



Legal

Salary Survey – South West
2025



In this survey focusing on Legal roles across the South West market, we've outlined the average salary benchmarks to ensure your roles are competitive.

At Yolk, we're always tuned in to the latest market trends, understanding how they vary across different regions and skillsets.

Our aim is to offer a comprehensive overview of salary ranges across various roles in the Legal landscape. Factors like company size, team structure, location, client portfolio, duties, industry niche, and specialised skills all play a role in determining salary levels.

Attracting top talent goes beyond competitive pay. Offering options like flexible work arrangements, avenues for career development and progression, and an overall generous benefits package are essential in nurturing an environment wherein your employees will thrive.

Legal

Salary Survey – South West

2025

South West

Job title	Min. Salary	Max. Salary	Avg.
Legal Support	£23,000	£32,000	£27,000
Paralegal	£25,000	£35,000	£30,000
NQ Solicitor/Lawyer	£35,000	£96,000	£50,000
Residential Conveyancer	£30,000	£60,000	£38,000
Associate	£38,000	£73,000	£52,500
Senior Associate	£50,500	£85,000	£67,500
Managing Associate/Legal Director	£65,000	£95,000	£80,000
Partner	£75,000	£150,000	£80,000

Market Insight

"Talent availability remains a challenge in the Legal sector. Fewer professionals are seeking new roles year-on-year, likely driven by a need for career and financial stability as the economy continues to fluctuate. Even the passive talent pool has decreased, really intensifying competition for skilled candidates.

Work-life balance has become a significant draw for legal professionals in the South West region. Flexible working arrangements, including hybrid and remote options, are increasingly prioritised by candidates.

Regional comparisons highlight notable differences. While London offers salaries 30–50% higher, professionals face much longer commutes and extended working hours. South West professionals actually enjoy some of the shortest commutes in the UK. In contrast, the Midlands offers slightly lower average pay and less frequent bonuses, while the North West features higher passive job-seeker rates and greater satisfaction with bonuses.

Employers in the South West should be focusing on their retention strategies, ideally including flexible working arrangements as well as clear pathways for career progression. Firms that are adapting to these trends and are therefore meeting candidate expectations are more likely to both attract and retain talent."



Oliver Coodye

Senior Consultant | Legal

oliver.coodye@yolkrecruitment.com

02921 673 719

For more information about current market trends and recruitment into this area, please contact a member of the Legal team:



Oliver Coodye

Senior Consultant | Legal (South West)
oliver.coodye@yolkrecruitment.com
02921 673 719



Celyn Summers

Consultant | Legal (South West)
celyn.summers@yolkrecruitment.com
02921 673 737



Nicole Smith

Managing Consultant | Legal (South Wales)
nicole.smith@yolkrecruitment.com
02922 260 612



Daniel Mason

Executive Consultant | Legal (South Wales)
dan.mason@yolkrecruitment.com
02921 673 713



If you'd like to hear more about how Yolk
Recruitment can help reshape your recruitment
needs, get in touch.

Anchor Court, Keen Rd, Cardiff, CF24 5JW
029 2022 0078
yolkrecruitment.com

Each Yolk recruiter is a specialist in one of our eight markets. They don't dabble. They don't blag. They do what they do, brilliantly.

It means employers and candidates get the best recruitment experience. You're understood. You're guided. You're ahead of the rest.

Our cross-divisional service suite ensures we can offer recruitment solutions across multiple fields of expertise. Salary surveys are available across all of our markets upon request.

www.yolkrecruitment.com

02920 220 078

Our Markets



Legal



Public Sector &
Not-for-Profit



Sales



Marketing



Engineering
& Technical



Office
Support & HR



Technology
& Digital



Financial
Services