development and success, and

2.8 importance of developing an organisational culture that celebrates the diversity of its staff and students, and enables a conducive academic and co-curricular environment.

OUR ASPIRATIONS

3 We ENVISAGE a transforming and diversifying university that:

3.1 benefits from and respects the abilities of individuals who form part of the NWU community;

3.2 grows and develops in the face of challenges and societal changes;

3.3 celebrates its achievements and its own people;

3.4 acknowledges and supports impactful transformative efforts at all levels;

3.5 empowers and enables its individuals; and

3.6 actively nurtures inclusive practices, behaviours and attitudes.

OUR COMMITMENT

4 We COMMIT to:

4.1 the values underpinning the Constitution of the Republic of South Africa and the Statute of the North-West University.

4.2 fulfilling the obligations of the Constitution, through adherence to the Higher Education Act (Act 101 of 1997, as amended), driven by a set of constitutionally based values when performing the core business of the NWU;

4.3 recognising our position in Africa as an African institution of higher learning;

4.4 achieving greater social cohesion, increased inclusivity and diversity among staff and students;

4.5 harnessing the capacities, skills and abilities of our staff, students and institutional capital to establish excellence in transformation as an integral part of our core business.

4.6 providing engaged scholarship, innovative teaching-learning, pioneering research and innovation, and the implementation of expertise aimed at benefiting society; and

4.7 developing our identified languages as languages of teaching, learning, research, co-curricular activities and administration.

OUR PLEDGE

We HOLD THAT:

Definitions of transformation often vary and are influenced by context. In the context of the NWU as a unitary institution, transformation is inextricably connected to social justice, cultural diversity, identity and communal well-being. In order to remain relevant to the needs of the communities we serve, it is imperative that we respond to cultural and social changes.

If the NWU's values are to meaningfully and sustainably shape the institutional culture and identity, continuous engagement and collegiality are imperative. Therefore, transformation must be managed and monitored on an ongoing basis in line with the University’s Code of Ethics, in a constructive and consultative manner.

We have identified the following transformation goals, which we regard as the most relevant to pursue, monitor and achieve namely:

- equity and redress
- alignment
- diversity in all aspects
- inclusivity and sense of community
- sustainable increase in access to, and allocation of, resources
- unity and social cohesion

- human dignity and respect
- success and quality
- social responsibility
- transformational leadership
- comparable student experience

Achieving the aforementioned goals depends on clear, measurable and well-communicated strategies, plans and projects, executed through the collective and dedicated efforts of the entire NWU community.

As the NWU, we believe that our institutional policies, processes and procedures must benefit and support the NWU's transformation goals as part of its core business underpinned by its values. We believe that this necessitates the continued integration of transformation into the performance agreements of all institutional managers, leaders and student leaders.

The NWU and its members are custodians of *inter alia* public funds for the education, training and development of students and staff at the NWU. As such, we must remain accountable, transparent and inclusive in all our endeavours. This requires transformational leadership whereby we have the courage to act in the best interests of achieving the NWU's transformation dream.

WE PLEDGE to ensure the continuous management and functioning of the North-West University in a manner that is consistent with this charter. We will remain self-reflective to ensure our commitment to the promises of transformation.

Original details: (24162264) C:\Users\24162264\Documents\NWU Policies, Rules, Constitutions, Strategies\Transformation Charter\2021\Approved\2022.02.23_NWU Transformation Charter_approved.docm
23 February 2022

Current details: (10225676) C:\Users\Policy management\Transformation Charter\2026.09.17_NWU Transformation Charter.docm
17 September 2026

File reference: 2Pr_2.7